

Moving towards one nursing regulator

Survey results to help Colleges respond to concerns and communicate more effectively

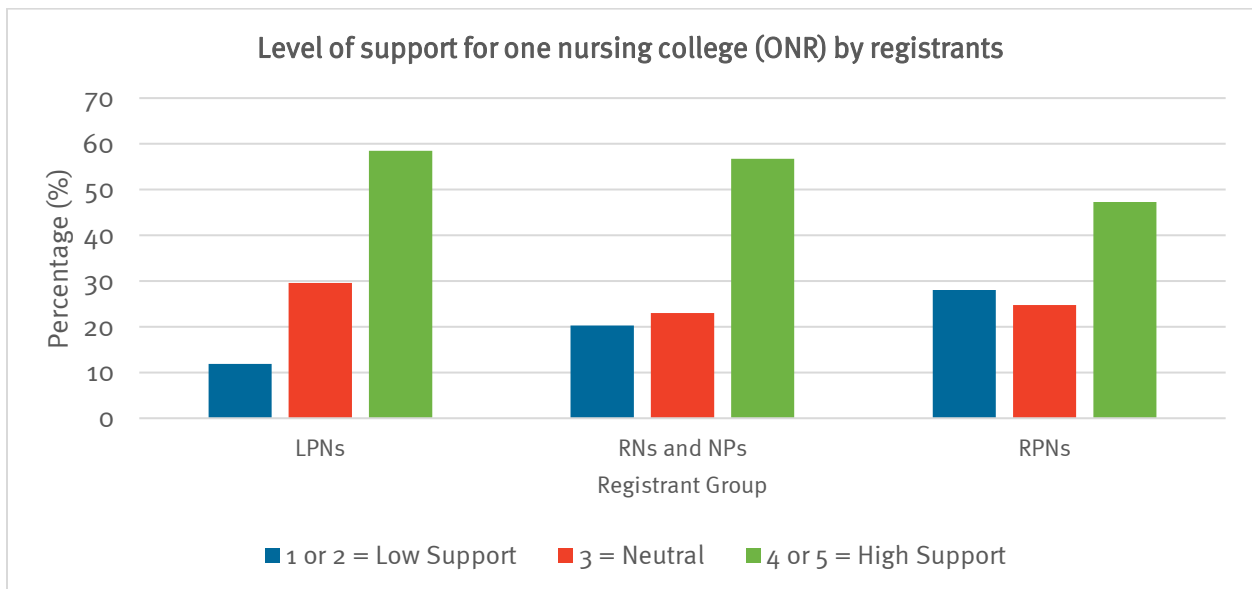
In the spring of 2016, we, the three BC nursing regulatory colleges, announced our intent to jointly create a new nursing body that will replace our existing colleges. In the fall of the same year, all three nursing colleges invited you, our registrants and stakeholders, to complete a survey to better understand your views and opinions.

Almost 2,400 people completed the survey, and the results provide helpful information about concerns we need to address and how to communicate more effectively in the coming months and beyond. The findings are already helping to inform how we build the new organization and will influence the launch of new services and resources such as a re-designed website, newsletters, case studies and other tools.

Key findings

54% support one nursing regulator and 80% rate support as neutral or higher

The survey results indicate that more than half of respondents support the formation of one nursing regulator. Of the remaining participants, 26% were neutral and 20% indicated a low level of support. Levels of support vary among LPNs, RNs and RPNs as shown by the graph below.



Of the registrants who completed the survey, LPNs had the highest levels of support (58.5%), RNs just slightly lower (56.7%) and RPNs just under half (47.3%).

