

APPENDIX A: Introduction of the CNPI Implementation Plan

What follows is the Implementation Plan (“the Plan”) to support the outcomes and recommendations of the CNPI. While CNPI has no authority to oversee implementation of its recommendations, it has developed insight into the timelines and stakeholder groups that are needed to oversee implementation in order to support the vision for a pan-Canadian approach to sustained integration of the Nurse Practitioner role in the health care system. The Implementation Plan requires that further work be done by various stakeholder groups in order to finalize it, including agreement on roles, resources, responsibilities and accountabilities within the implementation process. The Plan, therefore, is intended as a guidepost to those who come forward to continue the work of the CNPI.

Critical to the Implementation Plan is the recognition that no one group can implement the CNPI recommendations in isolation, without continuing to support a sporadic and regionalized approach to NP implementation. What is clear is that after years of talking about, planning and implementing the NP role, a pan-Canadian approach, which includes interprofessional commitment and leadership, is required to support sustained NP implementation.

As previously noted, CNPI is recommending the appointment of an NP Implementation Coordinating Committee. The following Implementation Plan is designed to support this Committee or whatever structure or organization assumes responsibility for implementing the recommendations of the CNPI. The Plan presents the recommendations and key actions from each of CNPI’s key areas, as well as priorities and timelines associated with each action, and an identification of who should lead the implementation and who should be called upon to help support implementation.

What follows is an overview of key terms used in the table:

Priority

- **High:** represents an action that is essential to support NP implementation and long-term sustainability of the role.
- **Medium:** represents an action that will impact implementation of the role and may jeopardize sustainability if not implemented. However, other actions need to proceed first.
- **Low:** while it may have an impact on the role, the focus is often more peripheral and less critical to supporting role sustainability.

Timelines

Timelines are presented based on the annual calendar cycle.

Lead/Co-lead

The CNPI recognizes the need for a clear leader in the implementation of its various recommendations and actions. As such, one leader or two co-leads have been identified for all CNPI recommended actions.

Key Supporting Stakeholder Groups

While leadership for each recommended action is required, it is further recognized that implementation cannot happen in isolation but will require integrated support of various stakeholder groups. The Implementation Plan, therefore, identifies the key stakeholders that need to be involved in guiding and supporting the implementation. The stakeholder groups are presented in priority order, beginning with the highest priority, in terms of their importance in the implementation process.