

MEMBERS' VOICES REPORT: April 1 – September 30, 2011

Speaking out for Health: Speaking out for Nursing

SUBMITTED BY Independent Practice Nurses Interest Group IPNIG
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POLICY/POLITICAL ACTIVITY

ANSWERS SOUGHT ON EQUITABLE PAYMENT and EQUAL RIGHTS FOR HEALTH CARE PROFESSIONALS.

IPN members constantly asked of the IPN executive “*what determines or constitutes an independent health registered nurse company for equitable payment and equal rights with other health care professionals*”.

Rising to the challenge, Independent Practice Nurse executive members sought some answers through a survey of the IPN members. Here are some common themes;

Common theme - The Registered Nurse has a vast range of diverse health care knowledge to enable nursing assessment of client, determination of nursing care plan, rehabilitation knowledge, supportive counseling, return to work interventions, nurse management consulting, case coordination and planning for catastrophic cases, medical/legal reviews and legal nurse consultations.

Common knowledge – There is a myriad of insurance policies in place and types of insurance, which all spell job requirements out differently, who performs the work, and who and what payment will be processed. In fact, every insurance carrier has their own requirements and payment system.

Common knowledge – There is a huge need for the education of the myriad of insurance providers, public community agencies and potential employers to the extensive skills, knowledge and expertise that specialized registered nurses provide and need the equitable pay as other health providers.

Common phrase – The public needs to ask /know that skilled Registered Nurses in independent practice are not paid appropriately

IPN conclusion: Registered Nurses value the health care system that is available for all Canadians. It is timely for Registered Nurses in independent practice in the 21st century, to ask for recognition in policy, along with equitable funding and equal rights with other health care professionals.

MEMBERS' VOICES REPORT: April 1 – September 30, 2011

[Speaking out for Health: Speaking out for Nursing](#)

IPN asked RNAO POLICY DEPARTMENT to CONTACT the CRA FOR ANSWERS

IPN requested RNAO to contact Canadian Revenue Agency to determine the ruling on GST/HST exemption for nursing services. IPN requested a written statement to what CRA deemed a nursing service that would be exempt from tax. The CRA responded after 14 months. To read the CRA letter – see Appendix A.

MEDIA COMMUNICATIONS

The IPN used Toronto and Southern Ontario newspapers to advertise the Registered Nurses “*It’s Your Business*” Workshop. The newspapers provided excellent workshop information exposure in print and offered preferred advertising rates.

MEMBER SERVICES

PROFESSIONAL PRACTICE

BUSINESS INSURANCE “*NURSE INSURE*” INFORMATION POSTED ON IPN WEB SITE

The IPN posted, on the IPN membership web site, a legal risks education and a connection to,

1. **Legal Risks in Nursing for IPN Nurses ... [click here to read](#)**
2. **Magnes Professional Practice Liability Insurance Application ... [click to see form](#)**

In addition, RNAO hosted a meeting with IPN to seek advice of how to improve the RNAO personal benefits for independent practice nurses.

PROFESSIONAL DEVELOPMENT EDUCATION

Independent Practice Nurses Interest Group had numerous enquires from many registered nurses asking:

“I have extensive nursing knowledge and many years of work in health care. Can you tell me how to start my own business?” In response IPN hosted the first of three upcoming entrepreneur education workshops.

The first workshop on April 2, 2011 was a **huge success!** The entrepreneur workshop “*It’s Your Business*” was for any Registered Nurse who has never owned a business or been in independent practice. The workshop was open to all Registered Nurses and it was FREE!

The sixty seven (67) attendees definitely spent a relaxed full day conducive to learning from the skilled presenters. The reviews by the attendees voiced their enthusiasm; “*the networking was*

MEMBERS' VOICES REPORT: April 1 – September 30, 2011

Speaking out for Health: Speaking out for Nursing

fantastic, "I loved talking to other nurses in independent work" and "great to know all the types of work nurses are doing!"

They attendees learned the "Nuts and Bolts" of a business operation. At the workshop closing, attendees' voiced words of "wow", "I can't wait to start" and "daze and confused" or "met my needs for sure!", "I didn't know and now I do!" and "Thank you! Thank you! Thank you!" now let's move on to the next level!

Many of the attendees stated at the workshop their commitment to join RNAO.

IPN is planning dates for second level workshop as well as repeating the beginner level workshop!

RECRUITMENT AND RETENTION

RECRUITMENT

IPN asked their IPN members to use this phase to get non members to join;

"Ask yourself..."

