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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

Butvariation...

- 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?