

Stronger Together: RNs and RPNs Collaborative Practice

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Introduction

Collaborative practice in health care is essential as it strengthens the relationship among teams and enhances an integrative work platform. Registered Nurses (RNs) and Registered Practical Nurses (RPNs) work together on Specialized Acute Care (SAC) units utilizing the nursing skilled-mixed model. RNs and RPNs work side-by-side, but as distinct entities, where the two-nursing group function independent of each other. There is a need to understand what collaborative practice means to RNs and RPNs, hence this formal study was conducted to explore the experience of RNs and RPNs regarding collaborative practice on SAC units. Qualitative Action Research was conducted to comprehend challenges and pinpoint effective strategies for strengthening Collaborative practice among RNs and RPNs.

Jones, A. (2024). Developing Effective Strategies to Strengthen Collaborative Practice Between Registered Nurses and Registered Practical Nurses Through Action Research (Doctoral dissertation, Northeastern University).

Objective

To identify barriers that break down collaborative practice and establish strategies that can be used to strengthen teamwork and collaboration between RNs and RPNs on SAC units.

Research Design

Methodology

Qualitative Action Research (AR)

Data Collection Tools

- Semi-structured Interview
- Semi-structured focused group discussion

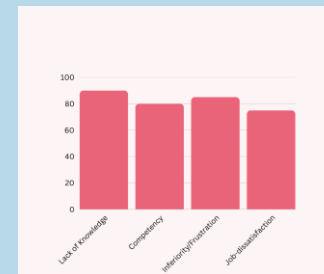
Participants

- 10 RNs
- 10 RPNs
- 9 Nursing Leadership staff

Results

Phase 1

1. Lack of knowledge of scope of practice
2. Competency
3. Inferiority and frustration
4. Job-dissatisfaction



Phase 2

1. Scope of practice
2. Organization accountability
3. Team building
4. Equity and inclusion
5. Respect and civility.



Conclusions

In summary, improving collaborative practice among RNs and RPNs demands a comprehensive strategy involving senior leadership, nurse managers, and frontline staff. This approach encompasses the implementation of evidence-based framework, the provision of support and education to nurse managers, and the integration of collaborative principles into everyday routines. Through these concerted efforts, healthcare institutions can cultivate an environment characterized by teamwork and mutual respect.

References

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