



Australian
Nursing & Midwifery
Accreditation Council

Who and what is the best way to grant Professionalism to Advanced Practice Nurses

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Hello from the staff at ANMAC





Professional Organisations and APN

The Hong Kong Nursing Council is formulating a voluntary scheme

On advanced/specialised nursing practice with a view to

1. Advance the professional competence of nurses;
2. and pave the way for setting up a statutory registration system in the long run





Professional Organisations and APN

The Council established a working party on Advanced and specialised practice in April 2018 to :

- Prescribe guidelines on the scope of practice and/or core competencies of nurses with advanced expertise and standards
- Devise a mechanism by setting training standards and recognising training institutes
- Explore the feasibility of setting up a mechanism for advanced/specialised practice register under Nursing Council of HK

Purpose of the symposium

Presentation on Global trends

Provide an outline of Advance Practice in Australia

An example of credentialing for speciality practice

There are discussion points during the presentation



According to World Health Organisation (2016) Global Strategic directions for strengthening nursing and Midwifery 2016-2020, of the estimated 43.5 million health workers, 20.7 Million are nurses and midwives; representing >50% of the health workforce in most countries.

There is a predicted shortfall of nurses 2025-2030 across the world with an increase in the burden of disease.



- 2014 National workforce report in Australia
- Shortage of 85000 nurses by 2025 rising to 123,000 in 2030
- Increasing shortage is being driven by an ageing population living longer with more complex health needs such as chronic diseases



- By 2050 the proportion of the world's population aged over 60years will nearly double from 12% to 22%
- Older age is characterized by complex health states
- Noncommunicable diseases account for 38 million deaths per year
- 28 Million in low –middle income countries



- Cardiovascular Disease 17.5 million
- Cancers 8.2 million
- Respiratory diseases 4 million
- Diabetes 1.5 million



- Nursing is seen as a cost effective profession that will meet the growing demands for accessible quality health.
- There is a strong Link between quality nursing education and health outcomes
- World Health Organisation believes that nurses and midwives are critical to strengthening the health care systems.



- Like the rest of the world China is facing critical shortages in nursing.
- Wong (2015) stated that there is a ratio of 1.25 nurses to 1000 population and a significant issue with retention.
- In Australia there are shortages but the approx. current average ratio across the country is 13.7 nurses per 1000 population.



This is how nurses in the world manage everything!- Source Dr Suess The Cat in the Hat



- Many Countries are re-examining the role of nurses to respond to pressures within their health care system.
- There are opportunities for nursing to further contribute to the growing health needs of communities.
- Access to health care and quality outcomes for patient care can be improved through strengthening nursing education, nursing leadership



- Countries need to optimise the skills and competencies of nurses to meet the demands for the future
- Can be done through investing in postgraduate education to develop the continuum towards advanced nursing practice.



What is advanced Nursing Practice?

- Internationally there remains the lack of an agreed definition of Advanced Nursing practice.
- In Australia there is one level of advanced nursing practice which is regulated.
- The Nurse Practitioner.



ICN definition

A Nurse Practitioner/Advanced Practice Nurse is a registered nurse:

- expert knowledge base
- complex decision-making skills
- clinical competencies for expanded practice



NO HEALTH
without a workforce.
NO WORKFORCE
without nurses and midwives!
Global Strategy on Human Resources for Health



ICN definition

Characteristics are shaped
by context and country
they are practising in

Master's degree
recommended



NO HEALTH
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Global Strategy on Human Resources for Health






Discussion Point

What is your understanding of Advanced Nursing Practice ?

How does the definition from the ICN fit with your understanding.



	Title	Scope of Practice	Regulation	Education
Australia	Nurse Practitioner (NP)	<p>Advanced Scope of Practice including:</p> <ul style="list-style-type: none"> • First Point of Contact • Ongoing Clinical Management • Assessment & Diagnosis • Ordering – Investigations <ul style="list-style-type: none"> • Biochemistry • Radiology • Diagnostics • Prescribing • Case management & treatment • Medical/ Clinical Procedures • Patient Referral 	<p>Education</p> <ul style="list-style-type: none"> • ANMAC MNP Accreditation <p>Individual NP</p> <ul style="list-style-type: none"> • Mandatory Endorsement as a Nurse Practitioner (in addition to RN Registration) 	Masters-Level MNP
NZ		As above	Regulated Profession Registration Mandatory	Masters
USA		As above	Regulated Profession Registration Mandatory	Masters
UK		As above	* Not a Regulated Profession	

What is advanced Nursing Practice in Australia

- The regulatory definition for advanced Nursing practice is:
- Advanced nursing practice is a continuum along which nurses develop their professional knowledge, clinical reasoning and judgement, skills and behaviours to higher level of capability (that is recognisable).