"Should I become involved in IPN Work?" The answer is definitely "Yes"!

All independent practice nurses should consider joining IPN. The intent is to overcome the barriers to equal rights with other health care professionals and to **raise the bar** for recognition of independent nurses in policy and equitable payment for their nursing services.

RETENTION - *Leaders Mentorship Program Guidelines*

Any Independent Practice Nurse member who is interested in volunteering can receive a one page mentorship guideline. See the IPNIG website (Member Services), [Leaders Mentorship Program Guidelines](#).

INVOLVEMENT WITH OTHER INTEREST GROUP

IPN EXHIBITOR at RNAO CAREER FAIR

IPN collaborated with a sister interest group to share space at the RNAO Nurse Career Fair. The IPN exhibit table had a display of brochures and handouts from IPN members indicating that the variety of ways that registered nurses work in independent practice was very popular. The attendees asked the IPN representatives non-stop questions. IPN enjoyed the chance to talk with many new graduate nursing students as well as registered nurses looking for new career opportunities. The attendees were seeking information on Independent Practice Nursing as a career and how to transition their nursing skills. The attendees wanted to work in their chosen

MEMBERS' VOICES REPORT: April 1 – September 30, 2011

Speaking out for Health: Speaking out for Nursing

nursing profession and were delighted to learn the many alternate avenues in independent practice.

EMERGING ISSUES

The IPN proposed strategies for 2012 - 2014 will direct IPN energies to;

- Influence professional practice and political action for professional recognition of registered nurses in independent practice within the established health care system.
- Determine what constitutes an independent health nurse company for equitable payment and equal rights with other health care professionals.
- To Increase public awareness and build partnerships for the business operation of nurses in independent practice.
- Promote to the community greater awareness and need for quality health care delivered by independent practice nurses.
- Petition for a legal definition in health policy to recognize and acknowledge the existence of professional registered nurses performing work in independent practice.

APPENDIX A

RNAO NURSING POLICY ANALYST - CRA REPLY LETTER TO IPN

Further to the lengthy correspondence that RNAO has had with CRA over the past two years on behalf of the Independent Practice Nurses' interest group, I am attaching the formal response we received just last week, to a letter we sent them over 14 months ago. In this letter, there are two victories, and two areas for continued advocacy, as well as the CRA's definition of what constitutes a nursing service. To summarize:

Foot Care

CRA reviewed the issue of foot care, and found that foot care is a service that is recognized by various nursing associations as a specialty of nursing practice, and that there are foot care nursing programs offered by various educational institutions. CRA therefore accepts that there are situations where foot care may be a nursing service rendered to an individual within a nurse-patient relationship.

Psychotherapy

In accordance with the legislation that was recently passed to amend the Nursing Act, the authorized act of treating by means of psychotherapy technique, delivered through a therapeutic relationship.... (see attachment), CRA accepts that there are

MEMBERS' VOICES REPORT: April 1 – September 30, 2011

Speaking out for Health: Speaking out for Nursing

situations where psychotherapy could be a nursing service rendered to an individual within a nurse-patient relationship

Transportation of ill or injured individuals

Health care companies provide specialized medical evacuation and intra-facility transportation of ill and injured persons, who may also require life-supporting equipment. Though the care provided by a registered nurse to an individual is a nursing service rendered within a nurse-patient relationship, the supply may be that of a transportation service where the care of the individual by a registered nurse is a component of, or an input to, that supply, and the exempting provision for nursing services may not apply to the supply provided by the transportation company.

Coordinating and Supervising the Care of Clients of Home Care Agencies

One of the emerging roles of registered nurses is case management, which involves the activity of coordinating care of individuals who are clients of home care agencies and other service providers. Whether a particular supply of any supervisory, administrative or case management service rendered by a registered nurse constitutes a nursing service rendered on an individual within a nurse-patient relationship will have to be determined on a case-by-case basis. Accordingly, a service provided by a registered nurse of supervising or directing others to provide care to an individual or of providing a case management service will not be exempt for GST/HST purposes even if the service is provided with the scope of a nursing practice, if that service does not involve the provision by the registered nurse of care to the individual within a nurse-patient relationship.

I know that many of you have had challenges with CRA, with regards to GST/HST exemptions. Please feel free to use this letter to support your ongoing advocacy. Should you require any further assistance, please don't hesitate to contact me. In addition, the letter contains the name and telephone number of a contact at the GST/HST Rulings centre, should you require any clarification of items contained in this letter.

Warm regards,

Valerie J. Rzepka, RN, BScN, MSc.
Nursing Policy Analyst