Ontario

Grow Your Own Nurse Practitioner Initiative - Program Guidelines

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Grow Your Own Nurse Practitioner Initiative (GYONP)

Introduction

Nurse Practitioners (NPs) are Registered Nurses (RNs) in the Extended Class [RN(ECs)] who have advanced education and clinical experience. NPs provide direct care, focusing on preventive care, health promotion and the treatment and management of health conditions. NPs are valued and respected members of Ontario's health care teams and integral to the Ontario government's vision for promoting access to primary health care.

The Grow Your Own Nurse Practitioner Initiative (GYONP) was developed in 2005/06 to address some of the challenges that communities face in recruiting NPs. The Initiative promotes NP recruitment by allowing health care organizations with a vacant government of Ontario funded NP position the flexibility to repurpose this funding. Funding (or a portion thereof) can be repurposed to sponsor a Registered Nurse (RN) to complete their post-graduate Primary Health Care NP (PHCNP) education, and subsequently fill the vacant position while fulfilling a return of service agreement.

GYONP Goals

The GYONP has four primary goals:

1. To create new opportunities for communities to recruit NP(s).
2. To promote NP recruitment.
3. To reduce the number of NP vacancies among Ontario government funded positions.
4. To increase access to primary health care services closer to home.

Eligibility

The completion of the GYONP application is the responsibility of the organization. For more information on completion of the application please see page 5.

Organization

The following criteria must be met for a health care organization to be eligible to be a sponsoring organization for the GYONP:

- The organization receives targeted funding from the Ontario government for a Nurse Practitioner – Primary Health Care (NP-PHC) position.
- The organization has a NP position that has been vacant for a minimum of six consecutive months. (This excludes the temporary filling of a vacancy for less than eight weeks in length.)

<div align="center">OR</div>

  The organization is in a community with a Rurality Index of Ontario (RIO) Score of 60 or over and has a NP position that has been vacant for a minimum of three consecutive months. (This excludes the temporary filling of a vacancy for less than eight weeks in length.)
  To find a community's RIO Score, please visit: Learn more about the Rurality Index for Ontario score | Northern Health Programs | ontario.ca
  The organization is able to demonstrate that reasonable recruitment attempts were made to fill the NP position.

  Reasonable recruitment efforts must include, but are not limited to:

  a. Two or more postings for the NP position on the "HealthForceOntario Jobs" site (https://hfojobs.healthforceontario.ca/en/) during the vacancy period

and

b. Two or more postings for the NP position in one of the following, during the vacancy period:

   1) Weekly or periodic newspapers, journals, newsletters, national/regional newspapers, or free local newspapers.

   2) Ads in local stores, community resource centres, or local regional employment centres.

   3) Recognized Internet job sites.

The ministry expects organizations to include the following information in their advertisements to ensure applicants have all the necessary information to consider the position:

   1) The organization's operating name.

   2) Job duties (for each position if advertising for more than one vacancy); and

   3) Wage range.

- The organization is able to identify a RN who is interested in a career as a NP and who has been accepted as a full-time student in a College of Nurses of Ontario (CNO) recognized post-graduate Primary Health Care Nurse Practitioner (PHCNP) Education Program or is entering year two, full-time, of the PHCNP Education Program.

- The organization would consider facilitating at least one clinical practicum for the RN participating in the GYONP.

  ○ Organizations that can offer the RN a clinical practicum opportunity are encouraged to contact the PHCNP Education Program Site Coordinator in their region. Further information is available at http://np-education.ca. Please click on Contacts for a list of the PHCNP Education Program's Site Coordinators.

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[1]Please contact the Nursing and Health Professionals Branch (NHPB), Ministry of Health by email: GYONP@ontario.ca to determine if your organization's NP position is a NP-PHC position.

Nurse

The RN considering the GYONP:

- Must apply to the GYONP at one of two points in time:

  ○ After the RN has been accepted as a full-time student in a CNO recognized post-graduate PHCNP Education Program (documented proof required).
  <div align="center">OR</div>

  When the RN is entering year two, as a full-time student, of a CNO recognized post-graduate PHCNP Education Program (documented proof required).

- Must voluntarily agree to participate in the GYONP, including entering into an agreement with the sponsoring organization to provide a return of service (RoS) to fill the vacant position.

- Must live within 125 km or is willing to relocate to live within 125 km of a vacant NP position.

- Agrees to the RoS agreement as outlined in the "Return of Agreement" section of this document (page 7) and will enter into a RoS agreement with the sponsoring organization. RoS details will be outlined in the agreement between the organization and the government.

Note: The RN applicant and/or sponsoring organization must not be receiving other sources of government funding for similar purposes for proposed GYONP nurse, such as the Nursing Education Initiative, or the Tuition Support Program.

