

Development of the Advanced Practice Nurse (APN) \ In Singapore

Seminar:

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(Ambulatory Services)*

6 May 2016

Development of the Advanced Practice Nurse (APN) in Singapore

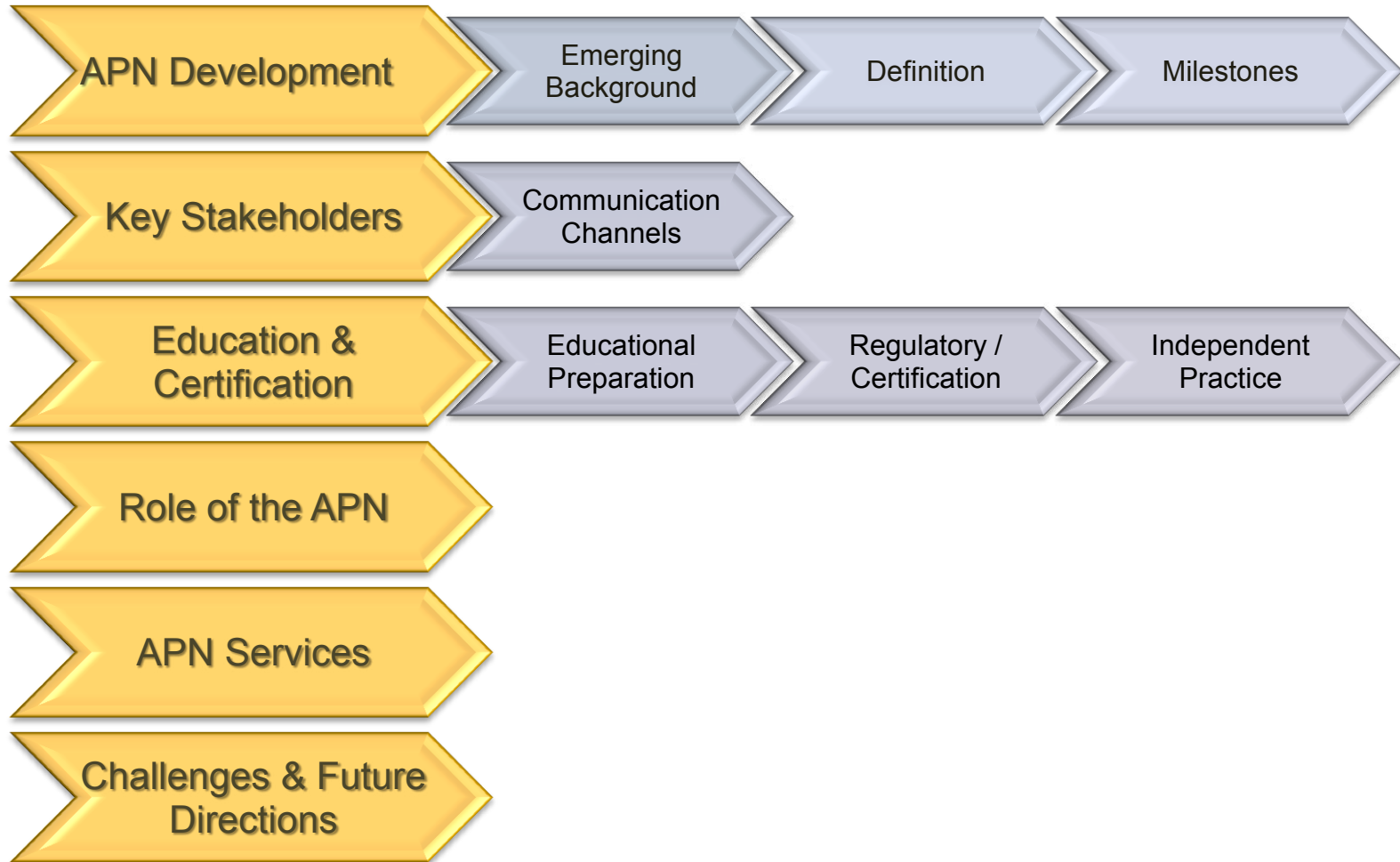
*“For us who nurse, our nursing is a thing,
which, unless we are making progress
every year, every month, every week,
take my word for it, we are going back.”*

