



Nurses and
Nurse Practitioners
of British Columbia



Nursing
Initiatives for
Primary Care

Considering a Nurse in Practice Contract?

A Guide for RNs and LPNs in Primary Care

Taking on a role in primary care can be both rewarding and challenging. Before committing to a position, it's important to assess your current capabilities, your willingness to grow, and the alignment between the role and your career aspirations. This guide will help you evaluate key competencies and ask the right questions to ensure a successful transition to primary care nursing.



Self-Assessment: Evaluating Your Competencies and Growth Potential

Working in primary care often means being part of a small, dynamic team where independent practice, adaptability, and a broad skill set are crucial. Consider the following areas of competency and reflect on your current capabilities and your interest in growth:

- Primary Care Knowledge: Familiarity with primary care models and team-based care approaches.
- Autonomous Practice: Ability to work independently while optimizing your scope of practice.
- Complex Care Management: Skills in managing patients with chronic conditions and complex health needs.
- Health Promotion and Prevention: Expertise in preventive care and health education.
- Communication Skills: Ability to effectively communicate with patients, families, and other healthcare providers.
- Technology Proficiency: Comfort with electronic health records and other digital health tools.
- Cultural Competence: Understanding of diverse patient populations and their unique health needs.

Questions to Ask Your Employer

To make an informed decision, it's essential to engage in a detailed conversation with your potential employer. Understanding the specifics of the role, the practice environment, and the available support will help you evaluate if the position meets your needs. Below are some suggested questions to guide your discussion:

- Describe how the nursing role will be integrated into the Team Based Care environment in your clinic?
- What onboarding processes are in place for nurses new to your clinic?
- What equipment and space will be provided for nursing practice?
- What opportunities will there be for continuous professional development?
- What are the expectations for scheduling and distribution of patient appointments?
- How will you support optimization of nursing scope or practice?

By thoughtfully evaluating your competencies and engaging in open dialogue with your potential employer, you can ensure that a primary care nursing role aligns with your career goals and expectations.

Additional Resources To Consider Reviewing

Review online resources related to contracts:

- Reach out to the NNPBC NIPC Practice Success Team for clarification/questions & support you at nipcteam@nnpbc.com
- Contact CNPS for advice about professional liability as an employee considering a contract – <https://cnps.ca>
- Review BCCNM scope of practice document for your nursing discipline:
 - Registered Nurses - <https://www.bccnm.ca/RN/ScopePractice/Pages/Default.aspx>
 - Licensed Practical Nurses - <https://www.bccnm.ca/LPN/ScopePractice/Pages/Default.aspx>



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How NNPBC and the NIPC Program Support Nurses

The Nursing and Nurse Practitioners of BC (NNPBC) and the Nursing Initiatives for Primary Care (NIPC) program offer support through:

1. Nursing Practice Success Program:

- Mentorship and coaching opportunities
- On site clinical support
- In-person workshops and in-services
- Virtual learning opportunities
- Professional practice consultation
- Primary care-specific competency resources
- Quality improvement and assurance resources

2. Primary Care Nursing Network:

- Community of practice for RNs and LPNs across BC
- On-Line community for sharing practice excellence
- Data collection on nursing-specific KPIs
- Practice guidance dissemination
- Nursing-specific communications pathways

By leveraging these resources and support systems, RNs and LPNs can make informed decisions about primary care contracts and successfully transition into these roles. The NNPBC NIPC program complements employer excellence by providing direct programs and services to support nurses in primary care settings.

Remember to review all contract details thoroughly, seek professional advice when needed, and take advantage of the resources provided by NNPBC and the NIPC program to ensure a successful transition into primary care roles

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