GYONP Requirements

Eligible Expenses

During the educational phase the funds may be used to:

- Pay the GYONP RN's salary and benefits (not to exceed 24%), or a portion thereof subject to budget availability while the GYONP RN attends a post-graduate PHCNP Education Program (proof of current salary required, all overtime is excluded).

- Provide salary reimbursement for GYONP RNs during the mandatory clinical hours of the PHCNP Education Program.

Upon successful completion and registration with the CNO as a Nurse Practitioner-Primary Health Care (NP-PHC), the funds may be used to:

- Reimburse a portion, up to the maximum dollar amount, of tuition costs (original receipts required).

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[2]Budget availability refers to the total funding amount that has been approved by the government to be repurposed from the vacant position.

Ineligible Expenses

Funds may not be used to:

- Pay the costs associated with applying to the post-graduate PHCNP Education Program.

- Reimburse tuition costs for education not directly associated with the post-graduate PHCNP Education Program.

- Reimburse the cost of supplies (e.g., stethoscopes, otoscopes, etc.).

- Reimburse the cost of meals, accommodation, and travel.

- Reimburse any associated fees required to be a student (i.e., student membership fees etc.).

- Reimburse the cost of any materials purchased that were required by the post-graduate PHCNP Education Program (e.g., books, etc.).

- Reimburse the cost of any materials purchased that were not required by the post-graduate PHCNP Education Program (e.g., books, etc.).

- Reimburse the cost of any Information Technology equipment.

- Reimburse the cost associated with writing the Canadian Nurse Practitioner Examination.

- Reimburse the cost associated with registering as a NP-PHC with the CNO.

- Reimburse the cost associated with membership with nursing associations.

GYONP Funding

Funds available to cover salary, benefits and tuition will be repurposed from the vacant position. Maximum funds cannot exceed the established allocation for a Nurse Practitioner vacancy within the sponsoring organization (benefits are not to exceed 24%). Only expenses identified above are eligible (see above).

GYONP Return of Service Agreement

Table 1 outlines the two Return of Service (RoS) models.

Table 1.0 Return of Service Requirement

	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
Return of Service Requirement	Three years full-time return of service is required to the sponsoring organization	One and a half-year's full-time return of service is required to the sponsoring organization

Table 2.0 outlines the funding amount to be repaid if the nurse does not complete their RoS requirement.

Table 2.0 Schedule of Repayment for an Incomplete Return of Service

	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 three years of RoS remain	100% of funding amount to be repaid by GYONP RN/NP	N/A

If two years of RoS remain	66% of funding amount to be repaid by GYONP RN/NP	N/A
If one and a half year 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 remain	33% of funding amount to be repaid by GYONP RN/NP	75% of funding amount to be repaid by GYONP RN/NP
If 3/4 year or less of RoS remains	17% of funding amount to be repaid by GYONP RN/NP	50% of funding amount to be repaid by GYONP RN/NP

GYONP Application Process and Funding Decisions

Submission Deadline: August 1st each year at

5:00 pm EST

Extensions may be considered on an individual basis. To request an extension,

please email GYONP@ontario.ca.

Step One:

The sponsoring organization must determine that it meets the eligibility criteria regarding the length of vacancy and have identified an eligible RN candidate prior to completing an application.

Step Two:

Sponsoring organization accesses the program application here: https://www.ontario.ca/page/careers-health-care#section-1

Step Three:

Sponsoring organization completes the application.

Step Four:

Sponsoring organization reviews the application ensuring:
- All questions are answered.
- All signatures are obtained.

Step Five:
- Sponsoring organization keeps a copy of the application for their records.

- Sponsoring organization submits a copy of the application to the Ministry of Health <u>through the GYONP inbox (GYONP@ontario.ca).</u>

Step Six:

- NHPB will send an email confirming receipt of the application with the sponsoring organization.
- NHPB will complete an initial review and will forward the application to the appropriate government contact (government program administrator).

Step Seven:

- Government program administrator will review and determine the suitability of application.
- Government program administrator will notify the sponsoring organization and NHPB of the outcome of application.

Step Eight:

- If the sponsoring organization's application is successful, a letter will be sent notifying that the organization was successful, and the organization would enter into an agreement with the GYONP RN.
- If the sponsoring organization application is unsuccessful, a letter will be sent notifying that they were unsuccessful, and no further action is required.

Reporting Requirements

- The organization will be responsible for reporting to the government during participation in the GYONP (e.g.., detailed accounting, proof of successful completion of PHCNP Education Program etc.). Reporting details will be outlined in the agreement between the organization and the government.

Need Help?

For questions related to completing the application, please email the Nursing and Health Professionals Branch (NHPB) at GYONP@ontario.ca.