~ Florence Nightingale
1820 - 1910



Development of the Advanced Practice Nurse (APN) in Singapore


Outline



Development of the Advanced Practice Nurse (APN) in Singapore



APN Development



Emerging
Background

Changing Healthcare Needs

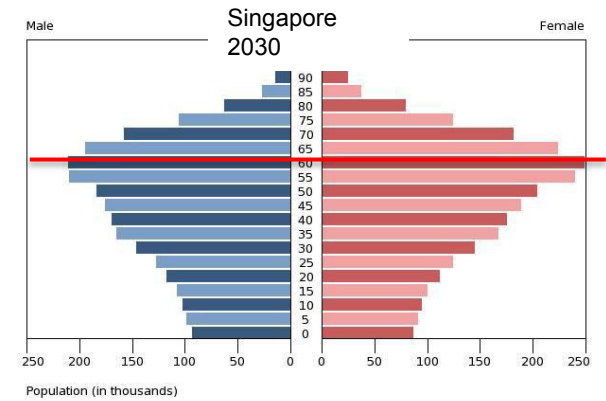
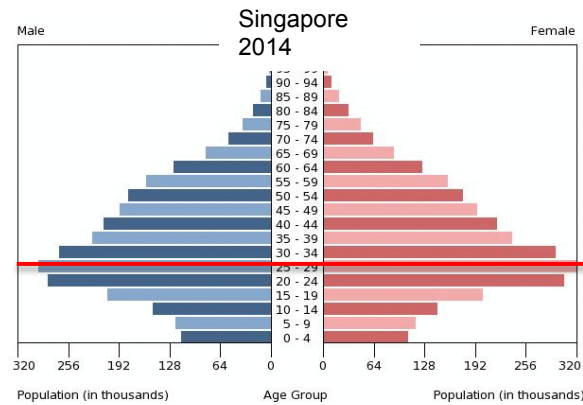
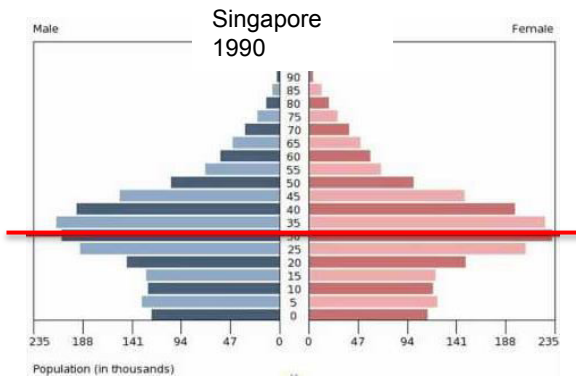
1. Ageing Population
2. Growing Population
3. Changing healthcare needs

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Emerging Background

Ageing Population



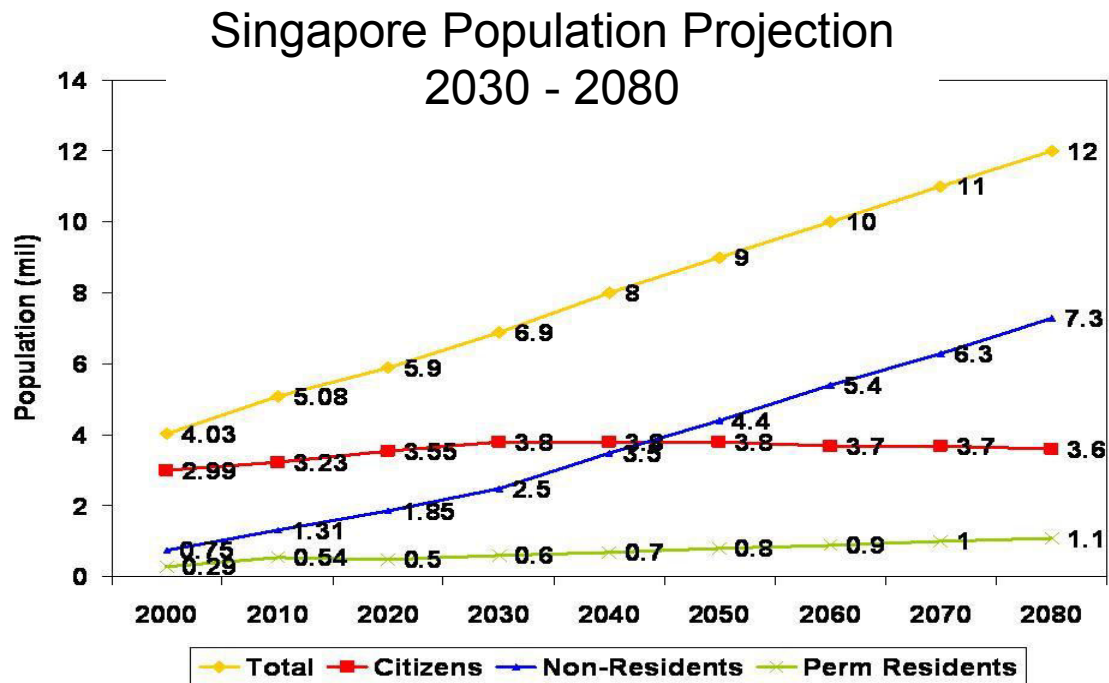
Source: <http://www.indexmundi.com/graphs/population-pyramids/singapore-population-pyramid-2014.gif>

