

# RN/RPN Utilization Toolkit

## Demonstration Project

### Implementation Workshop

October 16, 2009

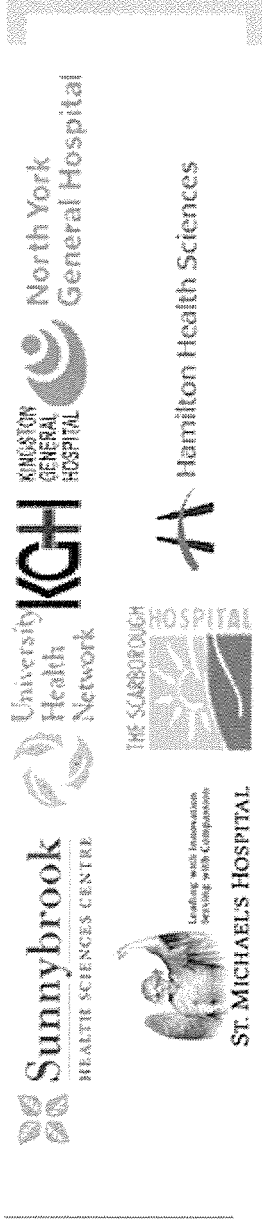
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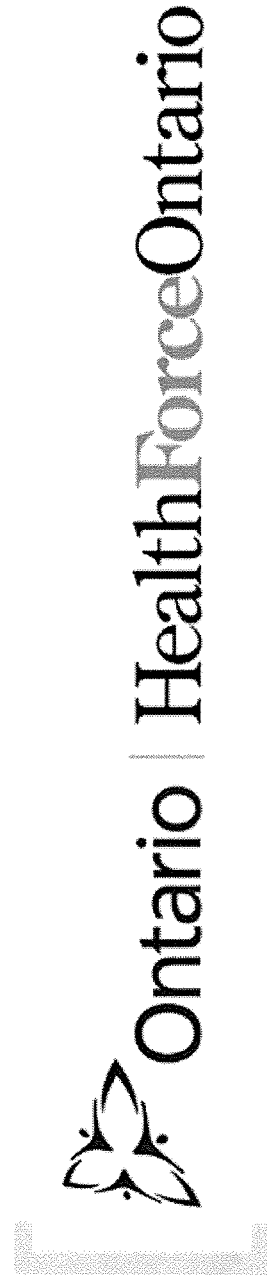
*Summary provided*

*measuring skills - mix  
and put date -  
and put combine  
to have 2011  
HHA's  
-MN  
on paper*

# The Partners



Generously funded by the Nursing  
Secretariat, Ontario Ministry of  
Health and Long-Term Care



## HHR Building Block: Service Delivery Models

**Tools and Resources:** Developed and tested tools and a decision making process to support nursing staff mix decisions as guided by the CNO three-factor framework on the utilization of RNs and RPNs

**Sector Relevance:** acute care medical surgical units

*give development  
CNO RPN  
competence*

# Outcomes and Accomplishments

- 2069 patient reviews
- Approximately 600 nurses participated
- 36 medical-surgical units
- All 7 sites met their obligations
- Support for reliability and validity of PCNA tool  
*from an expert patient*
- Internal consistency reliability
- Face and content validity *on the face of it*
- Convergent validity *in the face of it*
- Further developed UEP tool *-dev-01P. b4P.*
  - Moderate satisfaction that the UEP captures some of the elements of environmental complexity
  - Some indication of feasibility and face validity

# **RN/RPN Utilization Tool-Kit Workshop**

- **Review of 4 essential components :**
  - Patient Care Needs Assessment (PCNA) tool
  - Unit Environment Profile (UEP) tool
  - Conducting a consensus-based unit review
  - Decision-making process
- **Mock Review**

