

Toolkit to support employers working to maximizing full scope of practice utilization for primary care
RNs and RPNs: Video clip summaries

Belleville Nurse Practitioner Clinic, Belleville

This video focuses on the importance of adopting a client-centred care approach to maximize nurses' full scope of practice. A critical enabler to this work is the presence of a leader who incorporates the goal of full scope of practice as part of the clinic's vision. Communicating this goal to all members of the team and ensuring ongoing, open discussion are important steps to achieving full scope of practice within a client centred culture. Other enablers include breaking down hierarchical structures and valuing the contribution of each member of the primary care team. The outcomes demonstrated include increased access to care, better health outcomes, staff satisfaction, a positive work environment and effective interprofessional collaboration and care coordination.

Bramalea Community Health Centre, Brampton

This video focuses on the pivotal role nurses and leadership play in maximizing nurses' full scope of practice. Identifying full scope of practice utilization is key to fully ensuring nurses' knowledge and skills and creating a positive work environment. Other enablers include having dedicated resources to make this goal a reality and including well-planned mentoring and professional development opportunities to support nurses' professional growth.

Lakehead Nurse Practitioner-Led Clinic, Thunder Bay

This video focuses on the importance of providing continuing education opportunities and building trusting relationships among the team. The roles and responsibilities of RNs and RPNs at this clinic were developed with the input of the nurses themselves. An important enabler of this work includes an equal balance of power among team members. The outcome of this work was improved access to care by aligning roles with the competencies, knowledge and skills of the specific provider (NP/RN/RPN) involved. The clinic is a strong example of how full scope of practice utilization has resulted in the clinic's ability to effectively provide primary care to a wide population base in an underserved area.

Le Centre de Santé Communautaire du Temiskaming, Temiskaming

This video focuses on the importance of investing in a team of providers who are accountable for delivering the best possible health care to clients. Client-centred care, interprofessional collaboration and mentorship opportunities are all identified as enablers to maximizing nurses' full scope of practice for new and current employees. In this setting, clinical leaders define parameters of nurses' work but otherwise provide nurses with the autonomy to identify opportunities to build upon their knowledge and skills.

North Perth Family Health Team, North Perth

This video depicts the various roles nurses are responsible for at the clinic. It highlights how having a dedicated professional working to assist nurses allowed them to identify areas in which they could achieve full scope of practice. The movement towards a FHT model of primary care acts as an enabler as it exposes family physicians to the concept of shared care. Key outcomes include increased access to care and improved patient experiences.

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Rideau Family Health Team, Ottawa

This video focuses on family physicians as key enablers to maximizing nurses' full scope of practice. Family physicians can facilitate this process by being open minded and trusting that nurses can take on more roles and responsibilities. Other enablers include having the family physicians and nurses share the same working space, hiring nurses who want to maximize their scopes of practice, and referring to the nurses' roles and responsibilities descriptions found in the [Primary Solutions for Primary Care](#) report.