

Working conditions and work satisfaction of nurse practitioners in Quebec, Canada.

Introduction: There is abundant literature describing the obstacles to the integration of nurse practitioners (NPs) in health care teams. Many of these are related to the relationship between the NP and the physicians she collaborates with. This type of advanced nursing practice is relatively new in Quebec, with the latest specialty becoming recognized by the Ministry of Health in 2002. To assess the evolution of the situation of NPs, a survey was undertaken in Quebec, Canada.

Objectives: The goal of the survey was to assess the working conditions and work satisfaction of NPs in 4 specialties; cardiology, neonatology, nephrology and primary care.

Methods: The online survey was created by experts in advance practice nursing. It included the use of validated scales and tools to obtain quantitative data as well as a several questions to assess the perceptions of NPs on their working conditions and relations.

Results: Our response rate was 78%. The initial results denote a high level of satisfaction of NPs in regards to their workplace relations with physicians, and several specific challenges for integration, specifically role clarity and remuneration.

Conclusions: Despite the documented difficulties integrating NPs within a health team, especially in their working relations with physicians, this appears to be of less importance in Quebec. Further in-depth context analysis is needed to

understand these differences and they may influence the implantation of this type of advanced nursing practice in health care teams.