

Nurse Practitioners in Long-Term Care: From Integration to Retention

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Faculty/Presenter Disclosure

Faculty: Carrie Heer

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•Speakers Bureau/Honoraria: OLTCC

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-**Other:** Employee of Brant Community Health Care System, Affiliate Investigator, Bruyere Research Institute & Adjunct Faculty Bloomberg Faculty of Nursing

Disclosure of Financial Support:

•None

•Potential for conflict(s) of interest:

-Carrie Heer honoraria from OLTCC for presenting

Mitigating Potential Bias:

•NO BIAS IN ANY PRESENTATIONS

Faculty/Presenter Disclosure

Presenter: Wendy Dunn

Relationships with financial sponsors: none

Grants/Research Support: none

Speakers Bureau/Honoraria: OLTCC

Disclosure of Financial Support: none

Potential for conflict(s) of interest: honoraria from OLTCC for presenting

Mitigating Potential Bias: love for the NP role in LTC!



Learning Objectives

1. Review the Nurse Practitioner (NP) role/scope of practice.
2. Examine the NP models and funding landscape for LTC and opportunities to collaborate.
3. Explore integrating an NP into the Home and factors for success.

Nurse Practitioners

- NPs are Registered Nurses who have met additional nursing education, experience and exam requirements set by the College
- Only those registered with the College in the Extended Class can call themselves “Nurse Practitioner” or “NP”
- NPs are authorized to diagnose, order and interpret diagnostic tests, and prescribe medications and other treatments for clients
- NP practice includes health promotion with the aim of optimizing the health of people, families, communities and populations
- NPs practice with diverse client populations in a variety of contexts and practice settings such as acute care, primary care, rehabilitative care, curative and supportive care, and palliative/end-of-life care.

College of Nurses of Ontario (CNO), 2019

Nurse Practitioners in Ontario

The College of Nurses of Ontario (CNO) registers NPs with one or more of the following specialty certificates:

Nurse Practitioner - Primary Health Care (NP-PHC)

Nurse Practitioner - Pediatrics (NP-Pediatrics)

Nurse Practitioner - Adult (NP-Adult)

College of Nurses of Ontario (CNO), 2019

Nurse Practitioners in LTC: Background

- Residents in LTC are frail, have multiple chronic health conditions including advancing dementia
- Require knowledgeable assessments and interventions by health care providers
- COVID-19 has identified the importance of on-site clinicians available to provide expert assessments, care and timely follow up
- NPs are a solution to support and improve lives of residents in LTC

(NPAO, n.d.)

Nurse Practitioners in LTC

“Deploying NPs to LTC homes results in a decrease in unnecessary hospitalizations and an increase in access to health care while providing safe and cost-effective care, improved health outcomes and family satisfaction”

(NPAO, n.d.)

Nurse Practitioners in LTC

- NPs can reduce health care costs by decreasing ED visits & other inappropriate transfers from LTC
- Quality of life and quality of care are found to be dependent on the management of transfers to and from acute care facilities
- NPs can improve quality of care in the LTC setting by:
 - providing primary & acute care services
 - De-prescribing medications
 - Reducing suffering at the end of life
 - Supporting residents' and families end-of-life wishes/values
 - Facilitate optimal comfort at end of life

(Dangwa et al., 2022; McGilton et al., 2022)

Collaborative Care Models in LTC

Collaborative Care Models in LTC include:

- Attending NP in LTC
- Nurse Led Outreach (NLOT) NP/Team

Other funding models can include:

- Private pay - either by the LTC Home or the physician

(NPAO, n.d.)

Attending NP

Health & Long Term Care Attending NP Position Summary:

- reports directly to the Director of Nursing and Personal Care or Administrator
- accountable to the Medical Director for meeting the long-term care home's (LTCH) policies, procedures, and protocols for medical services
- is a primary care provider to residents and works within her/his legislative scope of practice as described and outlined by the College of Nurses of Ontario

(Ministry of Health & Long Term Care, 2017)

Attending NP

- collaborates with the resident and family/caregiver, and the health care team in the development, implementation and evaluation of the resident's plan of care;
- provides leadership and mentorship to LTCH staff that enhances their knowledge, assessment skills, and ability to care for residents in place;
- leads and collaborates in research, education, and evidence-based practice initiatives to optimize the resident, LTCH and health system outcomes.

