



GHC Grow Your Own Nurse Practitioner Program

VERSION 1.0

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OVERVIEW

INTRODUCTION

Nurse Practitioners (NPs) are Registered Nurses (RNs) in the Extended Class [RN(EX)] who have additional nursing education and experience. NPs provide direct care, focusing on health promotion, treatment, and management of health conditions. NPs are valued and respected members of the health team and integral to the provision of primary care to our community.

The Group Health Centre (GHC) has an extensive and proud history of engaging NPs in the provision of care. GHC currently employs NPs in various critical roles in both Primary and Specialty care.

VISION

The future of primary care relies on growing our NP team. Attracting, growing, and retaining NPs as part of the broader healthcare team is essential to achieving our overall goal of ensuring everyone in our community is attached to a Primary Care Provider.

STRATEGIC OBJECTIVE

The GHC Grow Your Own Nurse Practitioner Program (GYONP) has four primary goals:

- 1) To support RNs in their career path towards becoming a NP.
- 2) To create a pipeline of talent to fill critical NP roles at GHC.
- 3) To promote the NP role as an essential role in the provision of primary care.
- 4) To increase access to primary care in our community and attach patients to a Primary Care Provider.

THE DETAILS

INTRODUCTION

The Program is designed to support RNs in their career path towards becoming a NP by providing them with the financial support and practice environment needed to be successful in a career in primary care at GHC.

PROGRAM ELIGIBILITY

To be eligible, an RN considering the program must apply at one of two points in time:

- After being accepted as a full-time student, of a CNO recognized post-graduate Primary Health Care Nurse Practitioner Education Program (documented proof will be required); or
- When the RN is entering year two, as a full-time student, of a CNO recognized post-graduate Primary Health Care Nurse Practitioner Education Program (documented proof will be required).

In addition, the RN considering the program must be agreeable to the following:

- The terms outlined below regarding employment with GHC, education costs and work expectations when not fully engaged in classes/studies; and
- A return of service agreement with GHC as a Primary Care Nurse Practitioner. Details regarding the return of service agreement are outlined below.

Lastly, once accepted into the GHC GYONP program, the RN must remain enrolled full-time in the post-graduate Primary Health Care Nurse Practitioner Education Program. For clarity, the RN must complete the Education Program within a 2-year timeframe. If at any time, the RN decides to discontinue their studies and/or remove themselves from the education program for any reason, the RN will be deemed to have resigned from the GHC GYONP program.

PROGRAM DETAILS

WHAT IS COVERED AND WHAT IS NOT COVERED THROUGH THE PROGRAM

Once the RN is accepted into the program, an employment and return of service agreement will be executed. Both agreements must be fully executed for the RN to proceed in the program.

The employment agreement with GHC will be permanent full-time. For clarity, the RN will receive the applicable full-time salary and benefits for the duration of the program. Of note, RNs and NPs are members of the Ontario Nurses Association (ONA) union at GHC. As such, salary rates and other terms and conditions are outlined in the ONA collective agreement.

The RN will be paid their full-time salary and provided with the time required to attend their classes and complete their studies while participating in the program. When the RN is not completing their studies, or taking eligible time off, the RN will work at GHC in a role supporting the provision of primary care. The work assigned will support the RN's learning and include activities such as assisting with various primary care clinics and supporting Primary Care Providers.

The details of the RN work, vacation and school schedule will be determined between the RN and their Manager.

For clarity, the following will be provided by GHC to the RN:

- Permanent full-time employment and applicable salary and benefits as per the ONA collective agreement for the duration of their full-time enrolment in a post-graduate PHCNP Program.
- When not engaged in completing their studies, the RN will be provided with work at GHC that supports their learning in primary care.
- Once the education program is complete, and the RN has successfully achieved their extended class licensing, the RN will transition to a permanent full-time Nurse Practitioner role in primary care.

For clarity, the RN will be responsible for the following:

- Pay the costs associated with applying to the post-graduate PHCNP Education Program.
- Pay the tuition costs, cost of supplies, cost of travel or meals, any associated fees required to be a student, cost of any materials purchased that are required by the post-graduate PHCNP, cost of any Information Technology equipment required or any other cost arising from the participation in the PHCNP Education Program.
- The cost associated with writing the Nurse Practitioner Examination.
- The cost associated with membership with nursing associations.

WORK EXPECTATIONS WHILE COMPLETING EDUCATION

The GHC understands and appreciates the workload that comes with being a full-time student. Expectations to work at GHC, while not engaged in studies, will be accomplished through ongoing collaboration between the RN and their Manager. The intent is to provide primary care mentorship and meaningful work experiences during longer durations of time away from class/studies (for example, during semester breaks).

RETURN OF SERVICE AGREEMENT

Return of Service (RoS) Requirement:

The return of service period commences once the RN has successfully completed their education and becomes licensed to practice as a Nurse Practitioner.

RN who enrolls in the GYONP after being accepted in a CNO recognized post-graduate PHCNP Education Program	RN who enrolls in the GYONP when entering year two, as a full-time student, of a CNO recognized post-graduate PHCNP Education Program
Four years full-time return of service as a Primary Care Nurse Practitioner at GHC is required.	Two years full-time return of service as a Primary Care Nurse Practitioner at GHC is required.

Schedule of Repayment for an Incomplete Return of Service (RoS):

The funding amount referred to below means the total salary and benefits paid to the RN while enrolled in the GYONP program, minus salary and benefits paid for time worked at GHC while enrolled in the program. If at any time while enrolled in the GYONP program the RN decides to discontinue their participation in the program, the RN will owe GHC 100% of the total salary and benefits paid to the RN, minus any salary and benefits paid for time worked at GHC.

	RN who enrolls in the GYONP after being accepted in a CNO recognized post-graduate PHCNP Education Program	RN who enrolls in the GYONP when entering year two, as a full-time student, of a CNO recognized post-graduate PHCNP Education Program
If four years of RoS remain	100% of funding amount to be repaid by GYONP RN/NP	N/A
If three years of RoS remain	75% of funding amount to be repaid by GYONP RN/NP	N/A
If two years of RoS remain	50% of funding amount to be repaid by GYONP RN/NP	100% of funding amount to be repaid by GYONP RN/NP
If one year of RoS remains	25% of funding amount to be repaid by GYONP RN/NP	50% of funding amount to be repaid by GYONP RN/NP