What is advanced Nursing Practice?

- The regulatory definition for advanced Nursing practice -cont.
- 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 health requirements.



Why does it matter if we have a slightly different definition for regulation and professional needs?



4 Domains of NP standards of Practice

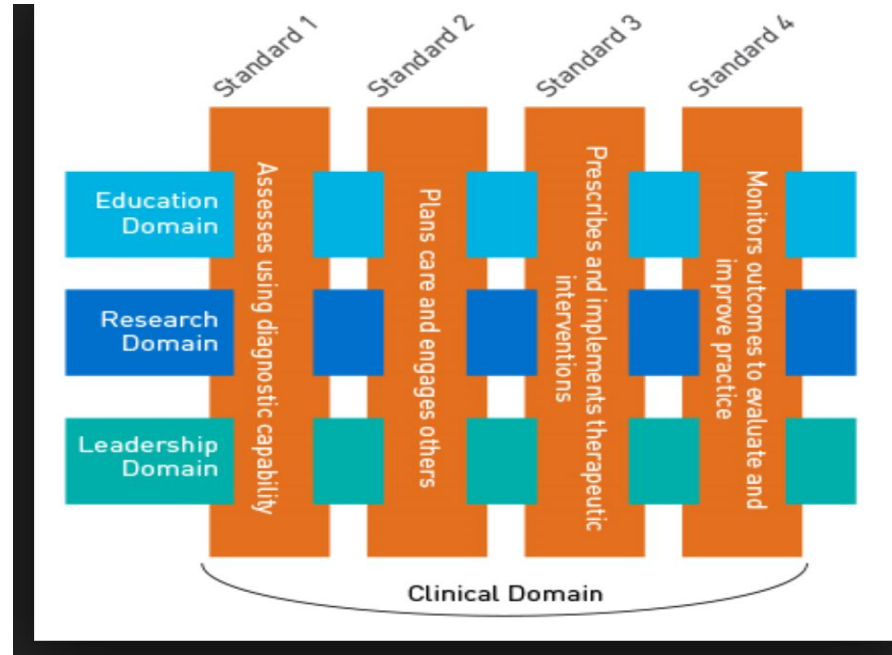
- Clinical
- Education
- Research and leadership
- The education, research and Leadership domains are couched within the clinically focused standards



4 standards NP standards of Practice

1. Assesses using diagnostic capability
2. Plans Care and engages with others
3. Prescribes and implements therapeutic interventions
4. Evaluates outcomes and improves practice





Nurse Practitioners



Leadership

- Support

Education

- Research

<https://www.acnp.org.au/>



https://www.anmac.org.au/sites/default/files/documents/Nurse_Practitioner_Accreditation_Standard_2015.pdf

- ▶ Standard 1: Assesses using diagnostic capability
- ▶ Standard 2: Plans care and engages others
- ▶ Standard 3: Prescribes and implements therapeutic interventions
- ▶ Standard 4: Evaluates outcomes and improves practice



The Goal of Standards is to establish educational criteria and assure outcomes that:

- a) Are based on evidence and competency;
- b) Promote the progressive nature of education and lifelong learning;
- c) Ensure the employment of practitioners who are competent and who, by providing quality care promote positive health outcomes in the population they serve.



Registered Nurse
Education

Nurse Practitioner



B Nursing
3 years

Clinical
Experience
5 years

Masters NP
2 years

Discussion point

- What is the possibility of Hong Kong implementing the role of the Nurse Practitioner ?





Continuum of practice

Research demonstrates that more highly educated the nursing workforce is there is an improvement in patient safety and the quality of care (WHO 2007)

On the continuum of practice there are steps between qualifying and being a novice practitioner to becoming a Nurse Practitioner.

Nurses acquire skills and knowledge as they progress along a continuum together with technical skills to become specialist nurses.





Continuum of practice

It is important that Advanced Nursing Practice is delineated from specialist nursing.

Increased knowledge together with increased technical skills does not necessarily mean that nurses are practising at an advanced level. But this does form part of the continuum of practice supported by increasing levels of education.