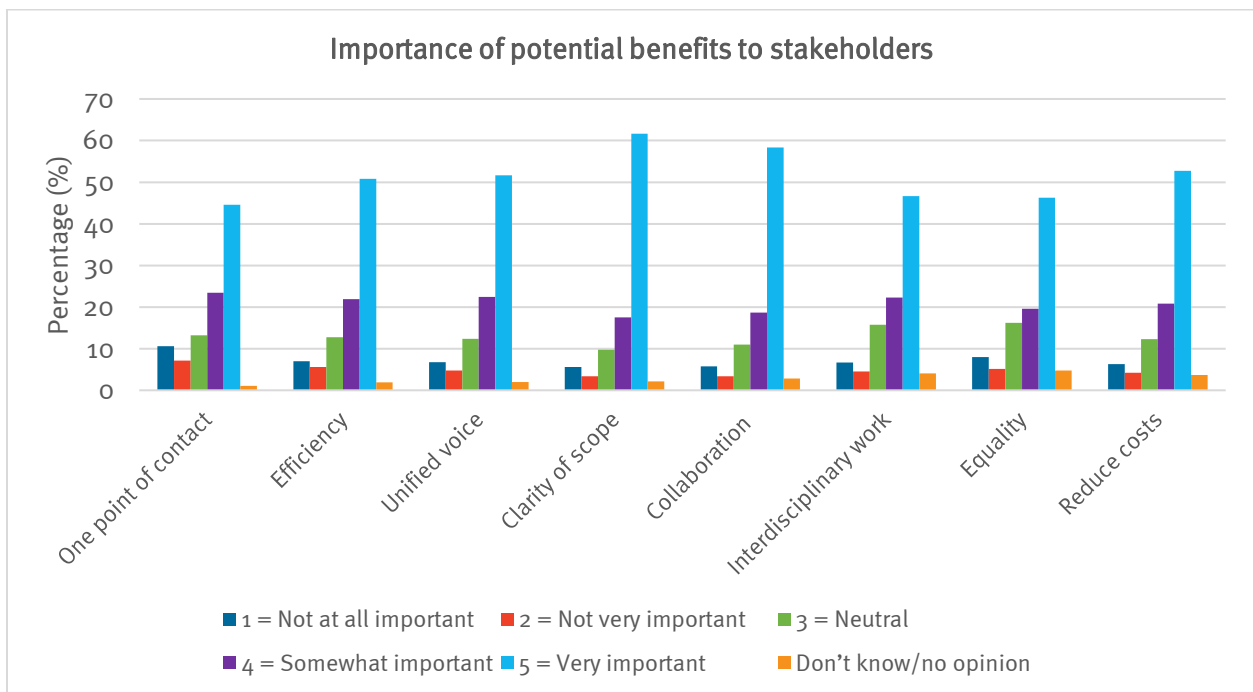
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The benefits most important to stakeholders

Some of the potential benefits of forming one nursing regulator include greater clarity of scope for each nursing group, better coordination and improved collaboration. Additional benefits are highlighted in a [report completed by Western Management Consultants \(WMC\)](#).

Overall, the top three benefits most important to survey respondents are:

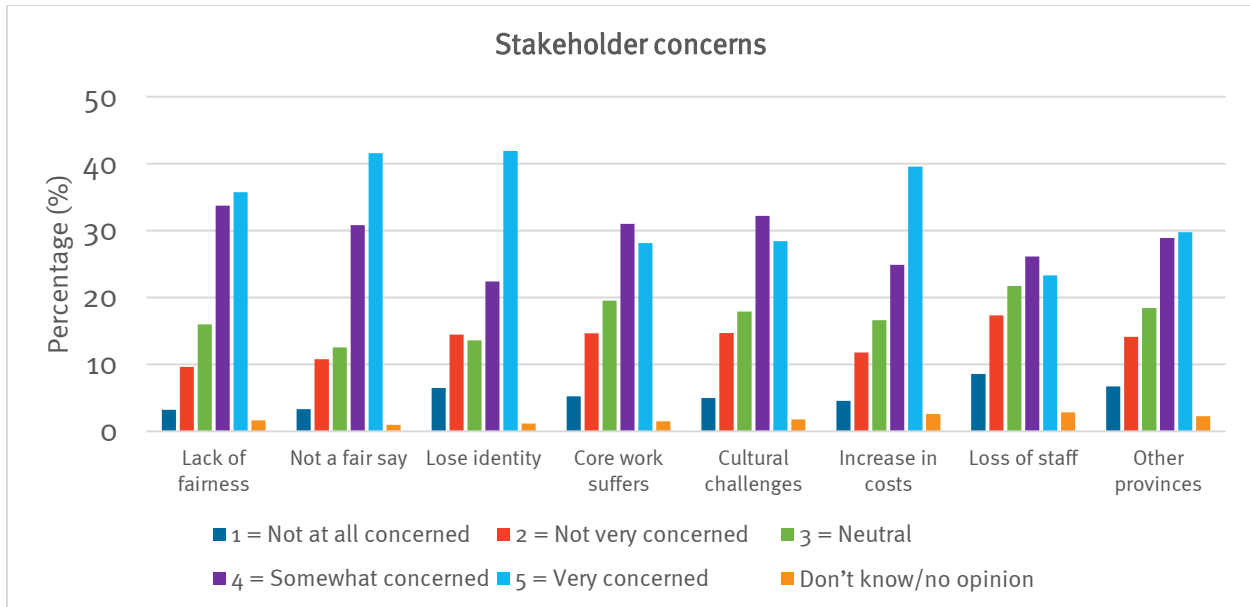
1. **Better coordination** means increased clarity about the scope of practice for each nursing discipline, which helps to manage overlap.
2. **Shared practice standards** can reduce silos, promote collaboration in the nursing community and ultimately improve patient care.
3. **Shared infrastructure and services** are more economical and can reduce costs.



