



## **MEMBERS' VOICES: April 2012 – October 2012**

**Speaking out for Health: Speaking out for Nursing**

### ***Independent Practice Nurses Interest Group - IPNIG***

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#### **WHERE DO INDEPENDENT PRACTICE NURSES WORK?**

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An Independent Practice Nurse is a Professional Registered Nurse who serves the community in a variety of specialized health care settings providing professional quality nursing care to their clients - IPNIG Brochure [...click here to view.](#)

Too often when clients need health care services and they don't have access and if they do, they learn the needed nursing services are not covered by the health care system. The community clients often go neglected and this needs to change. To that effort IPNIG has embarked on a journey to achieve their new, revised [Strategic Plan 2012 - 2014.](#)

- To guide in the development and implementation of quality professional nursing practice standards
- To strengthen the professional recognition of registered nurses in independent practice within the community health care system
- To increase public awareness and build partnerships for the business operation of nurses in independent practice
- To promote recognition by health care system and equitable pay for services of nurses working in independent practice
- To create educational opportunities and funding resources

#### **POLICY/PRACTICE/POLITICS**

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The IPNIG Executive on September 1, 2012, reviewed their four action oriented goals for policy, practice and political action. The IPNIG efforts 2012 - 2014 are geared to gaining recognition and equitable positioning for Independent Practice Nurses in accordance with the forthcoming changes in the health care system.

Many Registered Nurses by choice, downsizing or attrition desired to continue their chosen nursing career. Identifying the many gaps in health care delivery, they applied specialized nursing knowledge and years of experience to provide highest quality nursing services in settings such as. clinical, academic, management, consulting where they worked as registered nurses in independent self employed practice or inter- dependent for a private employer.

#### **IPNIG Policy Practice Politics Goals 2012 – 2014**

1. A legal definition in health policy to recognize and acknowledge the existence of professional registered nurses performing work in independent practice.
2. Determine what constitutes an independent health nurse company for equitable payment and equal rights with other health care professionals.
3. A need to create the highest quality professional nursing standards and/or best practice (BPG) guidelines resulting in highest health care quality outcomes.
4. Deliver services employing essential fundamentals of business operation applicable for professional registered nurses working in independent practice

## MEMBER SERVICES

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IPNIG achieved the following for their members during the past year:

- IPNIG collaborated with another Interest Groups and a local Nursing Chapter to co-sponsor two nursing career enhancement education workshops. The three Interest Groups experienced significant cost reduction and were able to offer the education workshops free to their members.
- IPNIG "took the show on the road" when invited by the Windsor Essex RNAO Chapter to present the one of the education workshops. Again a significant savings by sharing costs and free to members.
- The workshops allow members to gain immensely from "Networking". The attendees learned by talking one-on-one to the expert presenters, by asking questions to successful career registered nurses in their own business and by mingling with other "new" independent practice nurses.
- IPNIG hosted a Members Communication Breakfast to get member's to discuss ways to promote recognition of existing Independent Practice Nurses services, how to get on the radar for consideration for funding by health care system, acceptance by nursing colleagues and referral to IPN service by all health care providers.
- IPNIG sent four notices to IPNIG members using E blasts to alert members to "IPNIG Newsletters", upcoming events and IPNIG executive attendee reports on RNAO Queens Park Assembly in February, RNAO Communication Assembly /AGM in April and RNAO Membership Assembly in September.
- IPNIG Participated in the RNAO Nursing Career Fair in an exhibitor booth, responding to nurse's enquiries - "Can nurses work independently?" "How do I operate a business as a nurse?" "Where do I get work?"
- Facilitation of four (4) IPNIG executive strategy meetings throughout the year, using call conferencing thus allowing executive participation province wide from the convenience of their home.

## RECRUITMENT AND RETENTION

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IPNIG Membership wrote a public OPEN letter to all IPNIG members. The letter clearly outlined the many benefits [IPNIG members receive from membership](#). Each year, in the Fall, IPNIG members receive an E-blast to renew and recruit new members. If they bring in new members they receive a bonus for their efforts.

## INVOLVEMENT WITHIN LOCAL CHAPTER / INTEREST GROUP

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Co-sharing the education workshop costs with another interest group and a local chapter, the money saved allowed the members to attend the education **for free**. The education sessions presented to the IPN members and other nursing colleagues addressed how to "Accelerate Your Career" using self-assessment, how to recognize the "Perils and Pearls" of independent practice, and how to understand the "Nuts and Bolts" of business operation.

## EMERGING ISSUES

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A recent Canadian Nurse Association survey report [A Nursing Call to Action](#), by the CNA's National Expert Commission, suggests a fundamental shift in how health and health care is funded, managed and delivered in Canada. [Click here to see all the CNA surveys](#) ...excerpt below (page 25)

*We are more inclined to agree with Canadians who called for the roles of health professionals (including nurses, midwives, pharmacists and paramedics) to be expanded, to make better use of their abilities and make the system more efficient, and with those who spoke of the need to promote multi-disciplinary, team-based care to make better use of the resources we have. Suggestions for how nurses could contribute to better care included extending the ability of registered nurses to prescribe medication, and making more use of nurse practitioners and registered nurses in primary, community, long-term and acute care.*

Many Registered Nurses work in Independent Practice providing quality professional nursing care to their clients. Independent Practice Nurses need to "**Raise the Bar**". It is time to step up and state all the many nursing and health services they provide. The public communities receive their specialized skilled professional nursing services but the system does not pay so their clients pay privately. The Independent practice nurse services are easily accessible, with early onset intervention to treat a host of primary health problems. A timely health care service by independent practice nurse prevents the client's decline to more serious health care problems.

All Independent Practice Nurses are asked to join a growing number of nurses with specialty practices that impact community health of people where they live, work and play! *Declaration of Alma-Ata, World Health Organization, 1978*