

REPORT ON HKAN VISIT TO ANMAC, AUSTRALIA

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7 fellows representing different Academy Colleges under HKAN visited The Australian Nursing & Midwifery Accreditation Council (ANMAC) at Canberra on 2 Mar 2017



Meeting the Team

1. Clinical Professor Fiona Stoker CEO
2. Mr George Kadmos Business Manager Corporate Services
3. Ms Frances Rice
4. Ms Jackie Doolan Senior Assessor
(Former Standards Development &
Review Coordinator)
5. Ms Melissa Cooper Senior Assessor

Objective Of The Visit

- To learn about the accreditation system for the study programs for advanced practice nurse in Australia



Regulatory Bodies Related To Nursing In Australia

1. The Australian Health Practitioner Regulation Agency (AHPRA)
2. The Nursing and Midwifery Board of Australia (NMBA)
3. The Australian Nursing and Midwifery Accreditation Council (ANMAC)

The Australian Health Practitioner Regulation Agency (AHPRA)

- Support 14 national boards that are responsible for regulating the health professions including NMBA that are required by the national legislation under National Registration and Accreditation Scheme

The Nursing and Midwifery Board of Australia (NMBA)

- ❑ A registration body for nurses and midwives in Australia
- ❑ Endorsement of registration that identifies practitioners with additional qualifications and specific expertise, e.g. NP, Midwife, RN-supply scheduled medicines in rural and isolated practice
- ❑ Develop and revises registration standards and professional standards
- ❑ Approve the accredited programs of study that lead to registration as EN, RN, midwife and NP

The Nursing and Midwifery Board of Australia (NMBA)



Registration standard: Endorsement as a nurse practitioner

Effective from 1 June 2016

Summary

This registration standard sets out the Nursing and Midwifery Board of Australia's (NMBA) requirements for endorsement as a nurse practitioner under section 95 of the Health Practitioner Regulation National Law, as in force in each state and territory (the National Law).

Does this standard apply to me?

This registration standard applies to nurses and nurse practitioners who hold registration as a nurse in Australia, who are applying for, or maintaining, endorsement as a nurse practitioner.

Australian Nursing & Midwifery Accreditation Council (ANMAC)

- A not-for-profit company
- Under the National Registration and Accreditation Scheme, ANMAC is the appointed accrediting authority for nursing and midwifery in Australia in accordance with the Health Practitioner Regulation National Law 2009



The Australian Nursing and Midwifery Accreditation Council (ANMAC)

- Develop and review accreditation standards for the nursing and midwifery programs of study in Australia
- Determine whether the programs of study for nurses and midwives seeking to practice in Australia meet the required education standards and submit the report to ANMAC



Program accreditation

Accreditation information for education providers of nursing or midwifery programs.



Standards and review

Program accreditation standards for nursing and midwifery and those under review.



Skilled migration services

Information for nurses and midwives wishing to migrate under the Australian Government's General Skilled Migration program.

Definitions Of ANP / APN / Approved Program

Advanced Nursing Practice

- Defined as a **continuum** along which nurses develop their professional knowledge, clinical reasoning and judgment, skills and behaviors to higher levels of capability.
- Nurses practicing at an advanced level incorporate professional leadership, education and research into their clinically based practice. Their practice is effective and safe. They work within a generalist or specialist context and they are responsible and accountable in managing people who have complex healthcare requirements
- Advanced nursing practice is a **level of practice** and not a role. It is acknowledged that advanced nursing practice is individually attributed within a regulated nursing scope (EN, RN or NP).

Definitions Of ANP / APN / Approved Program

Advanced Practice Nurse is a nurse practicing in the advanced practice role

Approved Program of study

- Means a postgraduate nursing masters degree approved by the NMBA under section 49 of the National Law and included in the NMBA-approved list of programs of study for endorsement as a nurse practitioner. This includes NMBA-approved masters level units in advanced health assessment, pharmacology for prescribing, therapeutics and diagnostics and research.

