

## Employment

### **Q: How many NPs are there across Canada?**

A: NPs are registered independently by each province and territory so no national data is available. Ontario has a real-time, monthly update on the number of NPs registered by specialty which is available at: <http://www.cno.org/about/stats/totalcurrent.htm>

CIHI and CNA produced joint reports on the regulation of NPs in 2005 and 2006, available at: [http://secure.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=AR\\_1263\\_E](http://secure.cihi.ca/cihiweb/dispPage.jsp?cw_page=AR_1263_E).

At that time, 62% of all NPs in the country were registered in Ontario, but with the increase over the past two years in the number of NPs registered in the new specialties, this percentage may have increased.

## Nurse Practitioner Practice

### **Q: Can NPs refer directly to Physician Specialists?**

A: Specialist physicians are not compensated at the same rate when referrals come from nurse practitioners vs. physicians. While specialists do not have to accept referrals from NPs, many do so. There is ongoing work by NPAO to address this issue which represents a barrier to care including a position statement: [Position-Statement-Referrals to Specialists](#)

### **Q: What is the starting salary of a nurse practitioner? What are the job opportunities in the future for students aspiring to become Nurse Practitioners?**

Primary Health Care NPs earn between \$75-89,000 per year in positions funded by the MOHLTC. The salaries of NPs working in hospitals vary, depending on the organization. There will certainly be opportunities for new NPs in the future. The MOHLTC has committed to opening 26 NP-led clinics in the province and there will be opportunities in Family Health Teams and other primary care teams. Adult and Paediatric NP roles are well established in hospitals in Ontario although hospital budget constraints may limit the expansion of these roles in the next few years.

### **Q: I am a NP on a FHT. My employer keeps changing the number of hours I am asked to work per week. As a NP how many hours am I expected to work?**

A: The MOHLTC guidelines for FHTs refer to a 40 hour work week. This is in relation to calculation of funding for a FTE position. See the compensation guideline footnotes on page 6: [http://www.health.gov.on.ca/transformation/fht/guides/fht\\_inter\\_provider.pdf](http://www.health.gov.on.ca/transformation/fht/guides/fht_inter_provider.pdf). **However**, FHTs are flexible and are not required to follow the guidelines. I would suggest that you discuss your role and related work hours directly with your employer along with how often the required hours

of work will be re-evaluated.

**Q: We would like to hire one full time Primary Health Care Nurse Practitioner to provide primary health care and to lead community development programs focusing on wellness.**

**We require clarification on the OHIP billing process for NPs.**

A: All Nurse Practitioners in Ontario are salaried positions funded by the MOHLTC. NPs cannot bill OHIP for services provided to clients.

**Q: We are in the process of hiring an NP to work in our clinic. Do you have a job description in place for NPs?**

A: NPAO does not provide a specific job description for NPs. Each role will be unique depending on the nature of the clinical setting, the client population and the skills and experience of the NP. All NP job descriptions should be based on the College of Nurses of Ontario Practice Standard: [CNO NP Practice Standard](#).

**Q: I am looking at a possible career change and would like some information on scope of practice. Can Primary Care NPs work independently or must they practice under the supervision of a physician? Are they allowed to suggest holistic approaches to health or are they mandated to prescribe a limited number of things?**

A: Like RNs, NPs are autonomous health care practitioners. All NPs use their knowledge, skill and judgment when providing care. NPs do not work under the supervision of a physician but collaborate with physicians and other team members based on patient care needs. In Ontario, NPs can prescribe all medications except those listed under the federal [Controlled Drugs and Substances Act](#).