Employing a Nurse: Benefit Assessment Tool
Healthy Practices

APNA has produced a suite of resources to help general practices employ nurses and optimise their role in the general practice setting. Fulfilling these aims will help build Healthy Practices that deliver positive outcomes for their communities through nursing skills and expertise.

Is your practice ready to employ a nurse? This benefit assessment tool will assist you in determining how nurses can bring positive changes to your workplace.

Use this tool in conjunction with **Resource 18 Employing a nurse: Risk assessment tool** to assess the benefits to be gained and risks to be managed when employing a nurse.

Table 1: Benefit Assessment Tool

This table provides examples of benefits that may be applicable to your practice:

Examples of benefits	Analysis *Adjust for your circumstances, then determine rating using Benefit Scale (Table 2)		Explanation of benefits	Your practice strategies Does this apply to your practice?
Capacity to extend service delivery to patients	**Likelihood**	Very Likely*	- Shared clinical workload - Patient assessment and preparation of draft MBS care plans (GP Management Plans and Team Care Arrangements) - Patient assessment and preparation of draft patient MBS health checks and health assessments - Increased opportunity for patient education and improved lifestyle risk management - Opportunity to develop nurse clinics for in areas such as (but not restricted to) healthy lifestyles, immunisation, chronic disease management, men's health and women's health - Improved triage processes in the practice	☐ Yes ☐ No [Include your own responses and actions to maximise the benefit]
	Impact	Major*		
	Benefit Rating	5		
Improve range of clinical skills within the practice	**Likelihood**	Likely*	- Specialist nursing skills can provide valuable benefits, e.g. a nurse with expertise in asthma/spirometry management, a nurse immuniser, a diabetes nurse educator, a nurse wound care specialist	☐ Yes ☐ No
	Impact	Moderate*		
	Benefit Rating	2		
Management of recall and reminder systems for patient follow up	**Likelihood**	Very Likely*	- Improved follow-up of patients and more opportunities to provide outstanding continuity of care - Increased active management of patients requiring regular follow-up - Potential reduction in medico-legal risk	☐ Yes ☐ No
	Impact	Moderate*		
	Benefit Rating	3		

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Examples of benefits	Analysis *Adjust for your circumstances, then determine rating using Benefit Scale (Table 2)		Explanation of benefits	Your practice strategies Does this apply to your practice?
Ability to attract more general practitioners to the practice	Likelihood	Likely*	- General practitioners may feel more supported and professionally satisfied working in practices that employ or engage nurses - Improved work-life balance for general practitioners	☐ Yes ☐ No
	Impact	Moderate*		
	Benefit Rating	2		
More time and expertise to manage clinical risks such as (but not limited to) infection risk (sterilisation) and cold chain management (vaccine management)	Likelihood	Likely*	- Some activities that may have previously been undertaken by administrative staff can be more safely managed by a nurse - Nurses can expand practice policies and procedures to cover clinical areas	☐ Yes ☐ No
	Impact	Moderate*		
	Benefit Rating	2		
Improved practice business administration	Likelihood	Very Likely*	- Improvement in key areas of the practice such as accreditation, documentation, policies, procedures, services and resource management - Reduction in risks associated with operating a general practice - Marketing opportunity – that the practice engages nurses	☐ Yes ☐ No
	Impact	Major*		
	Benefit Rating	5		
Access to additional funding	Likelihood	Very Likely*	(Current February 2015) - Practice Nurse Incentive Program (PNIP) funding of up to $125,000 per practice can partially cover the cost of employing a nurse - $5,000 PNIP payment for practices registered for PNIP but not accredited, to assist with attaining accreditation - Increased ability to attract PIP (Practice Incentives Program) funding, which will increase the general practice income	☐ Yes ☐ No
	Impact	Moderate*		
	Benefit Rating	3		
Support during staff absences	Likelihood	Likely*	- Nursing staff may be able to provide general support to other staff during absences of general practitioners or receptionists	☐ Yes ☐ No
	Impact	Minor*		
	Benefit Rating	1		

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Examples of benefits	Analysis *Adjust for your circumstances, then determine rating using Benefit Scale (Table 2)		Explanation of benefits	Your practice strategies Does this apply to your practice?
Identify additional practice benefits here:				
	Likelihood			☐ Yes ☐ No
	Impact			
	Benefit Rating			
	Likelihood			☐ Yes ☐ No
	Impact			
	Benefit Rating			
	Likelihood			☐ Yes ☐ No
	Impact			
	Benefit Rating			
	Likelihood			☐ Yes ☐ No
	Impact			
	Benefit Rating			

Table 2: Benefit Scale

The following scale can be used to assess the likely benefits of employing a nurse in your practice. Connect 'likelihood' and 'impact' to determine the Benefit Rating (Table 1).

Likelihood				
	Very likely	Medium Benefit: 2	High Benefit: 3	Outstanding Benefit: 5
	Likely	Low Benefit: 1	Medium Benefit: 2	High Benefit: 3
	Unlikely	Low Benefit: 1	Low Benefit: 1	Medium Benefit: 2
		Minor	Moderate	Major
		Impact		

Impact description

- Low Benefit: the benefit of employing a nurse in your practice will be minor.

- Medium Benefit: the benefit of employing a nurse in your practice will be medium.

- High Benefit: the benefit of employing a nurse in your practice will be high, and is a strong reason to proceed with employing a nurse.

- Outstanding Benefit: the benefit of employing a nurse in your practice is compelling, and is a very strong reason to proceed with employing a nurse.

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