Definition of Nurse Practitioner (NP)

- An advanced practice nurse **endorsed** by the Nursing and Midwifery Board of Australia (NMBA) who has direct clinical contact and practices within their scope under the **legislatively protected title** 'nurse practitioner' under the National Law.
- He / she has completed a master program that accredited by ANMAC and approved by NMBA, and the title is endorsed by NMBA after completion of study

Nurse Practitioner Accreditation Standards by ANMAC

- Standard 1: Governance
- Standard 2: Curriculum framework
- Standard 3: Program development and structure
- Standard 4: Program content
- Standard 5: Student assessment
- Standard 6: Students
- Standard 7: Resources
- Standard 8: Management of integrated professional practice
- Standard 9: Quality improvement and risk management



The Nurse Practitioner Accreditation Process At ANMAC

- Uses the current standards to undertake accreditation **assessments of NP programs** of study leading to nurse practitioner endorsement
- **Submits accreditation report to NMBA** that leads to the approval of program of study
- Engages the stakeholders, e.g. academic staff and nursing organizations in the **cyclical review of the accreditation standards**

The accreditation functions of ANMAC and HKAN are illustrated by using the nine standards for the NP accreditation process in Australia

Standard 1: Governance OF NP program education provider

ANMAC

The education provider has established governance arrangements for the NP program of study that develop and deliver a sustainable, high quality education experience for students, to enable them to meet the NP Standards for Practice

HKAN

- **Vet and accredit as well as monitor** the Nursing Specialist Training Programs that are developed by the 14 Academy Colleges

Standard 2: Curriculum Framework

ANMAC

The education provider uses an appropriate and relevant philosophy to make explicit the assumption about the nature of knowledge that informs the curriculum content and nature of the health service environment that the graduate will enter in. the education provider makes explicit the educational theory that inform the design and delivery of sustainable processes for learning and teaching in the NP program.

HKAN

- Individual Academy College will develop its **specific roadmap** based on the criteria as stipulated by HKAN including the items to be included in the **500 theory and 500 practicum hours**.
- Trainees follow the **explicit roadmap** for becoming members and fellows of HKAN
- The nursing specialist training program of individual Academy College will be **vetted by the accreditation panel and endorsed by the HKAN**

Standard 3: Program Development & Structure

ANMAC

The program of study, developed in collaboration with stakeholders,

- reflects current NP practice and learning and teaching approaches,
- complies with the Australian Qualifications Framework for a level 9 Masters Degree and
- has sufficient integrated professional practice to enable graduates to meet NP Standards for Practice and to function as a safe, autonomous and collaborative NP by program completion

HKAN

The nursing specialist training program is developed by individual Academy Colleges, and:

- the content reflects the current nursing specialty practice in its **higher training logbook**
- the members and the fellows of individual College **demonstrate the attributes of level 7 & 8 respectively** according to the 'Key elements of the career framework, Skill for health (2010), UK
- The individual colleges would have the **APN competency framework** in place to guide advanced nursing practice

The development of **supervised practice in collaboration with employers** of nurses is in progress

Standard 4: Program Content

ANMAC

The program content delivered by the program provider comprehensively addresses the NP Standards for Practice as well as existing and emerging national and regional health priorities across a range of health service delivery contexts.

HKAN

The content of the nursing specialist training program consists of:

- 500 hours on **theory**
 - basic core 167 hours
 - Advance practiced care 167 hours
 - Specialty care 167 hours
- 500 hours of **clinical practice**
- **Membership Examination** in the form of MCQ to check the expected knowledge of the candidate on what are expected of a specialist.
- Clinical performance of a specialist to be reflected in the **Higher Training Logbook**.

Standard 5: Student Assessment

ANMAC

The curriculum incorporates a variety of approaches to assessment that suit the nature of the learning experience and robustly measure achievement of required learning outcomes, including a comprehensive summative assessment of student performance against the current NP Standards for Practice.

HKAN

- A member is required to be further assessed in order to become a fellow of HKAN. He or she should have **contribution** to the specialty service.
- To further evaluate the competency of the specialist in the application of knowledge and skills, different approaches/forms. of **assessment** are employed by different colleges, such as viva assessment, case studies, and project .

