**Purpose:**

To describe how a large Academic Medical Center developed a sustainability plan to monitor the continued adherence to Nursing Practice Congress resolutions.

### Background:

In January of 2010 a congressional model of shared governance was begun. The function of the Nursing Practice Congress (NPC) was to:

- Provide a formalized process to identify nursing practice issues
- Provide a format for evidence based resolution
- Provide a formalized plan for ongoing communication house wide

Identified Issues are taken to work groups called PACTs. PACTs are made up of staff that will lend the expertise needed to resolve the issue. At least one NPC member participates in each PACT. The PACT develops a resolution including an implementation plan and any required education. The resolution is submitted to NPC for a vote, if approved the resolution is implemented; if the resolution is not approved the issue is returned to the PACT with recommendations.

### PACT results for the first 3 years

- 46 issues
- 39 work teams
- 28 house-wide clinical practice changes
- 35 different disciplines involved

### PACT Resolution Form Revised 2013

To Include Sustainability

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<th>Number</th>
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<th>Proposed Resolution Title</th>
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### Conclusion:

**Keys to sustainability**

- Make the practice change a practice habit from the beginning of implementation
- Educate new employees about the importance of the practice from the beginning
- Without accountability practice will not be maintained
- Respect for staff with constructive feedback
- Follow-up
- Performance measures need to be aligned with what you want to achieve:
  - Staff performance audits
  - Staff feedback
  - Multidisciplinary data collection
    - Pharmacy
    - Employee Health
    - Resource Utilization

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**PACTS Outcomes & Sustainability Plans**

| PACT | Proposed Outcomes | Support | Proposed Action | Timeline | Outcome
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