



Registered Nurses' Association of Ontario  
L'Association des infirmières et infirmiers autorisés de l'Ontario



Registered Practical Nurses Association of Ontario

Toolkit to support employers working to maximizing full scope of practice utilization for primary care RNs and RPNs: Gap Analysis Tool

<b>Maximizing Registered Practical Nurses' Full Scope of Practice Utilization</b>						
	<b>Primary Solutions for Primary Care RPN Role Description Recommendation</b>	<b>Consistently part of RPN role</b>	<b>Not consistently part of RPN role</b>	<b>Not part of RPN role at all</b>	<b>Who currently carries out if not consistently part of RPN role</b>	<b>Action e.g. plan for change; education needed; communication to staff and clients if role changed; and policy change to support role changes required</b>
<b>I</b>	<b>Supports effective operation of clinic</b>					
	<b>Supports members of care team</b>					
<b>II</b>	<b>Performs prescribed clinical services with low risk of negative outcomes</b>					
<b>III</b>	<b>Provides limited and standardized assessments</b>					
	<b>Supports the delivery of primary care programs</b>					
	<b>Delivers established patient education programs/materials</b>					
<b>IV</b>	<b>Provides comprehensive physical and psychosocial assessments for patients with less complex care needs and predictable outcomes</b>					
	<b>Identifies assessment findings through pattern recognition and co-ordinates next steps</b>					
	<b>Provides health screening services</b>					
	<b>Supports primary care programs (i.e. immunization)</b>					
<b>V</b>	<b>Supports the development and implementation of education strategies</b>					
	<b>Participates in research and quality assurance programs</b>					
	<b>Provides clinical services with a low risk of negative outcomes</b>					

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Primary Solutions for Primary Care RPN Role Description Recommendation	Consistently part of RPN role	Not consistently part of RPN role	Not part of RPN role at all	Who currently carries out if not consistently part of RPN role	Action e.g. plan for change; education needed; communication to staff and clients if role changed; and policy change to support role changes required	
Supports health promotion activities						
Contributes to the development and delivery of patient education programs						
Collaborates as an active member of the interprofessional care team						
Advocates for healthy communities/environments						

The completed Gap Analysis is useful for quick comparisons between maximum scope of practice for RPNs and their actual role behaviours. It becomes a valuable monitoring tool to demonstrate progress in implementing full scope of practice utilization through use of a planned change approach. The Gap Analysis provides a summary of information that may come from a number of sources, current position descriptions for all RPN, actual role enactment, policies to direct practice, understanding of the entire team regarding full scope of practice utilization for RPNs, and norms and expectations. RPN Role descriptions p. 32 [http://rnao.ca/sites/rnao-ca/files/Primary\\_Care\\_Report\\_2012\\_0.pdf](http://rnao.ca/sites/rnao-ca/files/Primary_Care_Report_2012_0.pdf)