Standard 6: Students

ANMAC

The program provider's approach to attracting, enrolling, supporting and assessing students is underpinned by values of transparency, authenticity, equal opportunity and an appreciation of social and cultural diversity.

HKAN

- Applicants are being informed about the **requirements** and assessment prior to their application
- Trainees are selected based on a clear and published **admission criteria**
- **A mentor** will be assigned to the trainee throughout the program to support and guide the learning process

Standard 7: Resources

ANMAC

The program provider has adequate facilities, equipment and teaching resources, as well as staff who are qualified, capable and sufficient in number, to enable students to meet the NP Standards for Practice.

HKAN

The training sites are accredited according to criteria, such as:

- **Casemix** of the training site
- **Manpower**
- **Mentor to trainees ratio**
- **Medical coverage**
- **Facilities and available equipment** of the training sites
- **Mentors qualifications.** Mentor should fulfill requirements and be responsible for completing logbook that reflect the practices of trainee.
- **Guidelines, Protocols and CNE provision.**

Standard 8: Management Of Integrated Professional Practice

ANMAC

The program provider ensures that every student is given supervised integrated professional practice in environments providing suitable learning and teaching opportunities and conditions for students to meet the NP Standards for Practice.

HKAN

- The trainees have their **supervised practice** in their own work place
- The **mentor and trainee are met regularly** for the learning and evaluation of performance
- Individual Academy College develops its clinical competencies for the advanced practice in its specialty and the criteria under all domains of the competency framework would be **evaluated** throughout the training period.

Standard 9: Quality Improvement & Risk Management

ANMAC

The program provider:

- is able to assess and address risks to the program, its outcomes and students
- has a primary focus on continually improving the quality of the teaching and learning experience for students and the competence of graduates

HKAN

- **Quality and standard committee** plays the role as gatekeeper to track the changes and make recommendations for the program. Feedback gained from the quality team should incorporate into the program after consulting the stakeholders
- The **Education Committee** of Academy College holds regular meetings to discuss the educational content in order to include the contemporary and emerging issues as part of curriculum and review at regular interval.

	Accreditation standards For NP programs	Selective criteria in the standard	Areas that HKAN may need to further develop if # is present
1	Governance	Registration by TEQSA List on AQF Master Degree Level 9	#
2	Curriculum framework	Education provider makes explicit educational theory & delivery of sustainable processes for learning & teaching	
3	Program development & structure	Complies with AQF for Level 9 Masters Degree & has sufficient integrated professional practice	#
4	Program content	Delivers by program provider addresses the standards	
5	Student assessment	Curriculum incorporates a comprehensive summative assessment of student performance	
6	Students	Approach of program provider to attract, enroll, support & assess students	
7	Resources	Ensure academic & professional credentialing of clinical supervisors	#
8	Management of integrated professional practice	Prepare clinical supervisors on assessment, teaching & support	#
9	Quality improvement & risk management	Responsible for development, monitoring, review, evaluation & quality improvement of the program	#

Recommendations / The Way Forward

1. HKAN to be the 1st and only official accreditation authority for nurse specialists and APN Program in Hong Kong

- ❖ ANMAC is **the only official accreditation body** / agency for nurse practitioner program in Australia
- ❖ ANMAC is the independent **accrediting authority** for nursing & midwifery under the National Registration & Accreditation Scheme sets standards for accreditation and accredits nursing and midwifery programs leading to registration and endorsement, and for the providers of those programs



2. **Accreditation standards** to be incorporated into the accreditation system of HKAN so as to help the 14 Academy Colleges developing their programs and achieving the requirements

Conclusion

There may not be any Nurse Practitioner or legislative protection for the scope of practice or title of Nurse Specialist in the current healthcare environment in Hong Kong, however, the HKAN charges with the responsibility to regulate the practice of advance practice nurses through the accredited nursing specialist training programs would be paramount.

Thank You