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Emerging
Background

Growing Population



Source: <https://thehearttruths.files.wordpress.com/2013/02/slide12.jpg>

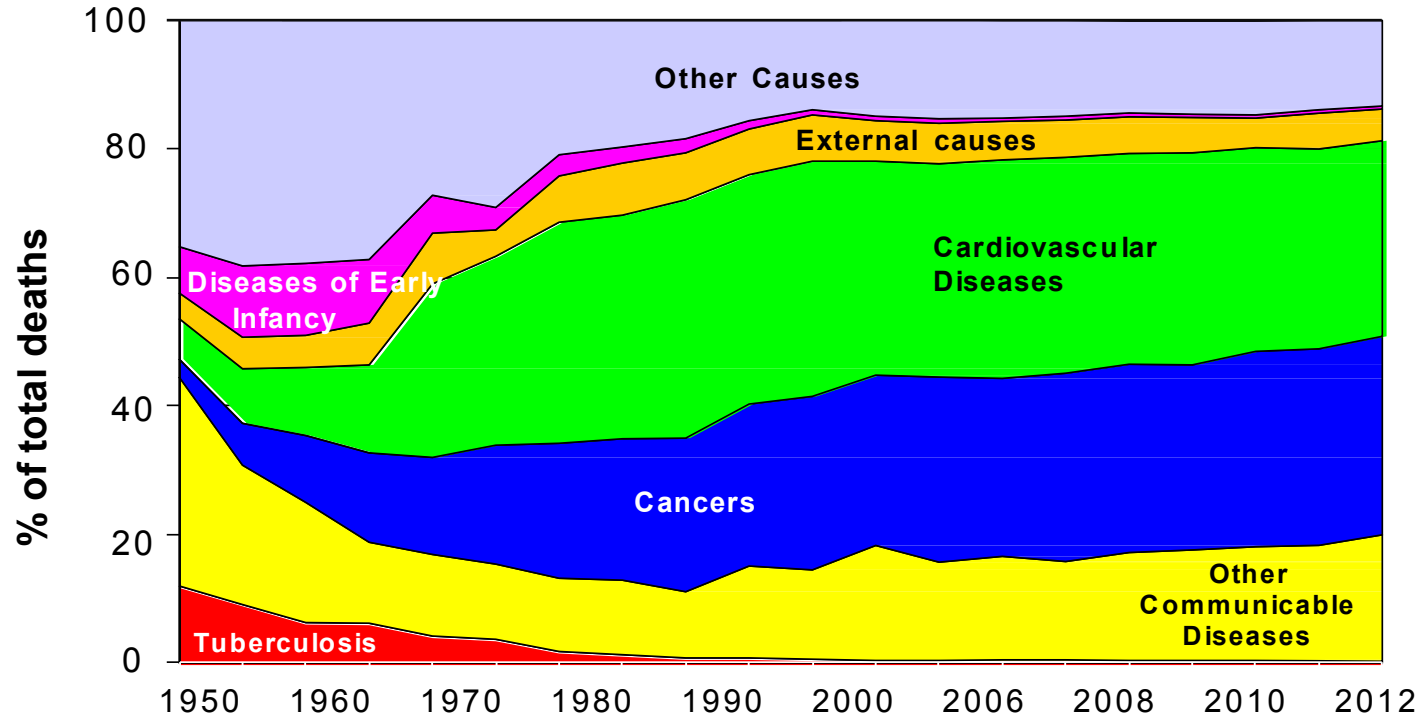
Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Emerging
Background