Addressing stakeholder concerns

There are a number of concerns we need to consider as we move towards becoming one nursing regulator. These concerns are also identified in the [WMC report](#).

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The two most significant concerns among nurses completing the survey are:

1. LPNs, NPs, RNs and RPNs may not all have a fair say in the new organization given the different size of each group.
2. One or more of the nursing disciplines may lose their identity or uniqueness.

Overall, RPNs were more likely to rate their concerns as high, when compared to LPNs, NPs and RNs. RPNs were also more likely to rate the following as concerns:

- It is unclear how one regulator will interact with nursing colleges in other provinces where separate colleges exist for each discipline.
- Integrating three cultures into a new single organizational culture may be difficult.

Myth busting & clarifications

The survey results suggest there may be some misunderstandings among stakeholders. We want to reassure registrants and emphasize some important clarifications:

- Our three organizations have agreed that it is in the public interest for the distinct professional designations and roles of each nursing discipline to be preserved. They will continue to exist within the new regulatory body.
- Decision making authority and governance in the newly formed organization will be based on an equal voice for each nursing group, regardless of the size of the group.

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Next steps

How will the survey results be used?

The survey results have been reviewed by the board of directors, senior leadership and relevant staff at each of the three colleges. On a broad level, the findings are already helping inform our planning and decisions related to the formation of one nursing regulator. For example, we have heard clearly the importance of ensuring fairness among the different nursing groups that will form the new regulator.

The survey findings also emphasize the need for increased clarity about the scope of practice for each nursing discipline. Over time, as the new organization becomes established, we intend to develop new tools and content that help clarify the scope of practice of each nursing designation, including:

- Planning and development of website(s) and digital tools for nurses.
- Communications and content important to different nurse designations and other stakeholders. This would include more dynamic content such as case studies and learning tools uniquely tailored to the needs of LPNs, NPs, RNs and RPNs.
- Digital newsletters and editions uniquely personalized to the needs of LPNs, NPs, RNs and RPNs.

Will there be more opportunities for feedback?

A significant number (600 respondents) indicated they were not interested in further consultation. When asked what types of consultation they might participate in, respondents were most likely to select web-based and online methods.

At this stage, the survey results have provided the three colleges with valuable and sufficient feedback to move forward with the creation of one nursing regulator, while keeping these concerns in mind.

That said, we will likely ask for more input as we get closer to the launch of one nursing regulator.

