

Application of the Strong Model of Practice for Nurse Practitioners Guideline for Managers

Background:

The WRHA has adopted the Strong Model of practice for Nurse Practitioners which identifies five domains of practice: Direct Comprehensive Care, Support of Systems, Education, Research, and Publication and Professional Leadership. The Memorandum of Understanding supplementary to the MNU collective agreement addresses the distribution of functions with respect to non-clinical time. Approximately 80% of the Nurse Practitioner's time is to be dedicated to direct clinical practice and up to approximately 20% dedicated to non-clinical activities in the other four domains to support clinical practice.

Definitions:

1.0 Strong Model's five areas of Advanced Practice:

- 1.1 Direct Comprehensive Care – Patient/client focused activities that include assessments, procedures, interpretation of data and patient/client counseling.
- 1.2 Support of Systems – Professional contributions to standards, quality initiatives, and development of policies, procedures and practice guidelines to optimize nursing practice within the practice setting.
- 1.3 Education – Contributions to caregiver, student and public learning related to health and illness.
- 1.4 Research – Practice that challenges the status quo and seeks better patient care through scientific inquiry and incorporating evidence-based practice into direct patient/client care.
- 1.5 Publication and Professional Leadership – Promotion and dissemination of nursing and health care knowledge beyond the individual practice setting.

Guideline:

- 1.0 The manager and Nurse Practitioner shall meet on a regular basis (at least yearly and more frequently at the request of either the NP or the manager) to jointly determine and revise the NP's priorities in the clinical and non-clinical domains of practice.
 - 1.1 Priorities must be relevant to the specific role and practice setting in which the NP is employed consistent with missions, aims and objectives of the WRHA.
 - 1.2 Goals/priorities for each of the domains of practice will be established by the NP in collaboration with the manager
 - 1.3 Goals and priorities will change over time with changes in the practice setting, client populations served and as the NP moves along the continuum from novice to expert.
 - 1.4 The amount of time and emphasis on the various domains will fluctuate depending on the needs in the practice setting.
 - 1.5 Priorities are relevant to the practice setting and may facilitate, but are not driven by, the individual NP's academic activities.

- 1.6 Academic education is the employee's responsibility and is not considered as paid non-clinical time unless approved by the manager in advance and can be directly related to the agreed upon priorities.
 - 1.7 A larger percentage of the novice NP's time and focus in the clinical area of practice may be required.
 - 1.8 Notwithstanding the intent of collaboration of the development of priorities for non-clinical activities in the domain of practice, the employer will assign the time if collaboration is not successful.
 - 1.9 The plan for priorities for non-clinical time must be clearly documented including expected timelines and responsibilities.
- 2.0 The NP is accountable to the manager for the time he/she spends in all domains of practice.
- 2.1 Scheduling of non-clinical time will be negotiated between the manager and the NP, recognizing that this must be flexible depending on the clinical needs in the practice setting.
 - 2.2 The NP will provide quarterly reports to the manager and the applicable WRHA program regarding his/her progress on the previously established goals.
 - 2.3 The NP will report relevant information back to the interprofessional team at his/her practice site regarding the activities in the non-clinical domains.
 - 2.4 The NP has a role as an educator and contributes to the learning of others by sharing his/her knowledge.
- 3.0 Orientation for NPs shall include a discussion of the 20% non-clinical time and accountability to the employer for activities in these domains.
- 4.0 Accountability for non-clinical time will be outlined in the NP's letter of offer for employment and position description.
- 5.0 Performance appraisals will address the domains of practice and accountability for practice in each domain.

References

- WRHA Advanced Practice Nursing Steering Committee. (October 26, 2005). *A Guide to the Implementation of the Nurse Practitioner Role in Your Health Care Setting*. Retrieved from http://www.wrha.mb.ca/professionals/nursing/files/np_toolkit_000.pdf
- WRHA Advanced Practice Nursing Steering Committee. (2008). *Nurse Practitioner Learning Needs Assessment*. Retrieved from <http://www.wrha.mb.ca/professionals/nursing/files/APN08W-00294.pdf>