



# RESPONSE TO FUTURE ENVIRONMENT

**Impact on LPNs  
from an Employers Perspective**

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The future is here – we have yet to grasp it and make the necessary changes to realize the benefits already available.



PLANNING FOR THE RIGHT FUTURE



## DESIGNING A FUTURE OF COLLABORATIVE CARE

“Interdisciplinary collaboration refers to the positive interaction of two or more health professionals, who bring their unique skills and knowledge, to assist patients/clients and families with their health decisions (CMA, 2007).”



## COLLABORATIVE PRACTICE GOALS

Optimizing Canadians' access to the skills and competencies of a wide range of health professionals.

Improving primary and even specialty health care by further encouraging and facilitating health promotion and the prevention of illness.

Collaborative care is promoted as a solution to health human resource shortages, and as a way of increasing access to and improving the quality of care.

Leads to the best use of the health human resources available.(CMPA, n.d.)

Considers professionals working to their optimal practice in given environments.



# THREE PROFESSIONAL NURSING GROUPS

## LPNs, RNs RPNs

All professional nursing regulatory bodies are accountable to the public for the provision of safe, ethical, competent nursing care through authority granted in provincial legislation.

Each regulatory body is responsible for the development of codes of ethics, standards of practice, and the approval of nursing education programs.

Each regulatory body has the authority to define the scope of practice of their respective members (Uof A, n.d.)



# CLPNA

LPNs have a broad scope of practice, guided by a comprehensive framework that includes legislation, regulation, standards, education, competencies, continuing competence, and employer policy.

The LPN profession provides a vital role in health service delivery.

LPNs provide quality care to Albertans within a system experiencing an aging population, increasing complexity of care, and continuing demands for adequate resource utilization.

(CLPNA,, 2013)



## NEAR FUTURE FOR ALL NURSING GROUPS

- LPNs working to full scope of practice
- RNs/RPNs moving to full scope of practice
- NPs advancing their scope of practice



## NEAR FUTURE FOR THE TEAM

- Patient/Resident/Client Centered Care Enhanced through partnering with them.
- Collaborative practice in settings where there are multiple providers.
- Ensuring all providers are afforded opportunities to practice their full scope appropriate for the environment





# HEALTH CARE PROVIDER SHORTAGE PROJECTED?

	Year 7	Year 14	Year 21	Year 28
MD	1	2	3	4
NP	1.4	2.8	4.2	5.6
RN	1.75	3.5	5.25	7
LPN	3.5	7	10.5	14
HCA	22.75	45.5	68.25	91





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# CRYSTAL BALL

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# SO WHAT COULD THE FUTURE BRING

## Scenario for Consideration

Continuing care as just that

..... ‘a continuum of care outside of Acute care’.....

LPNs taken a leadership role;

RNs/RPNs taking a health coach role (primary care and wellness interface) working with families and other ‘personal community’ supports;

NPs (and team), at the request of the RN responding to situations that may require transfer of individuals to ED or Acute Care.



# LONGER TERM

Dependent upon factors

Economy

User demand – who makes decisions

Public desire to stay well

Need for all interventions available at all stages of life

Supply of providers

Technology development

Public determination for tax dollar distribution

for education of providers

for building repair, restoration, redevelopment

for providing core business versus high level interventions

urbanization versus close to home of care provision



## EVEN LONGER TERM

- Technology will trump people...
- Robots doing visits – creating linkages to the right expert.
- Imbedded computer chips in routinely used equipment.
- Hand held scanning devices.
- Individuals making their own health decisions and health plans.
- Access to ‘experts’ on line and to whom they want to get the advice from.
- ...what will the collaborative team look like then?



CLPNA (2013),

[http://www.clpna.com/wp-content/uploads/2013/02/doc\\_FACT\\_SHEET\\_Scope\\_of\\_Practice\\_for\\_LPNs\\_in\\_Alberta\\_2013.pdf](http://www.clpna.com/wp-content/uploads/2013/02/doc_FACT_SHEET_Scope_of_Practice_for_LPNs_in_Alberta_2013.pdf)

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[http://www.cmpa-acpm.ca/cmpapd04/docs/submissions\\_papers/com\\_collaborative\\_care-e.cfm](http://www.cmpa-acpm.ca/cmpapd04/docs/submissions_papers/com_collaborative_care-e.cfm)



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<http://www.nursing.ualberta.ca/en/Undergraduate/FAQ/AsktheStudentRecruiter/NursingDesignations.aspx>

WorldHealth Net, (2012).

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