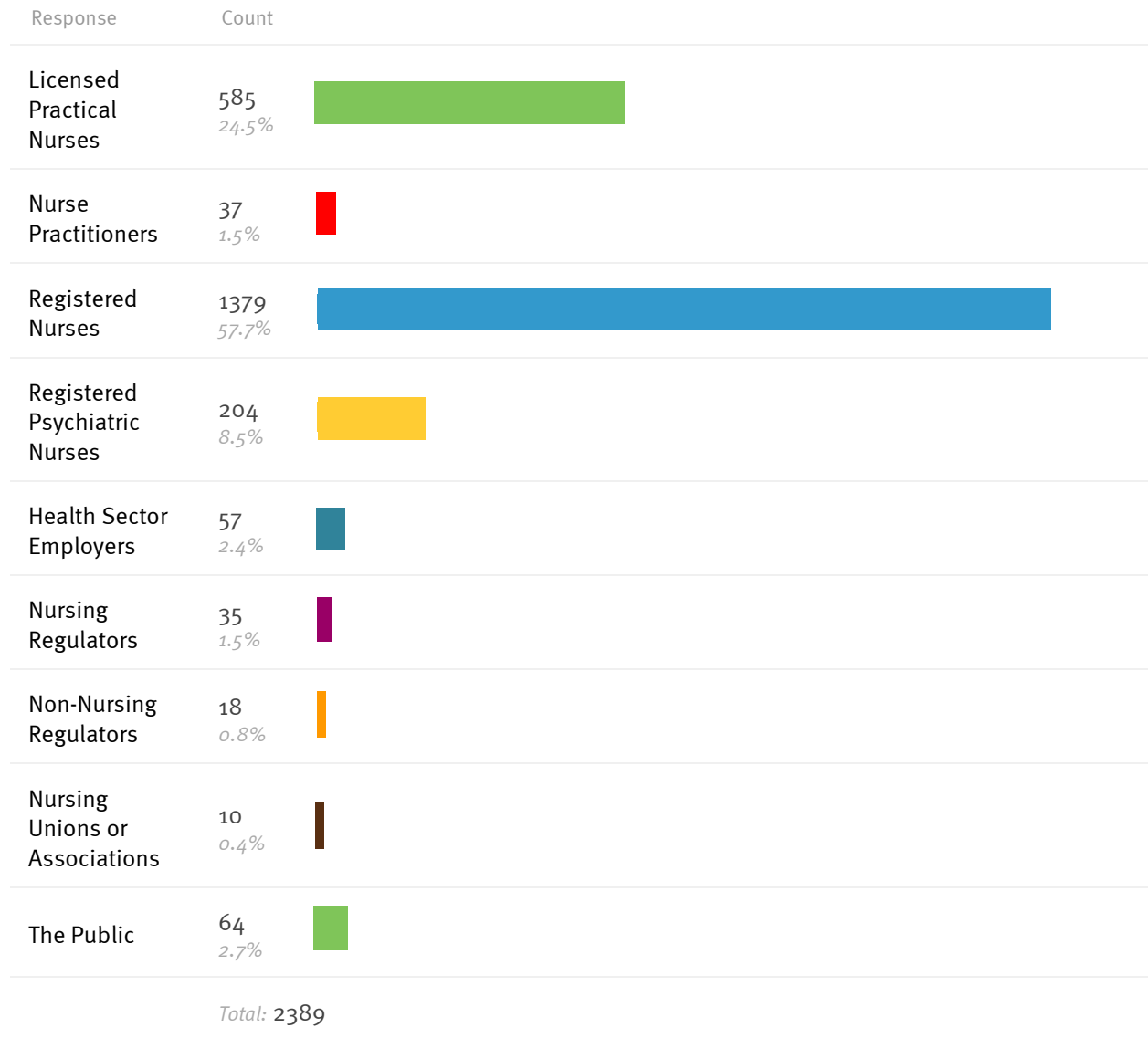
For example, your input would be valuable on specific products such as our websites, newsletters, a nurse verification tool, renewal applications and other digital content and services. We are committed to delivering online services that are user friendly and meet the unique needs of each distinct nursing designation, whether you are a LPN, NP, RN or RPN, a member of the public, or other stakeholder.