* 70% clinical; 30% research, education, administration/leadership

(Ministry of Health & Long Term Care, 2017)

Nurse Led Outreach Team (NLOT)

- launched in 2008 as part of the Ontario government's plans to reduce ER wait times in Ontario
- Currently NLOT teams in each Ontario Health Team Region and expanding
- NLOT teams have different models; all RN, all NP or blended models

Nurse Led Outreach Team (NLOT)

NLOT Program Goals:

- Reduce transfers to the emergency department (ED) for conditions which can be treated in the long-term care setting
- Reduce hospital admissions for conditions which can be treated in the long-term care setting
- Reduce length of stay (LOS) for residents in acute care who can be safely transferred back to the long-term care setting

Nurse Led Outreach Team (NLOT)

NLOT teams support LTC through:

- capacity building through education, coaching & mentorship
- Direct care provision in LTC
- Health system navigation, etc.

Recruitment

- 2016 - funded 75 Attending NP's over 3 years in LTC
- Oct 2022 - funding 225 additional Attending NP's over 3 years in LTC

Nurse Practitioners in Long-Term Care Homes Initiative funding policy -
<https://www.ontario.ca/page/attending-nurse-practitioners-long-term-care-homes-initiative-funding-policy#section-8>

- Agreement made with Home and Community Care Support Services
- Given base funding for salary, benefits and overhead costs
- Terms and conditions for funding and reporting requirements
- Proposed role description and position summary

Resources to Support NP Practice

Attending Nurse Practitioners in Long-Term Care Homes

Recruitment and Integration Toolkit

Nursing Policy and Innovation Branch

Ministry of Health and Long-Term Care

April 2017



Research: NPs & COVID-19

Positive outcomes during the COVID-19 pandemic, including:

- Successful COVID-19 recoveries
- Effective pain and symptom management
- Ensuring dignified deaths for residents

(Dangwa et al., 2022; McGilton et al., 2022)

NP Integration: COVID-19 Pandemic

“The COVID-19 pandemic provided a useful natural experiment allowing for some expansion of practice for NPs that resulted in no negative outcomes. Skills of both the physician and NP are required in these collaborative models of care going forward. “

(McGilton et al. , 2022)

Research: NP & MD Collaboration

Collaboration between NP and physician roles has resulted in:

- Higher quality of resident care
- Decreased hospitalization rates
- Improved working environments for direct care providers

(McGilton et al., 2023)

NP Integration: Roles, Responsibilities and Reporting

- Determine reporting structure
- Clear understanding of staffing/roles and responsibilities of others within the Home
- Determine with nursing and medical team how referrals and communication will occur
- Clearly define responsibilities for completing work (ie. Care conferences, quarterly medication reviews, admission and annual physical exams, on-call schedule...)
- Understanding of Act/Regulations and Legislation with LTC sector
- As the role develops re-evaluate formally - performance reviews

NP Integration: Leadership

- Include in committee work
 - PAC, IPAC, Quality, Mandatory Programs
- Education - both formal and informal
- Research - opportunity to participate in multiple research (i.e. immunity, MD/NP collaboration, retention, etc.)

NP Integration: Optimization and Sustainability

- NP Scope of practice - allow to work to full scope with necessary support/collaboration
- Sector understanding - RNAO, NPAO, OLTCC
- Networking with other LTC Clinicians - mentorship programs
- Resources:
 - Internal:
 - Wound care, BSO, IPAC lead, multidisciplinary team (PT, RT, RD, SW, Chaplain, MD), etc.
 - External:
 - Specialist care, OTN, RNAO Best Practice Coordinator, Pain and Symptom Management, Geriatric Psych, Spasticity Clinics, Alzheimer's Society, etc.

