



This compensation is available to primary care Nurse Practitioners (NPs) participating in Quality Improvement (QI) projects or QI education that meet the criteria below.

Policy Overview

Compensation is available to publicly funded primary care Nurse Practitioners (NPs) working in publicly funded primary care settings participating in eligible QI projects or education. This includes PCN independent contractors, Health Authority–employed NPs, and CHC–employed NPs. Compensation is **not** available to NPs working in acute care settings, or in private or for-profit settings. Each NP is entitled to compensation up to 40 hours (total) for QI projects and/or QI education per fiscal year at a rate of \$122/hr. Once you have **completed** your project/education, you can request compensation through [this form](#).

Policy Breakdown

NP QI Initiatives compensation requests must be submitted within **90 days** of final completion of QI project or education.

Each QI participant is responsible for applying for their own funding.

For QI education, it is the participant's responsibility to submit their certificate of completion or confirmation of participation, alongside their compensation requests.

The annual compensation entitlement is for each current fiscal year (**April 1 to March 31**). There is no carry forward of compensation funding; any unused hours spent doing QI Initiatives on March 31 **cannot be** carried forward to the next fiscal year.

In the event of a QI project spanning two fiscal years - end of March / beginning April - the number of QI project hours accounted for should be submitted by March 31st. The remainder of hours needed to complete the QI project can be accounted for from the next fiscal year allotment.

QI Initiatives are not eligible for compensation if NPs are compensated by other means. Double billing is not permitted.

***Panel management work is included in annual contract hours and tracked via monthly timesheets. NPs have 52 hours per fiscal year (pro-rated by FTE) for tasks like PAS registration, monthly updates, empanelment, and panel clean-up. For details, contact your Provincial/Regional lead or refer to the linked resource [here](#). For panel management support connect with JustPractice [here](#).*





Quality Improvement Education Compensation Policy

Quality Improvement (QI) Definition:

QI is a systematic, data-driven approach to enhancing patient care, safety, and outcomes within healthcare settings. It involves identifying areas for improvement, implementing evidence-based interventions, and measuring outcomes to ensure meaningful change. View this [QI Project Template](#) as a starting place

QI foundational learning ensures a consistent understanding of quality improvement principles and supports successful project outcomes. If you haven't completed any QI education or if you feel it would be helpful to refresh your knowledge, we encourage you to do so before proceeding.

For questions or access to QI resources, contact your Provincial/Regional lead(s).

[This video](#) is an excellent 10-minute intro to Quality Improvement in Healthcare.

We recommend starting with the [IHI Open School](#) Quality Improvement Courses QI 101 - 105. This is a comprehensive suite of courses designed to strengthen competencies in patient safety, quality improvement, and leadership in health care deliver. **NPs can access these courses through our program and will be compensated for their time with QI Educational hours.**

Education must be explicitly quality improvement based, from a health focused organization or educational institution. Examples would be:

- NNPBC - QI Fundamentals Webinar [here](#)
- Physician Quality Improvement (SSC) [here](#)
- Please contact your regional PQI team to access PQI training and supports:
 - Fraser Health region: physicianqi@fraserhealth.ca
 - Interior Health region: pqi@interiorhealth.ca
 - Island Health region: pqi@islandhealth.ca
 - Northern Health region: physicianqi@northernhealth.ca
 - Provincial Health Services: pqi@phsa.ca
 - Vancouver Coastal/Providence Health region: medicalquality@vch.ca
- [Health Quality BC](#)
 - [Quality Cafe](#)
 - [Fundamentals for Quality Improvement](#)
 - Workshops: offered throughout the year
- FPSC
- University of Toronto Primary Care Clinician Educational Series [here](#)
 - There are nine e-modules that cover a range of topics from the Model for Improvement to foundational concepts for health system change including patient engagement, equity, patient safety, and leading change. Estimated time to complete training 10-15 hours.

Other courses may be accepted, please reach out to your Provincial/Regional lead (s) for approval.

*Hours used for QI Education are deducted from the annual 40-hour allotment.

Quality Improvement Project Compensation Policy

****Compensation for Nurse Practitioner QI Project Initiatives must have ONE of the following criteria met:**

- Completion of the Clinic Efficiency Resource Awareness (CERA) QI Project. [Click here](#) to get started.
- Completion of a **pre-approved** Clinical Efficiency QI Project **template**. Need support? Contact your Provincial/ Regional lead (s). [Click here](#) to get started with a list of **Clinical Efficiency QI Project Templates**.
- Completion of a QI project supported by a Docs of BC, Practice Support Program (PSP) coach. Connect with this resource for support: psp@doctorsofbc.ca
- Completion of enrollment with the Health Data Coalition (HDC). Max 4 hours. Ask your Provincial/ Regional lead (s) how to enrol.
- Completion of a QI project supported by a Health Data Coalition (HDC) coach. Connect with this resource for support info@hdcbc.ca
- Completion of enrolment with Portrait (Therapeutics Initiative). Connect with this resource for support [here](#).
- Any independent QI project approved by NP PIP team that does **not** use above supports. Obtain **pre-approval** [here](#).

References

Agency for Healthcare Research and Quality (2013). The Practice Facilitation Handbook. <https://www.ahrq.gov/ncepcr/tools/pf-handbook/index.html> BC Patient Safety & Quality Council (2020). [What is Quality? / BC Patient Safety & Quality Council \(bcpsqc.ca\)](#).

Evans, Mike (2014). [Quality Improvement in Healthcare](#).

Backhouse, A., & Ogunlayi, F. (2020). Quality Improvement into Practice. BMJ, 368(1). <https://doi.org/10.1136/bmj.m865>

Royal College of Physicians and Surgeons of Canada (2012). [The art and science of high-quality health care: Ten principles that fuel quality improvement](#).

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