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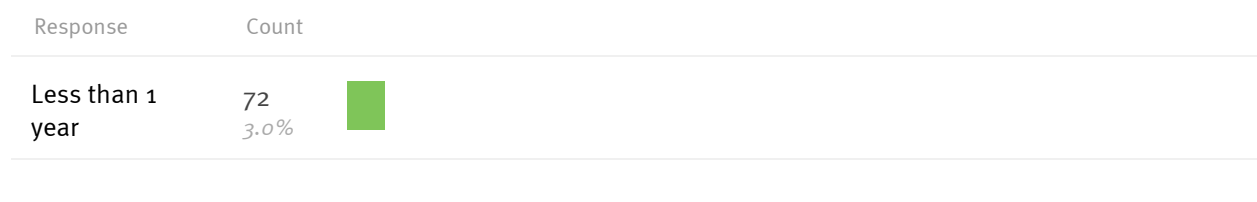
Survey Data

Total Responses: 2389

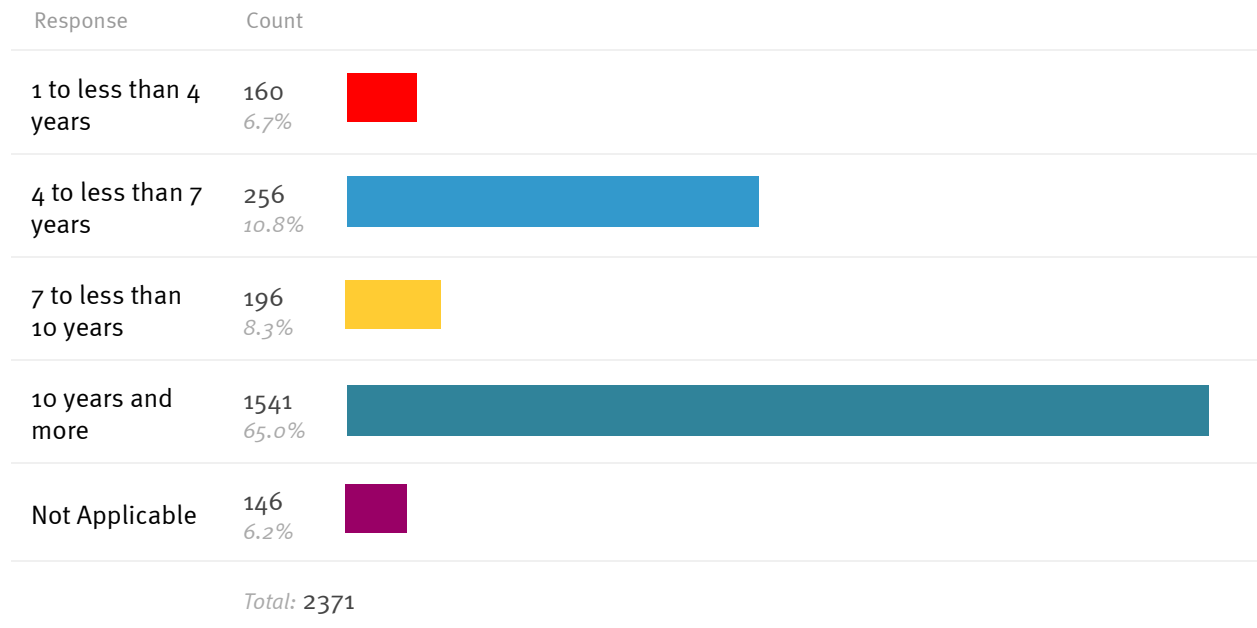
Which best describes the group you belong to?