Changing Healthcare Needs

Major causes of deaths over time



Source: Registry of Births and Deaths

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Emerging
Background

Changing
Healthcare
Needs

Professional
Growth

Clinical
Stability

Need for the Development of APNs

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Definition

Differences between RN and APN

Registered Nurse

personalized, specialized and cost effective patient care

Assesses and **plans** patients' needs

Carries out treatments and investigations

Communicates and discusses patients' progress and response

Collaborates and **co-operates** with physicians and other health-care providers

Participates in research, clinical or service quality activities

Advanced Practice Nurse

Autonomy in clinical decision making

Plans and **manages** patients in **collaboration** and **consultation**

Initiates treatments, **furnishes** medications and **performs** advanced procedures

theoretical knowledge, clinical expertise and **sound clinical reasoning**

Evaluates and **improves** standards of nursing care

Develops, implements and **evaluates** educational programmes

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Definition

Advanced Practice Nurse

Advanced Practice Nurse is a registered nurse who has acquired

1. the expert knowledge base
2. complex decision-making skills and
3. clinical competencies for expanded practice



International Council of Nursing

Development of the Advanced Practice Nurse (APN) in Singapore

APN Development

Milestones

2003

- 1st Cohort Master of Nursing (MSN) at National University of Singapore (NUS)

