Advanced Nurse Practitioner role: present / future

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Advanced Clinical Practice: a global development

• Specialist nurses introduced in US late 19th century
  – adopted in rural communities and other challenged areas
  – 1930’s and 1940’s saw increasing expansion of the role
  – 1960’s CNS firmly established in the nursing profession
  – an expert nurse at the bedside
Nurse Practitioners

• 1965 - aimed to deliver care in primary care and paediatrics in US
• Extended role of specialist nurses and incorporated traditional medical diagnostic skills
• Arose from shortages of medical staff
• 1990’s some regulation and standardisation of nurse practitioner education
UK development

- Examples of very specialist nursing roles in Acute Hospitals (Pain and Colorectal) emerged in the 1970’s
- Stillwell’s (1980’s) development of a nurse practitioner role into primary care
- Significant expansion in 1990’s and 2000’s
- 1990’2 RCN established the first formal education programme and competencies
Other significant professional developments

• 1999 – Nurse Consultants
• 2005 – legislative introduction of non-medical prescribing
Advanced practice

- ‘advanced practice nurse’ evolved as an umbrella term to encompass a growing and diverse group of nurses who had moved beyond core clinical nursing practice, either in practice and/or education

- Clinical nurse specialists, nurse practitioners, advanced nurse practitioners, nurse consultants……
Workforce transformation

• Pressure on medical rota’s in some areas
• Advanced Practice – extended scope and expanded roles
• Effective and efficient development and use of specialist skills
• Improved team working, networking, improvement skills
• New roles in new settings
New opportunities to…

- Improve the quality of care
- Foster positive learning environments to retain staff
- Improve medical and non medical capacity
- Attract quality professional staff
- Support staff retention
- Strengthen reputation
- Ensure a future supply of senior staff
But ….variation…

- In levels of practice
- Scope of practice
- Organisational support
- Educational requirements
- Preparation for roles
- Regulation across countries
- Job titles
Variations in job titles within the nursing workforce  
Leary et al. J Clin Nurs. 2017;00:1-6

- 595 job titles in use across 17,960 specialist posts
- CNS, Nurse Specialists / Specialist Nurse, ANP and NP most commonly used
- 323 (4%) posts unregistered with NMC
- Raises
  - Safety concerns
  - Misleading to patients
  - Undermines confidence in the profession
International Council of Nurses (ICN) definition (2013)

• ‘a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to practice. A master’s degree is recommended for entry level’
RCN definition Advanced Practice (2017)

• a level of practice, rather than a type of practice

• educated at Masters Level in advanced practice and have been assessed as competent in practice using their expert knowledge and skills

• freedom and authority to act, making autonomous decisions in the assessment, diagnosis and treatment of patient
Advanced Clinical Practice: Definition

Health Education England (2017)

• delivered by experienced registered healthcare practitioners
• level of practice characterised by a high level of autonomy and complex decision making
• underpinned by a masters level award or equivalent that encompasses the four pillars of clinical practice, management and leadership, education and research, with demonstration of core and area specific clinical competence’
‘Experienced’

- Extensive clinical / practice experience
- ‘expert’ in role
- Masters level or equivalent
- Clinical leadership
- Development of services
‘autonomy and complex decision-making’

- Self-directed
- Advanced physical assessment and holistic assessment
- Consultation skills
- Communication skills
- Request tests and formulate a plan
- Independent prescribing
- Discharge patients
‘core and area specific clinical competence’

• Depth of knowledge
• Breadth of experience
• Expert practice
  – Arrhythmias
  – Heart failure
  – Cardiac surgery
  – Chest pain
  – Cardiac outreach
Advanced Clinical Practice Definition cont. (HEE 2017)

• Embodies the ability to manage complete clinical care in partnership with patients/carers

• Analysis and synthesis of complex problems across a range of settings

• Enabling innovative solutions to enhance patient experience and improve outcomes
‘complete clinical care’

• Role dependant
  – Inpatients / outpatients (caseload, telephone reviews, clinics, admissions avoidance)
  – History taking and advanced physical assessment, decision making, diagnostic reasoning
  – Non-medical prescribing
  – Specialised procedures
  – Holistic care – prescribing, psychological support
  – Integrates research, education, practice and management
Professional role

• Manage their own workload
  – High degree of professional autonomy and independent practice
• Works across boundaries
• Networking nationally and internationally
• Assess and manage risk
• Leadership role
• Strategic development of services
• Audit practice and appraise research findings
Governance

• Defined role in JD
  – Vicarious liability
• Competency based
• Clinical supervision
• Revalidation
Preparation for roles

- Self-development
- Self-awareness
- Developing emotional intelligence
- How to network
- How to present yourself
- How to speak
RCN Advanced Level Practice Credentialing – launched May 2017

- Recognition of work at an advanced level
- Assessment of experience, qualifications and competencies
- Aligned to the 4 pillars of advanced practice
  - Clinical practice
  - Leadership
  - Facilitation of learning
  - Evidence research and development
Credentialing criteria

- NMC registration
- Relevant Masters degree
- Prescribing rights
- Experience and competence mapped against the 4 pillars of advanced practice
- Work plan and clinical reference
- Evidence of CPD over previous 3 years
- Cost - £275 per individual application, £125 renewal (3 yearly)
The future?

- Role development to meet the demands of the services and patient needs
- Competent nurses working at an advanced practice level
- Career progression
- Regulation of roles
- Governance
Any questions?