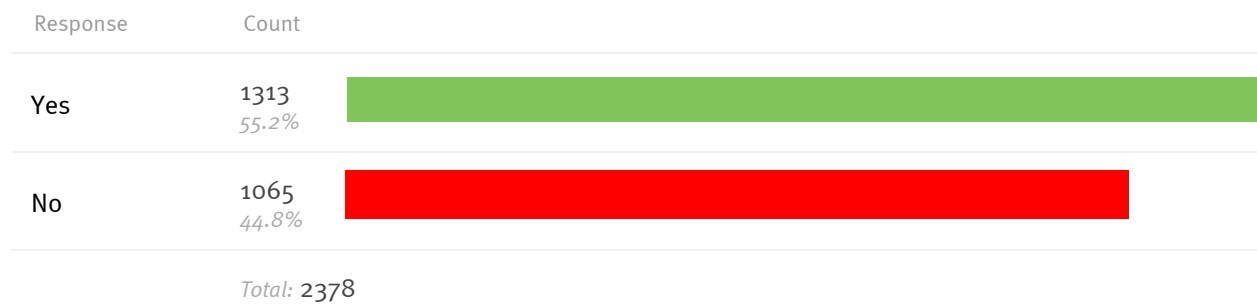
If you are a nurse, how long have you been one?



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Have you read the business case for creating one nursing regulator or the executive summary of the report?



Please rate your level of support for the decision by the three nursing colleges to create one regulator, where 1 is a low level of support and 5 is a high level of support.

Variable	Low Support 1	2	Neutral 3	4	High Support 5	
Please rate your level of support for the decision by the three nursing colleges to create one regulator, where 1 is a low level of support and 5 is a high level of support.	306 12.9%	150 6.3%	589 24.8%	611 25.7%	721 30.3%	<i>Total: 2377</i>

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What, if anything, could increase your level of support for the decision to create one regulator?

Response	Count
322 responses	

Which of the following explain why you are neutral about supporting the decision to create one regulator?

Response	Count
I don't have enough information	191 32.3%
I don't feel I am impacted greatly by this decision	112 18.9%
I don't understand the benefits	134 22.6%
I see both pros and cons	290 49.0%
Other:	48 8.1%
<i>Total: 592</i>	

The following are some of the potential benefits of having one nursing regulator for BC. Please indicate how important each is for you on a scale of 1 to 5.

Variable	1 = not at all important	2 = not very important	3 = neutral	4 = somewhat important	5 = very important	Don't know/no opinion	
(a) A single point of contact is less confusing for everyone.	254 10.7%	169 7.1%	318 13.4%	556 23.5%	1043 44.0%	28 1.2%	<i>Total: 2368</i>

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Variable	1 = not at all important	2 = not very important	3 = neutral	4 = somewhat important	5 = very important	Don't know/no opinion	
(b) A single body is more efficient, coordinated, consistent and better resourced in carrying out regulatory functions in the public interest.	166 7.0%	135 5.7%	308 13.0%	524 22.1%	1190 50.2%	47 2.0%	Total: 2370
(c) A unified voice improves the clarity of communication with stakeholders and the public.	161 6.8%	112 4.7%	293 12.4%	532 22.5%	1211 51.2%	54 2.3%	Total: 2363
(d) Better coordination means increased clarity about the scope of practice for each nursing discipline, which helps to manage overlap.	141 5.9%	76 3.2%	235 9.9%	423 17.8%	1443 60.9%	53 2.2%	Total: 2371
(e) Shared practice standards can reduce silos, promote collaboration in the nursing community and ultimately improve patient care.	139 5.9%	77 3.3%	271 11.4%	443 18.7%	1366 57.7%	71 3.0%	Total: 2367
(f) Nursing can more easily carry out inter-disciplinary work with other professions.	161 6.8%	107 4.5%	382 16.1%	528 22.3%	1096 46.3%	95 4.0%	Total: 2369
(g) A holistic approach to nursing regulation promotes equality among the nursing disciplines.	193 8.2%	119 5.0%	387 16.4%	471 19.9%	1080 45.7%	114 4.8%	Total: 2364

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Variable	1 = not at all important	2 = not very important	3 = neutral	4 = somewhat important	5 = very important	Don't know/no opinion	
(h) Shared infrastructure and services are more economical and can reduce costs.	155 6.6%	96 4.1%	291 12.3%	498 21.0%	1234 52.2%	92 3.9%	Total: 2366

Are there any other benefits of having one regulator for nursing in BC that are important to you?