2005

2006

2007

2008

2011

2012

2014

2015

Development of the Advanced Practice Nurse (APN) in Singapore

Key Stakeholders

Communication Channels

National Level

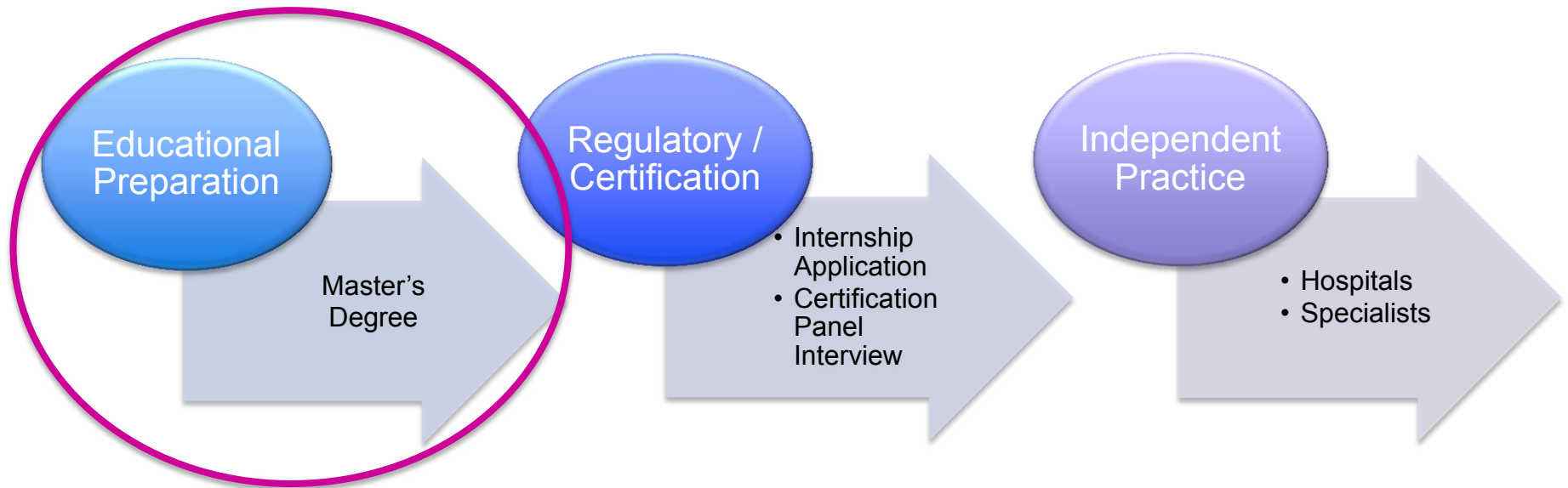
Hospital Level

Professional Level

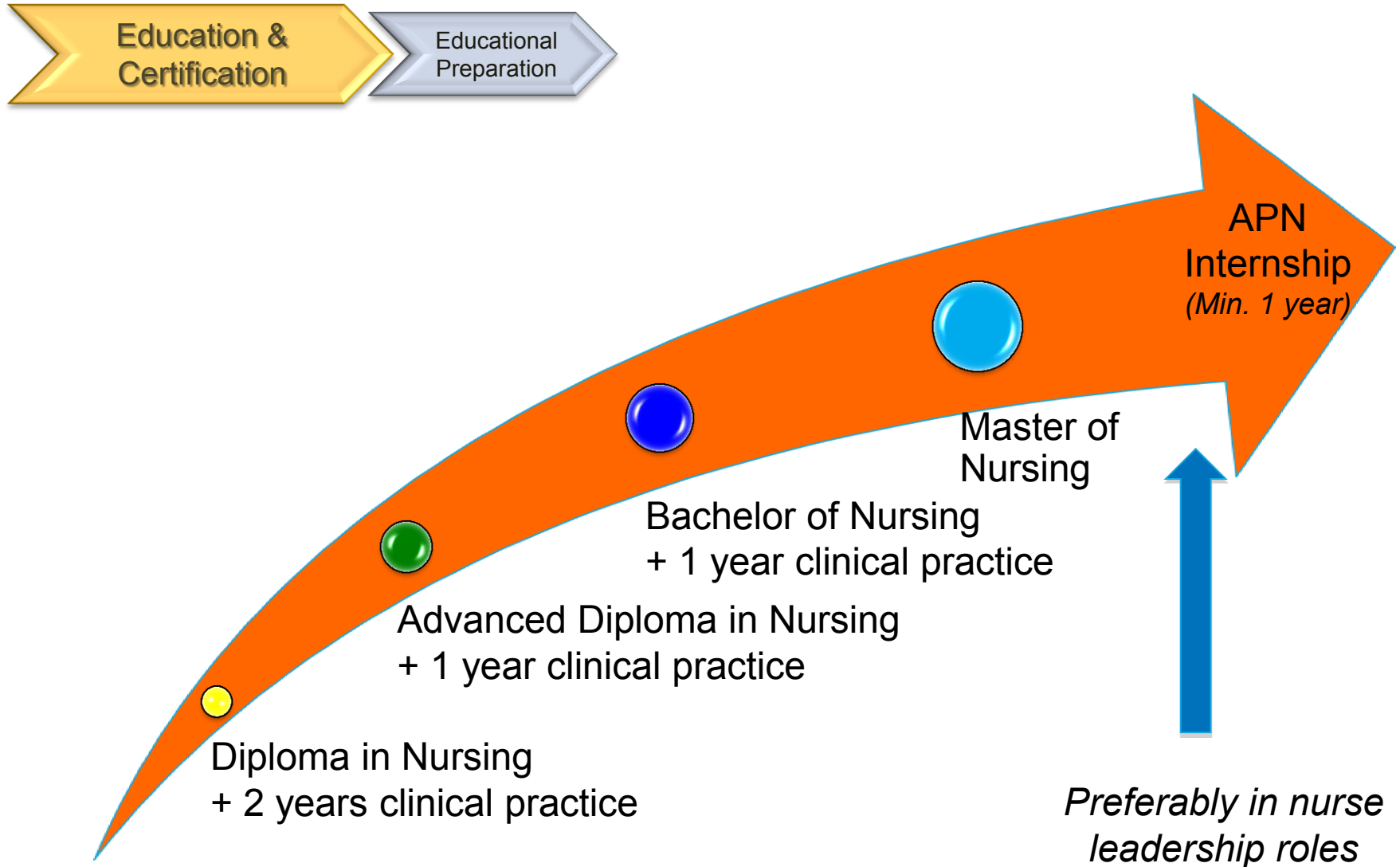
Nursing Schools &
Educational
Institutions

Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification



Development of the Advanced Practice Nurse (APN) in Singapore



Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

NUS National University of Singapore
Yong Loo Lin School of Medicine

Why NUS Nursing

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ALICE LEE CENTRE FOR NURSING STUDIES

EDUCATION

- Undergraduate Programmes
- Master of Nursing Programme
- Graduate Research Programme
- Interprofessional Education (IPE)
- ALCNS House system
- Nursing Unit for Academic & Practice Excellence (NAPE)
- Simulation Learning

RESEARCH

- Introduction
- Programmes of Research

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Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Alice Lee Centre For Nursing Studies

