



## Building or Growing a NP and PA Service?

### Ask Melnic!

Advanced practice managers have evolved as a newer role at children’s hospitals over the last eight years. In general, when the number of APRNs (advanced practice registered nurse) and PA (Physician Assistants) exceeds around 5-9 or sometimes when a new APP (Advanced Practice Provider- APRNs and PAs) role is implemented in a unit, especially CVICU or PICU, lead or manager APPs are hired. The purpose is to design and implement orientation, professional development, evaluations, hiring, credentialing, establishing staffing ratios, creating a role definition, manage physician expectations, and many other responsibilities. These responsibilities require up to 50% administrative time for an APP lead and 60-90% administrative time for an APP manager.

APP Manager 60-90% Administrative Time	Lead NP 10-50% Administrative Time
<b>Direct reports: 2 or more leads.</b>	Direct reports: 1-12 APPs.
<b>Manager has unit or multiple unit representation of APP Providers in areas such as physician relations, organization strategic planning, and issues such as credentialing.</b>	Represents a team of NP/PAs who are responsible for a patient focused population in areas such as quality, education, and team building. Acknowledge and leverage the differences between APRNs and PAs in team building.
<b>Manager responsibility for hiring Lead NP/PAs, contributing to model development, Lead mentoring, and acting as a resource to the leads.</b>	Lead responsible for hiring, orientation, annual appraisal, corrective action, and mentoring.
<b>Manager responsible for salary equity, professional advancement, quality and safety reporting and program development, staffing ratios, and collaboration with physician leadership.</b>	Lead has local team responsibility for managing moonlighting and allocation of manpower within the teams.
<b>Utilization of the NP /PA Provider Role across departments.</b>	Utilization of the NP/PA Provider Role within teams.

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