



College of
Registered Nurses
of Manitoba

Exploring the Implementation of the RN(AP) Role

STEP 1: Is an RN(AP) the right role?

Stakeholders

Who needs to be involved?

Considerations:

- Relevant and related programs/services
- Other nursing staff members
- Other service providers
- Professional organizations and practice groups
- Decision makers

Population

Who do we serve?

Considerations:

- Patterns of service use
- Outline client/patient characteristics
- Health-care needs

Staffing and Workplace

What are we working with?

Considerations:

- What are the service gaps?
- What are your program priorities?
- What is your organizational structure?
- What are the required staff ratios?
- What are your existing staff competencies?

Health Outcomes

What is our goal?

Considerations:

- What range of services do you provide?
- What are your service goals?
- How accessible and affordable are your services?

STEP 2: Yes it is...now what?

Leadership

How do you define the administrative aspects of the role?

Considerations:

- Business case development
- Management structure
- Involvement of the rest of the team or other staff
- Clinical practice support
- Administrative support
- Communication of the new role addition
- Job description
- Workflow implications

Preparation

How will you get ready for this new role?

Considerations:

- Communication strategies for clients, staff and other stakeholders
- Offer team building and educational opportunities
- Orientation plan
- Finalize expectations
- Streamline workflow changes to ensure safe client care

Monitoring

How will you measure success and ensure sustainability of the role?

Considerations:

- Collect baseline data before implementation
- Formulate evaluation questions
- Review orientation progress
- Identify areas where workflow should be adapted
- Gather feedback from clients, team members and other stakeholders
- Performance evaluations
- Analyze and compare findings