

The Author

Denise E. Bryant-Lukosius, RN, PhD
Director, Canadian Centre for Excellence in
Oncology Advanced Practice Nursing (OAPN)
Assistant Professor, School of Nursing & Dept. of Oncology
Senior Scientist, CHSRF/CIHR APN Chair Program
McMaster University
1200 Main St. W., Hamilton, ON L8N 3Z5



Denise Bryant-Lukosius, RN, PhD, is an Assistant Professor in the School of Nursing and Department of Oncology at McMaster University where she is also the Senior Scientist for the Canadian Health Services Research Foundation and Canadian Institutes of Health Research Chair Program in Advanced Practice Nursing (APN).

Dr. Bryant-Lukosius also holds a joint Nurse Clinician Scientist position as the founding director of the Canadian Centre of Excellence in Oncology Advanced Practice Nursing (OAPN) at the Juravinski Cancer Centre and Hamilton Health Sciences.

Dr. Bryant-Lukosius has Canadian Nurses Association certification in oncology and over 25 years of experience as an oncology nurse, predominately as a Clinical Nurse Specialist in hematology/oncology and prostate cancer.

Working in partnership with regional cancer programs, Cancer Care Ontario, McMaster University, and the Ministry of Health and Long-Term Care, she has led a comprehensive program of research on the effective development and utilization of oncology APN roles. The findings of this research have informed provincial and national policies and the development and evaluation of system-wide interventions and programs to improve the introduction of APN roles.

Designing innovative cancer services and advanced practice nursing roles: Toolkit.

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The development of this toolkit arose out of need and from the many requests I have received over the years to provide education, consultation and support to practice settings involved in implementing advanced nursing roles in oncology and other settings. I hope that readers will find the toolkit useful and applicable to their unique cancer care planning needs and situations.

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Project Team

Cancer Care Ontario

- **Melissa Brouwers**, Director for the Program in Evidence-Based Care
- **Esther Green**, Provincial Head, Nursing and Psychosocial Oncology

Juravinski Cancer Program

- **Judy Darrall**, Nurse Coordinator, GI Disease Site Group
- **Anne Snider**, Director of Cancer Research and Information Management
- **Jennifer Wiernikowski**, Chief of Nursing Practice
- **Raimond Wong**, Head of GI Disease Site Group

Laurentian University, School of Nursing

- **Debra Bakker**, Professor, School of Nursing

McMaster University, School of Nursing

- **Pam Baxter**, Assistant Professor
- **Jennifer Boyko**, PhD Candidate
- **Nancy Carter**, Junior Faculty in the CHSRF/CIHR Chair Program in APN

- **Alba DiCenso**, Professor, CHSRF/CIHR Chair in APN and Director of the Ontario Training Centre in Health Services and Policy Research
- **Maureen Dobbins**, Associate Professor
- **James McKinlay**, Research Coordinator, APN Chair Program
- **Kathleen Willison**, Clinical Faculty and Clinical Nurse Specialist in Palliative Care

Sault St. Marie

- **Silvana Spadafora**, Medical Oncologist and Director of Clinical Research and Program Development

Sudbury Regional Cancer Program

- **Barbara Ballantyne**, Team Leader, Chemotherapy Suite
- **Julie Bowen**, Clinical Lead, Radiation Oncology
- **Mike Conlon**, Biostatistician
- **Denise Gauthier-Frohlick**, Research Assistant
- **Andrew Knight**, Clinical Lead, Palliative Care
- **Terry Mackenzie**, Manager, Systemic Therapy
- **Tracie Parks**, Staff Nurse
- **Bertha Paulse**, Regional Vice President

Project Advisory Committee

- **George Browman**, Medical Oncologist for the British Columbia Cancer Agency at Vancouver Island Centre and Clinical Professor for Healthcare and Epidemiology at University of British Columbia, Chair of the UBC BC Cancer Agency Research Ethics Board and Chair of the Cancer Guidelines Action Group of the Canadian Partnership Against Cancer
- **Greta Cummings**, Associate Professor, Faculty of Nursing, University of Alberta, Past President of the Canadian Association of Nurses in Oncology, President of the International Society of Nurses in Cancer Care
- **Jennifer Ellis**, Senior Program Officer for Nursing, Canadian Health Services Research Foundation
- **Janet Helmer**, Senior Program Officer, Canadian Health Services Research Foundation
- **Sophia Ikura-MacMillan**, former Senior Policy Analyst for the Nursing Secretariat of the Ontario Ministry of Health and Long-Term Care
- **David McNeil**, Vice President Clinical Programs and Chief Nursing Officer, Sudbury Regional Hospital
- **Cynthia Struthers**, Nurse Consultant, Clinical Associate, Faculty of Nursing, University of Toronto and President of the Canadian Association of Advanced Practice Nurses

Expert panel

- **Linda Boich**, Vice President of Clinical Services for Niagara-on-the-Lake Hospital
- **Brenda Carter**, Regional Vice President of Cancer Services, Windsor Regional Cancer Centre
- **Deborah Dudgeon**, Director of Palliative Medicine and Supportive Care at the Cancer Centre of Southeastern Ontario; W. Ford Connell Professor of Palliative Care at Queen's University; and Head of Palliative Care, Cancer Care Ontario.
- **Barbara Fitzgerald**, Director of Nursing, Princess Margaret Hospital
- **Kelly Grover**, Director for Knowledge Transfer and Exchange, Cancer Care Ontario
- **Nicole Harnett**, Director for the Radiation Skills Lab and the Medical Radiation Science Graduate Program, and Lecturer for the Department of Radiation Oncology at the University of Toronto
- **Catherine Kirk**, Program Director, London Regional Cancer Program
- **Monique Patenaude**, Director of Planning and Development, Southlake Regional Health Centre
- **Sue Robertson**, Corporate Director, Regional Planning, Grand River Regional Health Cancer Centre.
- **Maureen Trudeau**, Head of Systemic Therapy and Chair of the Breast Cancer Disease Site Group, Cancer Care Ontario, head of the Division of Medical Oncology/Hematology and the Systemic Therapy Program at Sunnybrook and Women's College Health Sciences Centre, Associate Professor, Faculty of Medicine, University of Toronto
- **Colleen Valente**, Acute Care Nurse Practitioner, Thunder Bay Regional Health Sciences Centre