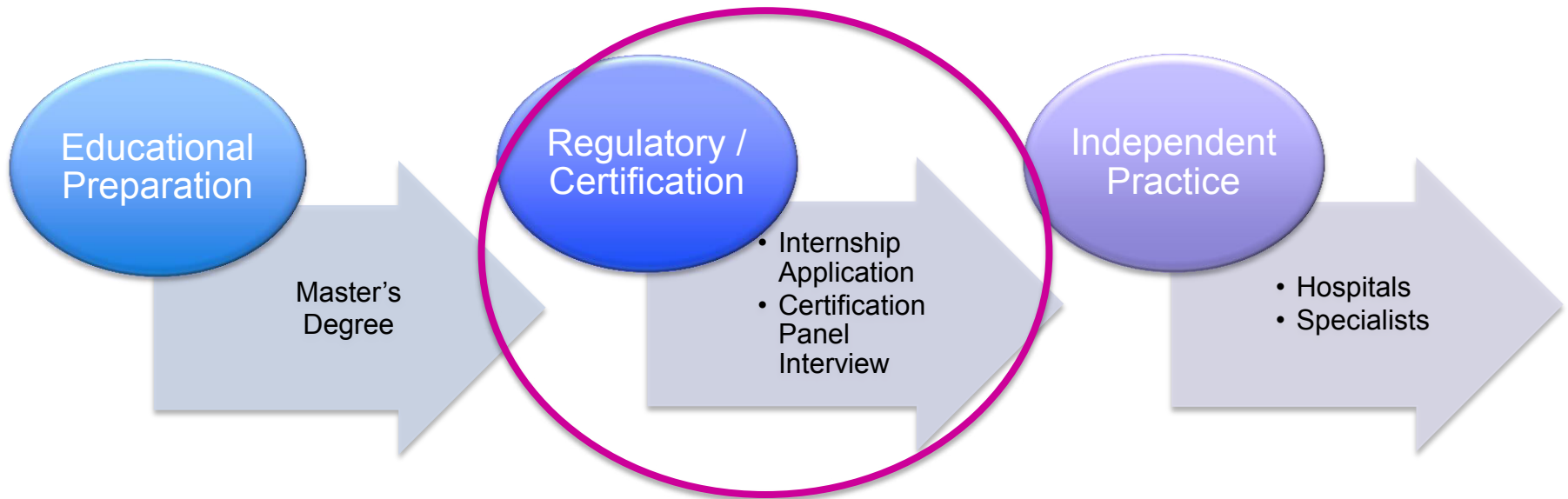
Master of Nursing Programme 4 Key modules



Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation



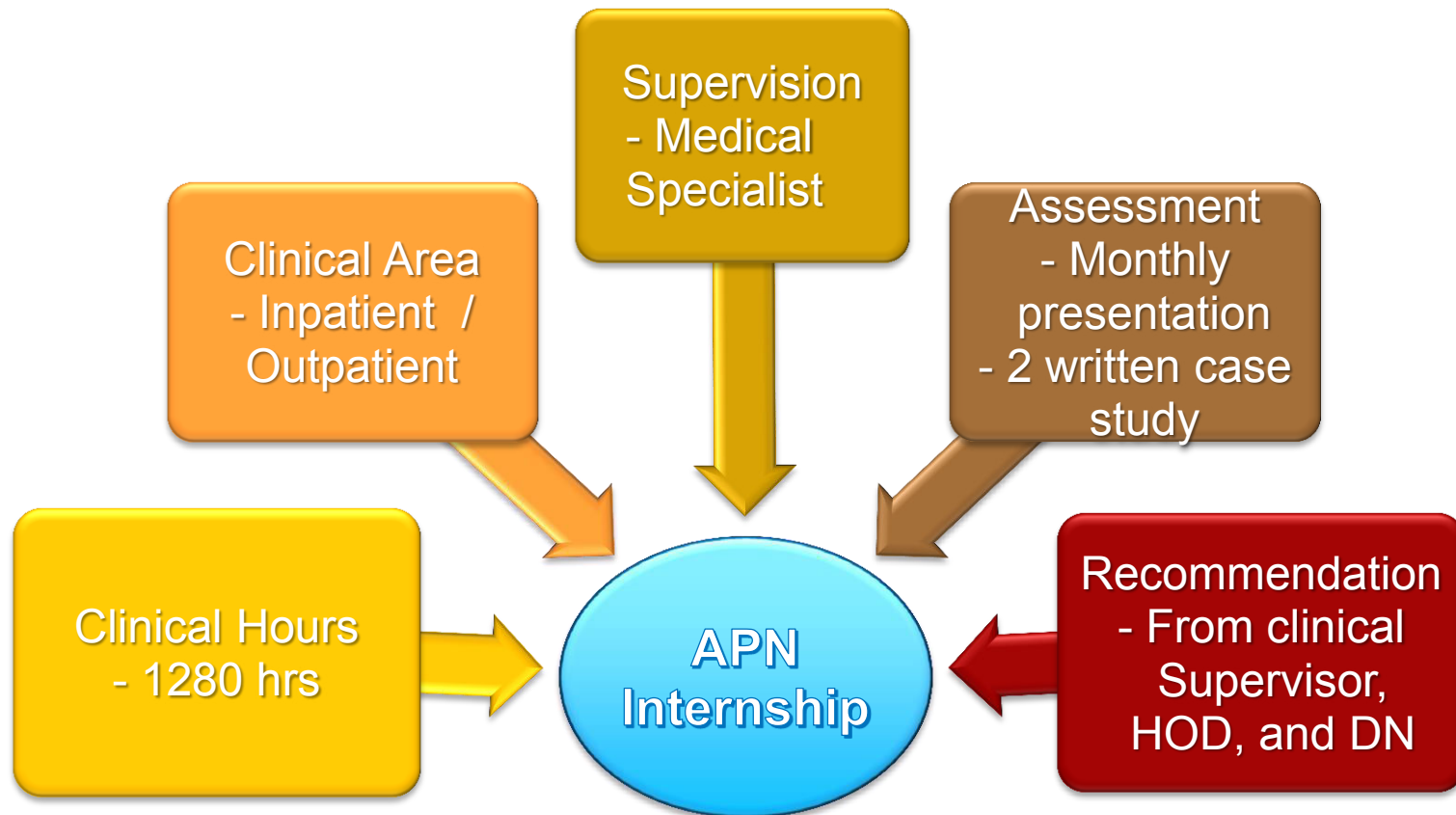
Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

