

Comparison of key characteristics of hospital-based care providers

The purpose of this document is to compare and contrast qualifications, role, training and regulatory underpinnings of various hospital-based care providers. This document will be useful to administrators who wish to enhance their human resource composition to optimize patient care needs and achieve cost effectiveness.

<b>Characteristic</b>	<b>Nurse Practitioner</b>	<b>Physician's Assistant</b>	<b>Clinical Nurse Specialist</b>	<b>Physician</b>
<b>Regulated health profession</b>	Yes, RN(Extended Class)	No	Yes, RN (General Class)	Yes
<b>Specialty Practice</b>	Yes (Primary Care, Adult, Pediatric, or Anaesthesia)	No defined specialty	Yes, a wide range of clinical specialty applications within RN (general class) role.	Yes
<b>Education</b>	Baccalaureate degree in nursing + minimum of two years nursing experience + completion of NP university certificate and/or Master's/Doctorate program	Minimum two years of university study in any field + baccalaureate physician assistant degree. No health-care experience necessary.	Master's or Doctorate prepared, along with significant clinical experience and additional specialty education.	Baccalaureate degree (typically in sciences) + Doctor of Medicine degree + residency
<b>Autonomous scope of practice (health assessment, diagnosis, prescription, order diagnostic tests, cast etc.)</b>	Yes	No, physician extenders (Work under the direction of a physician to provide patient care)	Yes, within RN (general class) scope.  Within expanded scope: no(work via authorizing mechanisms such as orders, medical directives).	Yes

<b>Accountability for practice</b>	Yes	Shared	Yes Shared with nurse practitioner or physician if using authorizing mechanisms	Yes
<b>Provides leadership in QI initiatives</b>	Yes	No	Yes	Yes
<b>Provides mentorship to nursing staff and the inter-professional team</b>	Yes	No, supports physicians	Yes	No
<b>Provides health assessment</b>	Yes	Yes	Yes	Yes
<b>Orders diagnostics</b>	Yes, with few limitations	Under direction/authorization of physician	May initiate medical directive for some diagnostics under specific situations	Yes
<b>Orders therapeutics/treatments</b>	Yes, with few limitations (e.g. controlled substances)	Under direction/authorization of physician	May initiate medical directive for some treatments under specific situations	Yes
<b>Admits patients to hospital</b>	Yes	Not independently	No	Yes
<b>Discharges patients from hospital</b>	Yes	Not independently	No	Yes

<b>Refers to specialists</b>	Yes	Under direction/ authorization of physician	No	Yes
<b>Health promotion</b>	Yes	Yes	Yes	Yes
<b>Compensation</b>	Salary from global budget, Ministry funded	Salary from global budget, Ministry funded	Salary from global budget, Ministry funded	OHIP billing, global budget stipend for leadership roles