AQF

RN

**Clinical
Specialisation**

**Advanced
Practice**

Level	Awards	
Level 5	<ul style="list-style-type: none">• Diploma (1 - 2 years)	
Level 6	<ul style="list-style-type: none">• Associate Degree (2 years)	
Level 7	<ul style="list-style-type: none">• Bachelor Degree (3 - 4 years)	
Level 8	<ul style="list-style-type: none">• Bachelor Honours Degree (One year after 3 year Level 7 Bachelor)• Bachelor Honours Degree (Embedded four year degree)• Graduate Certificate• Graduate Diploma	
	Level 9	<ul style="list-style-type: none">• Coursework Masters Degree• Research Masters Degree
	Level 10	<ul style="list-style-type: none">• Doctoral Degree (PhD)• Professional Doctorate (Research Degree)





Continuum of practice

Credentialing/ Accreditation:

A means of assuring quality and protecting the public by confirming that individuals, programs, institutions or products meet agreed standards.

Organisations have a duty to ensure that health practitioners are suitably experienced trained and qualified to practice in a competent and ethical manner in accordance with service needs.





A practical example- Diabetes a major health issue

Specialist Diabetes Nurses

Accredited Graduate Certificate in Diabetes Education and Management

Undergo a period of mentorship with an experienced graduate

Apply to be credentialed as an approved diabetes educator

Maintain accreditation through professional development.





organisations needs

Not all services or levels of care can be provided

Organisation needs to match the skills and qualifications of their health professionals to the service needs and capabilities.

There is an opportunity for nurses in Hong Kong to clearly identify the growing needs of the population and demands for health care



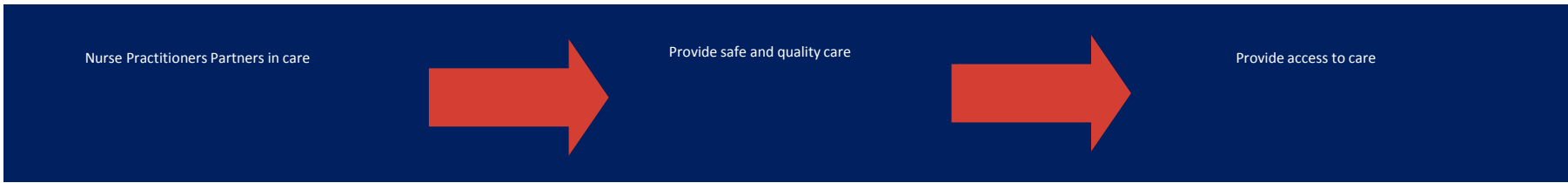


organisations needs

There maybe opportunities for developing specialist nurses who can be educated to fulfill growing needs and reduce the impact of the top ten diseases that affect the population of Hong Kong.

Nursing leadership is so important in paving the way in encouraging the future generations of nurses and retaining the ones we have.





Primary Care

Emergency Care



Speciality Care

Case Management



Care Coordination



Quality includes how patients are treated in the health care system



Nurse Led Clinics
Providing Access



Curtin University



Discussion Point

Has Hong Kong clearly identified its health care needs for the future
What role have nurses played in this identification





Leadership

- Leadership at the highest level
- A drive to improve the health and well being of the population
- Nursing and midwifery leadership that is strategic and has the political expertise to influence policy within government.
- Great Bay Area has a nursing leader who is strategic and resourceful



- Transformational Nursing Leadership that enables and supports senior nurses in developing education and standards
- Ability to translate the strategic intent for all to understand and Unify Voices for change.
- Ability to engage Stakeholders to develop any legislative changes for advanced Practice

Supporting Legislation to Allow:

Prescribing
Rights

Ordering of
Diagnostics
Rights

Payment
Rights

Case
Management
Admission
Discharge



Professional Organisations at the local level

Build leadership skills and consensus among healthcare stakeholders on health systems solutions that utilise APN roles.

Advocate for dedicated funding to support APN education and practice.

Promote role clarity by establishing clearly defined APN roles with consensus on standards of care and role competencies.



Advocate for systematic and evidence based approaches to role development, implementation and evaluation.

Connect with key stakeholders around shared policy concerns to create conditions for healthcare organisation and system transformational change.



Leadership

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- Transformational Nursing Leadership that enables and supports senior nurses in developing education and standards
- Ability to translate the strategic intent for all to understand and Unify Voices for change.
- Ability to engage Stakeholders.





Professional Organisations and APN

If we go back to the Beginning:

The Hong Kong Nursing Council is formulating a voluntary scheme

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Questions for discussion

How much independence should there be between credentialing and regulating practitioners

What role should HKAN take in the work that the Hong kong Nursing Council is undertaking in setting up a scheme for a statutory registration
For advanced/specialised nursing



Questions for discussion

What do you think the positives would be for the profession if HKAN played a role in approving specialist nurses at advanced practice level

What would be some of the constraints that HKAN would face

Looking at the educational and practice components that are required is there another organisation that you could identify that would be better placed to do this/assist with this.

Thank you
Have a safe journey