



Speaking out for nursing. Speaking out for health.



## Who are we?

We are registered nurses and nurse practitioners and we are everywhere in the health system.

We occupy executive offices running the show and we are on the street helping the homeless. We are in emergency rooms when you're in crisis and in your home when you can't get out. We help deliver your babies and we look after your parents and grandparents in long-term care.

And, we are the future of health care because we are nursing students too.

We are  
43,450 strong  
and growing.



# What is RNAO?

We are a voluntary professional association in existence since 1925. We advocate for healthy public policy, promote excellence in nursing practice, and empower nurses to actively influence and shape decisions that affect the profession and the public we serve.

## What is a registered nurse?

Most registered nurses - all since 2005 - have at least a four year Bachelor of Nursing degree. Nurse practitioners are registered nurses with a Master of Nursing degree and a nurse practitioner certificate. Registered practical nurses (RPN) have a two year college diploma.



**RPN**  
Two year  
diploma



**RN**  
Four year  
baccalaureate  
degree

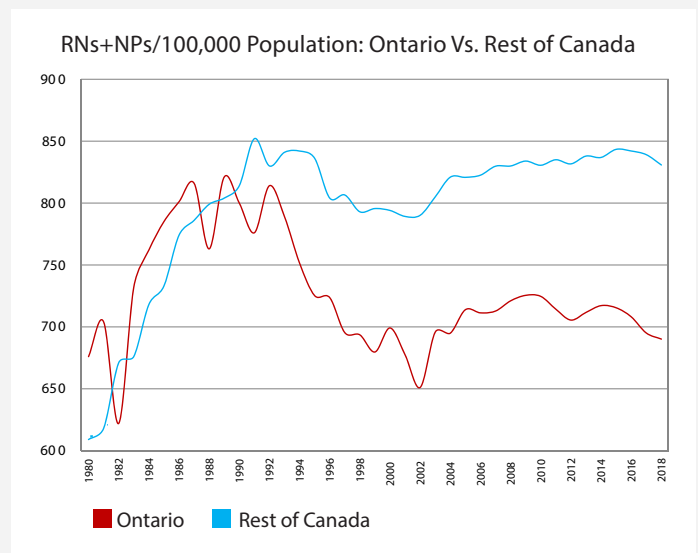
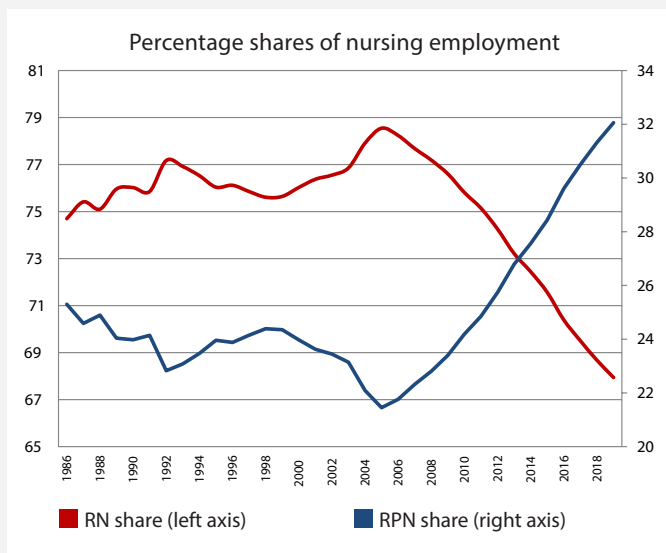


**NP**  
Master of  
Nursing degree

## The problem of RN replacement

Traditionally, RNs and RPNs have had different scopes of practice. However, the Minister of Health recently sent a directive to the College of Nurses of Ontario to expand RPN scope so that it is virtually identical to RN scope in spite of the vast difference in education.

We are concerned about the mix of health professionals serving Ontarians because we believe the knowledge, expertise and skills of registered nurses are essential to increase access to care and improve the capacity of our health system. This is also the only way to ensure patient safety and the financial sustainability of our publicly funded system.





# What does RNAO do?

## Best Practice Guidelines (BPG)

We inform and support best clinical practices here in Ontario and around the world through our Best Practice Guidelines (BPG) program. We have published over 50 BPGs as well as a toolkit and educator resources to support implementation.