NP Integration: Administration/Policies

- Ensure policies are updated to include NP as practitioner
- Obtain medical directives as needed (not as necessary)
- Imbed “best practice” into policies and procedures - utilize NP for this work
- Professional affiliations and community partners

NP Recruitment & Retention: Role Clarity

- Role & Scope Clarity
- Encourage and support NP to work to full scope
- Appreciate the non-clinical aspects of the Advanced Practice Nursing role - research, education and leadership

NP Recruitment & Retention: LTC Engagement

- Engaged leadership
- Engaged providers (medical director, attending MD, NPs, allied health, etc.)
- Engaged Staff and support with integration

NP Recruitment & Retention: Education

- Promote ongoing education and skill development
- Allow for educational opportunities and consultation/collaboration with physician partners
- Identify supports, resources including communities of practice
- Encourage and support networking relationships
- Competitive salaries and benefit/pension packages

NP Recruitment & Retention: Supports & Resources

- Identify supports, resources including communities of practice
- Encourage and support networking relationships
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Nurse Practitioner Integration: Future

Nurse Practitioners Association of Ontario (NPAO) Position Statement:

- Funding to Increase NP Leadership with LTCH
 - NPs should be able to hold the Medical Director position in LTCH
 - Adjust wording within the LTCA to include Nurse Practitioners in mandatory LTC roles
- Increase NP to Resident Ratio
 - 1 FTE NP for every 100 LTCH residents
 - LTC >100 residents, 3 FTE NPs should be employed to provide 24 hour coverage with an attending NP present
 - Increase involvement of NPs in LTC to at least 5% of the registered workforce (currently less than 1%)
- Address Increasing Complexity and Acuity of Residents with Full Time NPs
 - Increased utilization of full time NPs as Directors of Care & Medical Directors
 - Ensure the ongoing sustainability of the existing NLOT programs
 - Increase access to a NLOT team by increasing number of teams within the province
- Support NPAO in the development of a continuing education course that can lead to a LTC certification

(NPAO, n.d.)

Nurse Practitioner Integration: Future

- Maintaining legislative reforms that were initiated during COVID-19 and continuing to remove barriers to NP practices
- Clearly articulating the roles and responsibilities of NPs and physicians within the different models of care
- Conducting additional research to determine the optimal care models with which to achieve the best outcomes for residents, staff, and the health care system
- Incentivizing work in the LTC sector by providing competitive salaries for NPs
- Developing innovative programs to engage and educate new NPs to work in LTC settings

(McGilton et al., 2022)

NP Recruitment & Retention: Future Education

Curriculum Development for Nurse Practitioners in Long-Term Care (LTC)

A PROJECT OF TEAM PRIMARY CARE



Description of Curricula Project

Project Name:

Curriculum Development for Nurse Practitioners in Long-Term Care (LTC)

Project Description:

LTC residents are increasingly unstable, unpredictable and in need of complex care due to high levels of frailty requiring an integrated interprofessional approach to care. LTC is a speciality practice area and requires additional education and training. This project will develop a certificate program for nurse practitioners and NP students delivering primary care in the LTC setting. The purpose is to develop a curriculum that will enhance role clarity, build clinical capacity, improve LTC resident outcomes and satisfaction while contributing to NP optimization, integration and retention.

Project Lead:

Toronto Metropolitan University

Project Objectives:

- To increase knowledge, capacity and confidence of NPs to deliver quality, evidence-based, integrated and interprofessional primary care to LTC residents

Expected Results

- New certification program and pathway for NPs providing primary care to residents in LTC settings including urban, rural and remote areas
- Scale up and spread the developed curriculum within existing NP educational programs and support the LTC NP education within existing positions while also making practice and research recommendations
- Beyond 2024, evaluation is envisioned with plans to implement the curriculum across NP programs in Canada

"Access to comprehensive, evidence-based and collaborative primary care in the LTC setting aligned with resident goals of care, will support residents in their home, improve health outcomes and satisfaction and reduce health costs in avoiding unnecessary acute care. Nurse Practitioners play a key role in providing such care in the LTC setting. Specialty education is a crucial need for care provision and health system optimization"

Post-March 2024 Sustainability

For our project to successfully contribute to advancing comprehensive primary care post March 2024, it is important for our curricula project to:

- Foster partnerships with academic institutions, clinical geriatric experts, and system partners supporting LTC residents
- Support sustainable LTC primary care practices through linking education and NP practice transformation
- Improve access to high quality, comprehensive primary health care in the LTC setting aligned with evidence based practice, guidelines and research

Curriculum Development for Nurse Practitioners in Long-Term Care (LTC)

A PROJECT OF TEAM PRIMARY CARE



Team Members



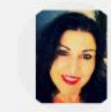
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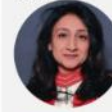
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