

# Canadian Nurse Practitioner Job Satisfaction



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## THE ISSUE

Interest is building among governments, educational institutions, nursing regulatory bodies and other healthcare providers to better understand how the Primary Health Care Nurse Practitioner (PHCNP) role can be fully integrated into the Canadian healthcare system. When studying the role of the PHCNP, job satisfaction is an important consideration that influences recruitment and retention.

## THE PURPOSE

To describe the level of job satisfaction and the factors that influence job satisfaction among PHCNPs in Canada

### What did we do?

We used a descriptive correlational design to survey 796 licensed PHCNPs in Canada (response rate: 196 (25%)) using two established instruments: the Misener Nurse Practitioner Job Satisfaction Survey and the Minnesota Satisfaction Questionnaire. About half the respondents worked in rural/remote areas.

### What did we find?

- NPs are satisfied with their jobs.
- Factors that influenced job satisfaction were intra-practice partnership and collegiality (extrinsic factor) and challenge and autonomy (intrinsic factor)
- Lowest satisfaction scores were associated with pay and monetary issues

### How will this research help?

This study found that PHCNPs are satisfied to highly satisfied in their role. This is especially pertinent given that about half of the sample worked in rural and remote practice locations. Consistent with the literature, factors that influenced satisfaction are autonomy, challenge, collaborative practice and collegial relationships.

Those responsible for recruiting and retaining PHCNPs should consider these factors when developing job descriptions and in facilitating PHCNP role implementation.

### What's next?

Given the low response rate, replication of this research within jurisdictions and employment settings should be considered. Research is also needed to identify strategies for promoting PHCNP autonomy, collaborative practice and collegial relationships in primary health care settings.

### Bottom Line?

PHCNPs are satisfied with their jobs. Factors that positively influence their job satisfaction are intra-practice partnership, collegiality, challenge and autonomy.

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