



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

| Maximizing Registered Nurses' (RN) Full Scope of Practice Utilization | | | | | | |
|--|--|-------------------------------------|---|-----------------------------------|--|--|
| | Primary Solutions for Primary Care RN Role Description Recommendation | Consistently part of RN role | Not consistently part of RN role | Not part of RN role at all | Who currently carries out if not consistently part of RN 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 |
| I | Record presenting concern | | | | | |
| | Prepare exam rooms | | | | | |
| | Clinic operation | | | | | |
| II | Provides intake patient assessment | | | | | |
| | Implements nursing interventions as directed | | | | | |
| | Clinic operation | | | | | |
| | Prepare exam room | | | | | |
| | Assist Physician | | | | | |
| III | Leads holistic assessments | | | | | |
| | Implements nursing interventions based on direction received | | | | | |
| | Supports care plan with interprofessional team | | | | | |
| | Provides clinical services such as assessing vital signs and specimen collection | | | | | |
| | Supports chronic disease management | | | | | |
| | Provides patient education | | | | | |
| | Autonomously sees patients | | | | | |

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| IV | Leads and interprets comprehensive holistic assessments | | | | | |
| | Identifies, plans and prioritizes nursing interventions | | | | | |
| | Develops, implements and refines care plan with interprofessional team | | | | | |
| | Actively leads quality improvement initiatives | | | | | |
| | Provides comprehensive clinical procedures, health screening, and treatment | | | | | |
| V | Co-ordinates care delivery | | | | | |
| | Assists patients navigating through the health-care system | | | | | |
| | Acts as an evidence-based champion in delivering care | | | | | |
| | Supports chronic disease management and self-care | | | | | |
| | Provides in-person and telephone counseling, triage and follow-up | | | | | |
| | Develops and delivers comprehensive education campaigns | | | | | |
| | Disseminates learnings widely | | | | | |
| | Leads community analysis and planning | | | | | |
| Advocates for healthy communities/environments | | | | | | |

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The completed Gap Analysis is useful for quick comparisons between maximum scope of practice for RNs 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 RNs, actual role enactment, policies that direct practice, understanding of the entire team regarding full scope of practice utilization for RNs, and norms and expectations. RN Role descriptions p. 31 http://rnao.ca/sites/rnao-ca/files/Primary_Care_Report_2012_0.pdf