The Registered Nurses Association of Ontario (RNAO) Best Practice Spotlight Organisation (BPSO®) designation program was created to support the implementation of evidence-based best practice guidelines at the organisational level. The highly successful program was established in 2003 and provides an opportunity for health care and academic organisations to receive support from RNAO (international sites via the designated host organisation) in the implementation of multiple BPGs.

Added features of BPSO®s are numerous possibilities for networking and exchange at the regional, national and international levels, designed to enhance your experience and provide new knowledge, and resources to facilitate clinical and educational innovation through Nursing Best Practice Guidelines.

To date there are 60 provincial, national and international BPSO®s that represent 277 national and 17 international healthcare sites. These BPSO®s are comprised of large and small organisations serving the public in all sectors of health care, in urban and rural communities and serve as a gold standard in the provision of healthcare.

In Australia, organisations will be supported to implement BPG’s and become BPSO’s by the designated RNAO BPSO® Host organisation, ANMF (SA Branch). The end goal is to advance the highest quality of nursing care possible, and to promote a culture of evidence based nursing education, practice, and management decision making.

As RNAO BPSO® Host Organisation, ANMF (SA Branch) will:

- Provide access to published and electronic RNAO Best Practice Guidelines for the BPSO® organisations.
- Support the BPSO® organisation to develop and deliver an orientation to the Best Practice Guideline Program and the BPSO® initiative.
- Provide support for implementation, through access to resources such as the Best Practice Champions Network®, including the Champion Workshops, the Implementation Toolkit, and Educator’s Resource, BPG APPs and to other implementation resources.
- Provide expert consultation on guideline implementation, uptake, and evaluation and sustainability.
- Facilitate the establishment and development of a network of BPSO® Project Leads, for the purpose of knowledge transfer and exchange.
- Meet on a twice yearly basis (teleconference or in person) with individual BPSO®s to review reports, monitor progress and provide recommendations.
- Provide a BPG Coach to each BPSO® during the qualifying period. The BPG Coach will be a point of contact for the BPSO®, and the role of the Coach will include consultation, expert input on knowledge translation, linking with RNAO resources and other implementation and evaluation supports as necessary.
- Identify and direct appropriate research opportunities to the BPSO® organisations.

BPG/BPSO Learning Institutes

BPG/BPSO learning institutes integrate the leading edge work of the RNAO related to best practice guideline development, implementation and sustainability as well as evidence-based education and knowledge transfer. ANMF (SA Branch) will provide learning institutes to you as you embark in your BPSO® journey, to enable you to learn from and with other BPSO®s and share the expertise gained from the vast experience of the RNAO in the implementation of BPG’s. Utilising the knowledge and skills learned, by the end of the learning institute you will have the skills to develop an action plan that you can mobilise locally to develop a strong culture and focus on evidence-based nursing in your work setting and successfully implement BPG’s.

Learner Outcomes from BPG/BPSO® institutes

Participants will gain knowledge about:

- The link between research, education, evidence based practice and quality patient care;
- The dynamics of evidence based nursing practice, and the methodology of best practice guideline development;
- Diffusion of innovation and creating and sustaining change; change management strategies;
- Specific elements of the RNAO Toolkit: Implementation of Clinical Practice Guidelines, the Knowledge to Action model and related strategies for effective guideline utilization.
Participants will be able to:

- Describe successful approaches to implementing guidelines in clinical settings, including discussions of BPSO®s and the role of the Host Organisation, the ANMF (SA Branch);
- Outline programs and strategies used to foster guideline implementation in clinical practice settings using a systematic change process, and including use of individual, organisational and system strategies;
- Discuss how specific programs and processes may be tailored to the local context; and
- Develop specific follow-up action plans including collaboration among regional partners that will support guideline implementation at the national level.

Participants will gain an understanding as to the relevance of the RNAO BPSO RFP process which is evidence based and designed to ensure successful implementation of Best Practice Guidelines:

- There are a number of specific requirements that need to be met to participate in the three year program to become an RNAO endorsed BPSO. The learning institute will assist you to prepare your organisation’s Request for Proposal application to become an endorsed Best Practice Spotlight Organisation (BPSO®).

Examples of BPSO® RFP requirements include:

- Identify a BPSO® Lead from your organisation, form an implementation Steering Committee and plan for implementation using a project management structure.
- Commit to participating in research related to BPG implementation and impact via the RNAO NQuIRE database.
- Identify a cadre of Champions (12-15% of nursing staff) who will attend Champions Workshops.
- Send 2-3 staff/faculty to RNAO/Host BPG/BPSO® related training institutes each year.
- Meet with other BPSO® teams each month in Knowledge Exchange Teleconferences.
- Commit to sending up to 5 staff to in-person RNAO Knowledge Exchange Symposiums each year (optional for international BPSO®s).
- Submit a report according to the standard format each 6 months and meet with the RNAO BPSO® team to review, through a teleconference session.
- Disseminate outcomes from the BPSO® candidacy experience, including sharing of tools, lessons learned and resources.
- Following achievement of the BPSO® designation, which is contingent on meeting all deliverables in the letter of agreement, commit to sustaining BPG implementation, and providing support to other BPSO® candidates in a mentor role.

*ANMF (SA Branch) BPSO Coach will provide assistance in the preparation of your BPSO® RFP documentation.

If you have further questions please email bpsobpg.program@anmfsa.org.au