Key Elements of Internship



Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

APN Summative Assessment

High stake Interview

- One off Exit Interview

Examination Format

- 2 written Case Studies
- Competency checklists

Examiners

- 2 Medical Specialists Consultant & above
- Nurse Representative

Marking Criteria

- Clinical Competency
- Professionalism

Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

APN Summative Assessment:
New Approach

Principle

Continual assessment:

1. Providing objective, timely, regular & structured feedback
2. Measuring performance in context
3. Completing an objective structured final assessment

Formative Assessment

1. Mini-CEX x4
2. Chart stimulated recall x2
3. Case logs x100
4. Journal club presentations x2
 - i) Assess knowledge, skills & attitude
 - ii) Assure objectivity by multi-rater, multi-encounter

Structured APN
Competency Assessment

Regulation

1. SNB registers APN under one of four tracks
2. Nurses & Midwives Regulation provides for APN Accreditation Committee to appoint a third party to set and conduct the examination

Summative Assessment

Objective Structured Clinical Examination (OSCE)

1. Patient Care
2. Clinical Knowledge
3. Communication skills
4. Professionalism

Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Regulatory /
Certification

Competencies to be Examined

Competencies		Approximate Frequency
1.	Patient Care	30% - 40%
2.	Clinical Knowledge	30% - 40%
3.	Communication Skills	10% - 20%
4.	Professionalism Skills	20% - 30%

Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Regulatory /
Certification

OSCE Stations

12 Stations and its weightage

- 8 Core (50%)
- 4 Specialised Branches of Nursing (50%)

Core

- History taking and case presentation
- Physical examination and presentation (2)
- Investigation and Management (2)
- Communicating difficult news
- Patient Education and health promotion
- Ethics

Specialised Branches of Nursing

- Differential Diagnoses
- Pharmacology and Clinical Management
- Ordering Investigations and Justifications
- Transition of Care