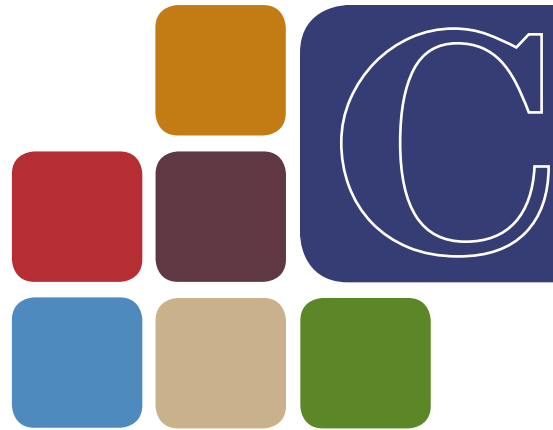
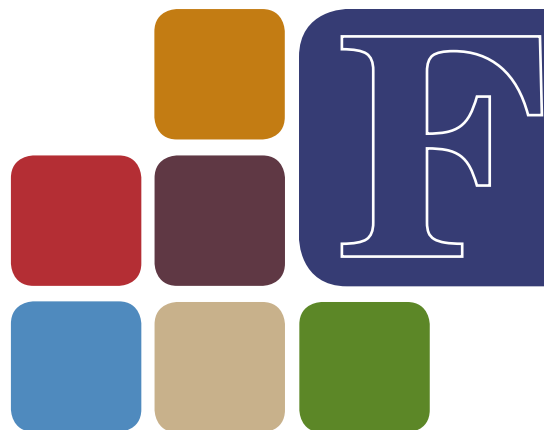


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Foreword



There is evidence that poor planning of advanced practice nursing (APN) roles leads to job dissatisfaction and potential turnover. Ontario studies led by Dr. Denise Bryant-Lukosius demonstrate the negative impact of non-systematic approaches to APN role implementation in cancer settings. Her research on the intent of cancer administrators to implement APN roles demonstrates the need for engagement of stakeholders and thoughtful planning to develop new models of care.

Interest in understanding the development of the oncology advanced practice nursing role is growing not only in Ontario, but nationally. In this time of healthcare reform, and given the need for systematic planning of health human resources, the cancer system needs tools and strategies to plan for and optimize the use of APN roles in models of care that will reduce wait times, improve access to care and effect positive clinical and system outcomes.

Optimal utilization of the APN role requires leadership in creating the work environment where inter-professional practice is the norm. Collaborative leadership is required from all the healthcare professionals, administrators and researchers to effect change. The APN role must be recognized as integral to the delivery of safe and effective care. We need to ensure that trust among the members of the inter-professional teams is cultivated and nurtured.

The toolkit provides a breadth of resources that can be employed effectively to support decision making and ensure the thoughtful collaboration of providers and patients. Without the toolkit, the development and implementation of APN roles may result in recruitment and retention problems and frustrations on the part of all healthcare team members and administrators.

Esther Green, RN, BScN, MSc(T)
Provincial Head, Nursing and Psychosocial Oncology
Cancer Care Ontario



Foreword

Healthcare restructuring can be crisis driven leading to the ad hoc introduction of new health provider roles. These knee-jerk decisions, often associated with healthcare dollars that need to be spent quickly, lead to role confusion and poor team functioning. Not surprisingly, evaluations of these new roles often have disappointing results because the evaluation is not linked to the goals for role introduction (which may never have been clearly defined) and is often premature. The unfortunate fall-out is that promising roles are discontinued not because they were ineffective but because of the failure to use a systematic approach to lay the foundation for role delineation, implementation and evaluation.

To address this problem, Dr. Denise Bryant-Lukosius developed a framework designed to guide the introduction and evaluation of new roles for advanced practice nurses (APNs). The Participatory, Evidence-Based, Patient-Focused Process for Advanced Practice Nursing Role Development, Implementation, and Evaluation (PEPPA) Framework provides a systematic approach for role development that is based on patient health needs. It involves nine steps that engage stakeholders in establishing the need for the role, identifying shared goals for a clearly-define APN role, and designing effective planning and implementation strategies to support role development and integration. The framework also guides the short and long-term evaluation of the role to ensure that it is effectively addressing the pre-determined needs.

This framework has been used internationally to develop, implement and evaluate APN roles. It has also been used to implement other advanced health provider roles, such as advanced physiotherapist roles to work with patients undergoing knee and hip replacement surgery and advanced radiation therapists in cancer care. While this toolkit has been designed for guiding the introduction and evaluation of APN roles specifically in cancer care, it is a valuable resource for those considering the introduction of APNs or other advanced provider roles in other specialty areas.

Alba DiCenso, RN, PhD

Professor, Nursing and Clinical Epidemiology and Biostatistics

CHSRF/CIHR Chair in Advanced Practice Nursing

Director, Ontario Training Centre in Health Services and Policy Research

McMaster University