Response	Count	
Yes	464 19.7%	<div style="width: 19.7%; height: 20px; background-color: #76b82a;"></div>
No	1897 80.3%	<div style="width: 80.3%; height: 20px; background-color: #e74c3c;"></div>
Total: 2361		

Please enter below

Response	Count
433 responses	

The following are some of the potential risks or barriers in creating one nursing regulator in BC. Please indicate how concerned you are about each on a scale of 1 to 5.

Variable	1 = not at all concerned	2 = not very concerned	3 = neutral	4 = somewhat concerned	5 = very concerned	Don't know/no opinion	
(a) It will be challenging to ensure the integration process is fair for all stakeholders.	72 3.0%	228 9.6%	381 16.1%	792 33.4%	857 36.2%	38 1.6%	Total: 2368

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Variable	1 = not at all concerned	2 = not very concerned	3 = neutral	4 = somewhat concerned	5 = very concerned	Don't know/no opinion	
(b) LPNs, NPs, RNs and RPNs may not all have a fair say in the new organization given the different size of each group.	78 3.3%	255 10.8%	311 13.1%	722 30.5%	977 41.2%	28 1.2%	Total: 2371
(c) One or more of the nursing disciplines may lose their identity or uniqueness.	162 6.8%	338 14.2%	329 13.9%	535 22.5%	976 41.1%	35 1.5%	Total: 2375
(d) As the three colleges juggle the integration work with day-to-day core functions, the core work may suffer.	116 4.9%	352 14.9%	455 19.2%	724 30.6%	681 28.7%	41 1.7%	Total: 2369
(e) Integrating three cultures into a new single organizational culture will be difficult.	112 4.7%	347 14.7%	423 17.9%	762 32.2%	677 28.6%	45 1.9%	Total: 2366
(f) There will be a short term increase in costs associated with integration activities and requirements.	109 4.6%	289 12.2%	414 17.5%	599 25.3%	897 37.8%	62 2.6%	Total: 2370
(g) Uncertainty and anxiety during the process of integration may lead to loss of key staff.	198 8.4%	403 17.0%	504 21.3%	622 26.3%	570 24.1%	70 3.0%	Total: 2367

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Variable	1 = not at all concerned	2 = not very concerned	3 = neutral	4 = somewhat concerned	5 = very concerned	Don't know/no opinion	
(h) It is unclear how one regulator will interact with nursing colleges in other provinces where separate colleges for each discipline are prevalent.	165 7.0%	337 14.2%	433 18.3%	676 28.5%	705 29.7%	55 2.3%	Total: 2371

Are there any other concerns or challenges you would like to share?

Response	Count	
Yes	454 19.2%	<div style="width: 19.2%; height: 20px; background-color: #76b82a;"></div>
No	1907 80.8%	<div style="width: 80.8%; height: 20px; background-color: #e91e63;"></div>
<i>Total: 2361</i>		

Please enter below

Response	Count
453 responses	

Do you have any other feedback you wish to provide, such as what is most important to you, personally, about this transition to one nursing regulator, or what you think is required for success?

Response	Count	
Yes	531 22.7%	<div style="width: 22.7%; height: 20px; background-color: #76b82a;"></div>
No	1812 77.3%	<div style="width: 77.3%; height: 20px; background-color: #e91e63;"></div>
<i>Total: 2343</i>		

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Please enter below

Response

Count

529 responses

Which of the following would you likely participate in regarding one nursing regulator, should we make them available?

Response

Count

Online consultation and discussion forums

1073
45.8%



Face-to-face meetings that offer opportunity for discussion

691
29.5%



Webinar-style meetings that offer opportunity for discussion

602
25.7%



A focus group facilitated by an impartial third party

630
26.9%



I am not interested in additional opportunities for input

648
27.6%



Other:

105
4.5%



Total: 2344

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The margin of error for this survey is $\pm 1.96\%$. Broken down by group, the margin of error is:

LPNs	$\pm 3.96\%$	RNs	$\pm 2.59\%$
RPNs	$\pm 6.62\%$	All registrants	$\pm 2.06\%$

Groups of smaller numbers such as NPs, the public and employees of regulators were not of sufficient size to be statistically valid or reported as a distinct group.