The International Affairs and Best Practice Guidelines (IABPG) Centre is a department of RNAO that delivers programs, activities and services dedicated to the professional development of nurses and health-care organizations.

## Best Practice Spotlight Organizations (BPSO)

BPSOs are health service and academic organizations that implement and evaluate the outcomes of the RNAO's best practice guidelines they adopt.

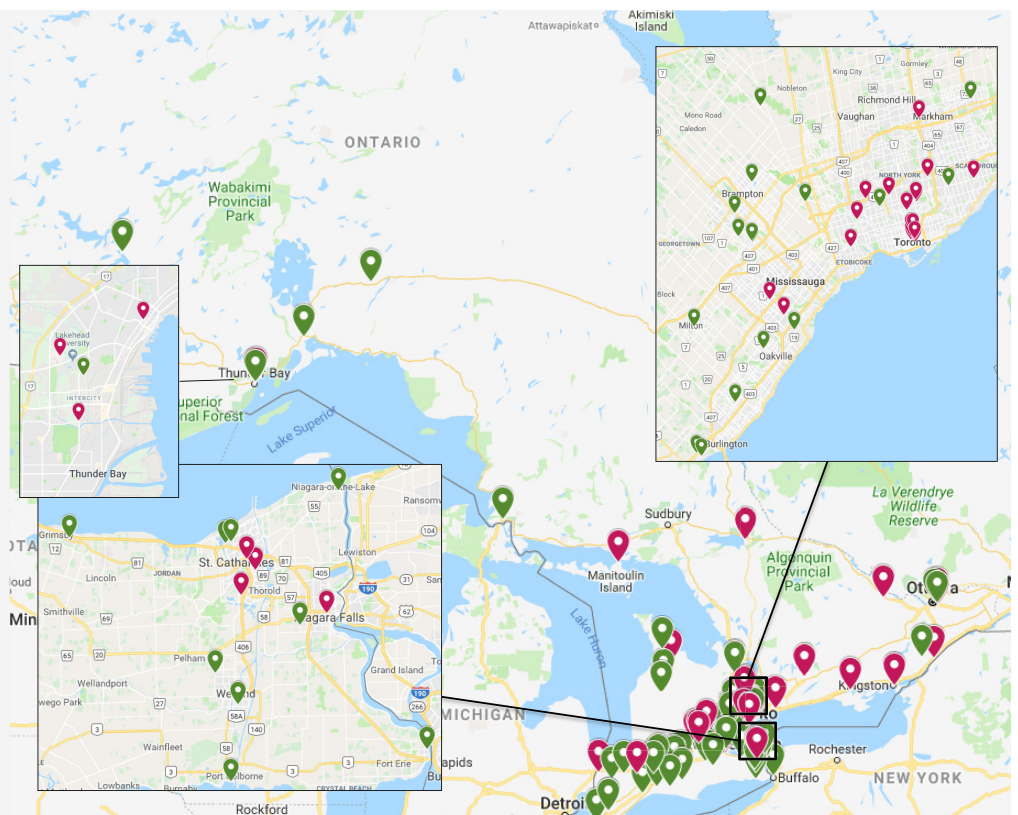
## Global BPSO network

15  
BPSO Hosts  
representing  
920+  
health-care and academic  
organizations



## Ontario BPSOs

+550  
health services and  
academic organizations





## We advocate for healthy public policy

Our vision is one that creates the conditions for health and wellness for everyone by addressing the many determinants of health. We know people's health and life chances are shaped by their environment and their economic and social circumstances. The path to a healthier Ontario requires that a broad range of issues be addressed, from climate change and water quality to housing and poverty, as well as our relationship with Indigenous communities.

To support the health and wellness of the people of this province, we envision a health system that is: accessible; integrated; equitable; person-centred; and, publicly funded and not for profit.

### Supporting health system transformation

RNAO is supporting the success of Ontario Health Teams (OHT) by offering a new Best Practice Spotlight Organization (BPSO) model called BPSO OHT. The goal is to optimize patient outcomes through implementation of evidence-based practice and robust staff engagement. Through this model, RNAO offers a system of support and mentorship to achieve the quadruple aim (improved patient outcomes, improved patient experience, lower costs of care and improved provider experience). Four BPSO OHTs have been selected at this time and are actively collaborating towards integrated systems of care.

