

WAGES & COMPENSATION

Costs	Positive approaches for reducing potential costs
<p>Family practice physicians in New Brunswick reported Registered Nurses (RN) wages ranging from \$35-\$45/hr while Licence Practical Nurses (LPN) wages ranged from \$25 – \$35/hr.</p>	<p>Recruitment and retention of qualified and experienced nurses may be facilitated by offering competitive wages and/or providing additional benefits such as vacations, education days, etc.</p> <p>Remuneration may not necessarily need to match wages offered in unionized institutions such as hospitals. Some nursing professionals choosing to work in a non-unionized, community environment may prioritize a predictable work schedule over higher wages, i.e., not required to work nights and holidays.</p>

Tools and Resources

“Nurse contracts in Canada” compiled by the Canadian Federation of Nurses Unions (CFNU) offers a guide to key nursing contract details, including wages across Canada. [2020 nurse contracts EN.pdf \(nursesunions.ca\)](#)

The NB Employment Standards Act provides information about the basic requirements for employers: [GeneralInformation.pdf \(gnb.ca\)](#)

For information about rules of payment and payroll records: [RulesOfPayment.pdf \(gnb.ca\)](#)

OVERHEAD & EQUIPMENT

Costs	Positive approaches for reducing potential costs
<p>It is important not to underestimate any overhead and facility costs associated with having another health professional in the office.</p> <p>Typical costs can include:</p> <ul style="list-style-type: none"> • medical equipment and supplies, • additional support staff and MOAs, • facility costs e.g., rent, utilities, • additional IT requirements e.g., printers, computers, software & fees, • insurance e.g., business and professional, • professional liability protection <p>Potential costs may include:</p> <ul style="list-style-type: none"> • additional space requirement, retrofitting of practice space, adding exam rooms, • one-time expenses at the time of hiring a nurse may be needed for additional equipment e.g., computers, medical equipment such as stethoscopes, BP cuffs, baby scale, etc. • ongoing costs of cleaning and sterilizing extra equipment <p>Other expenses may include:</p> <ul style="list-style-type: none"> • The costs related to orientation, training, continuing education, and professional development 	<p>Cost sharing is one of the possible benefits of group practice. Reduce the financial impact associated with hiring a nurse by distributing costs among a group of physicians.</p> <p>Use financial incentives such as the FMNB Overhead support payment grant. Medicare will pay FMNB physicians up to \$5,000 annually. The funds can be used to support hiring a nurse, renovating, and/or otherwise equipping offices.</p> <p>Ensure nurses have their individual schedules in the EMR and receive training in EMR utilization.</p> <p>For FMNB practices, nurses and MOAs do not pay additional EMR fees.</p> <p>Determine ahead of time how patients will be scheduled to reduce duplication of services. Review appointment types and booking preferences for both physicians and nurses.</p> <p>When possible, organize space to promote collaboration and encourage teams to work together.</p> <p>Consider streamlining office processes to reduce any duplication of services and address workflow concerns.</p> <p>Involve nurses in facility improvement planning and equipment selection</p> <p>Budget for costs such as fees for attending courses, educational events, and training.</p> <p>Consider offering clinic-supported education such as job shadowing, mentoring, EMR and Medicare training.</p>

Tools and Resources

FMNB Overhead support program form: [FMNB-Manual-Invoice-ENG-FILLABLE.pdf](#)

Visit the Canadian Medical Protection Association (CMPA) for more information about liability coverage. [CMPA - Home \(cmpa-acpm.ca\)](#)

CMA Practice Management tools available at [Practice Management Curriculum | CMA Joule \(joulecma.ca\)](#)

FMNB Optimizing Your Practice Learning Series is offered free of charge to FMNB physicians and their teams. Past recorded webinars are available here: [FMNB Virtual Learning Recordings](#).

Additional Considerations

Submit claims for all eligible services provided by the nurse. Review altered FMNB billing rules including eligible nursing (role 7) codes.

Although admin tasks are part of most jobs, review current roles to ensure nurses are spending (or will spend) most of their time with patients.

Support full utilization of the nursing role in your practice. The Canadian Nurses Association (CNA) reports that for collaborative practices to be “cost-effective” at least one of the following must be achieved: 1) Improved access and/or 2) Improved patient outcomes. To achieve both, the nurse must work to optimal scope. (3)

Tools and resources

See Section 4: Strategies to support billing (nurse/role 7)

Registered Nurses Association of Ontario (RNAO) toolkit is available to support expanding the role of the nurse.
www.primarycaredtoolkit.ca

Canadian Nurses Association. [Nursing Tools & Resources - Canadian Nurses Association \(cna-aiic.ca\)](http://cna-aiic.ca)