



Service Contracts

Nurse Practitioners who wish to work as an independent service contractor within a primary care setting, are engaged through a standardized provincial Service Contract developed by the Ministry of Health which is administered by the contract administrator in your area/region.

The three-year NP Primary Care Service Contracts, which were established in consultation with NNPBC's NP council, provide NPs with the opportunity to deliver team-based primary care to unattached patients within their region.

Practice Agreements

The Practice Agreement (PLA) is an addendum within the Service Contract, the details of which are negotiated between the NP and the clinical practice they are joining. Both the NP and all members of the practice must sign this document in advance of the Service Contract being finalized. Once the PLA is completed it is shared with the contract administrator at which point the entire service contract is signed off by the NP and the contract administrator executes the contract. The PLA is generally reviewed annually and any time another practitioner joins the team ([this is negotiated as part of the PLA](#))

My Responsibilities as a Potential Contractor

1. Seek professional advice of a Lawyer and Accountant as needed.
2. Read the documents! Before signing anything, read the documents thoroughly to understand the terms and conditions you are agreeing to work within.
3. Develop a clear idea of what you would like to see in the PLA and present these to the practice, you may have some back-and-forth conversations with the practice before coming to final agreement. See link to one pager on what to consider in PLA.
4. Highlight areas of concern or requiring clarification in the Service contract. Make notes and write down your questions to organize your thoughts when consulting with lawyers, your clinics partner, Divisions of Family practice and accountants. These contracts are negotiated by the NP council negotiating team and then standardized provincially, so in general, no changes are made to the boiler plate language of the service contract itself. However, it is important your questions are addressed and you understand what you are signing. In some areas, for example, pt. attachment targets have been modestly adjusted but such changes were pre-approved by ministry and part of community service plans.

Where to Get Advice About the Contracts

1. **Legal Counsel:** If you hire a lawyer, they can advise on the risks and benefits associated with your contractual obligations should you choose to accept the terms.
2. **Canadian Nurses Protective Society:** CNPS legal advice is included within the CNPS Core Services, which is part of your annual registration through BC College of Nurses and Midwives (BCCNM). CNPS lawyers can review

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Last revised January 2023



professional service contracts and advise you on where to seek business insurance information ect. See [CNPS](#) for more detail.

3. **NNPBC:** We encourage you to reach out to your local NNPBC Regional Lead, if you have specific questions pertaining to the NP Primary Care Service Contracts, Practice Level Agreements or any other issues related to working as an independent contractor. Your Regional Lead can be found [here](#).

References

1. <https://www.cnps.ca/index.php?page=3>
2. <https://www.nnpbc.com/pdfs/portals/np/PCNs-GP-NP-contracts-FAQs-from-MOH.pdf>
3. <https://www.nnpbc.com/pdfs/portals/np/NP-Backgrounder-and-FAQ.pdf>

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