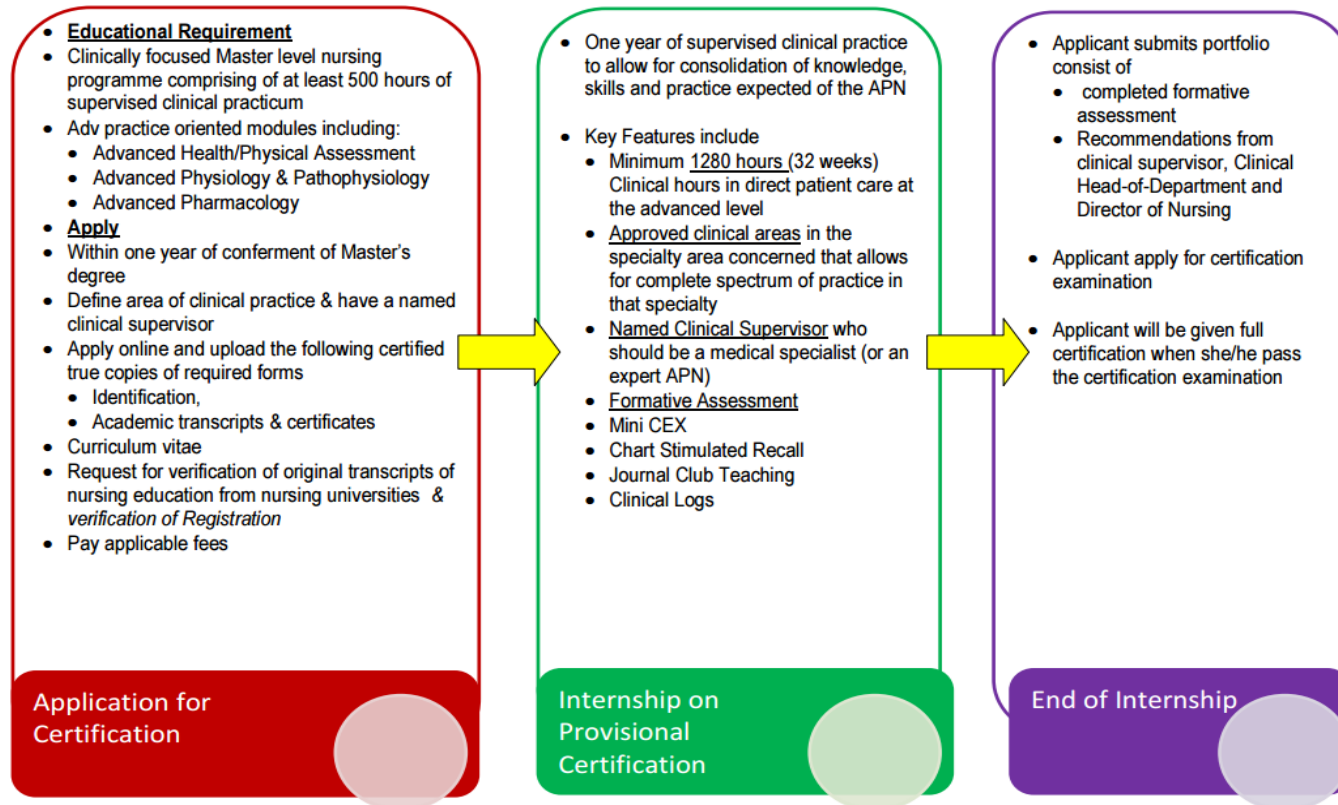
Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

Application Process for Certification as an APN



Source: Singapore Nursing Board

<http://www.healthprofessionals.gov.sg/content/dam/hprof/snb/docs/APN/Application%20Process%20for%20Certificaton%20as%20an%20APN.pdf>

Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

(SNB) Application for Certification

SINGAPORE NURSING BOARD

APPLICATION FOR CERTIFICATION AS ADVANCED PRACTICE NURSE - VERIFICATION OF SUPERVISED CLINICAL PRACTICE & CORE CLINICAL COMPETENCIES

Form I - 1

A. To be completed by the Applicant

Particulars of the Applicant

Full Name (as it appears on NRIC/Passport) (in BLOCK LETTERS) (Please underline Family Name)

NRIC/ Foreign Identification No:

SNB Registration Number:

Area of Practice (Please specify discipline) Mental Health. Specify sub-discipline: _____
 Acute Care Community
 Medical/Surgical. Specify sub-discipline: _____ Others. Please specify: _____

From (DD/MM/YY)	To (DD/MM/YY)	Total Hours of Clinical Practice	No. of Case Study Completed (at least 1 per month)
Total			

B. To be completed by the applicant's Supervising Medical Specialist and returned directly to Registrar, Singapore Nursing Board, 16 College Road, #01-01, College of Medicine Building, Singapore 169854.

Verification by the Supervising Medical Specialist

The verifying specialist should hold a current license to practise and have directly supervised the applicant's clinical practice.

I verify that the above named applicant has/ has not* successfully completed at least one year (11 hours) of clinical practice under my supervision. I have assessed the applicant's 12 case studies during the period of supervision and verify that the applicant has/ has not* achieved the core clinical competencies of an Advanced Practice Nurse.

Signature: _____ Date: _____

Name of Supervising Specialist (as in the practice license): _____
 Clinical Specialty: _____
 MCR No.: _____
 Tel. No.: _____
 Email Address: _____
 Institution: _____

*Please delete as applicable.

SINGAPORE NURSING BOARD

APPLICATION FOR CERTIFICATION AS ADVANCED PRACTICE NURSE - RECOMMENDATION FROM HEAD OF CLINICAL DEPARTMENT

Form I - 2

A. To be completed by the Applicant

Particulars of the Applicant

Full Name (as it appears on NRIC/Passport) (in BLOCK LETTERS) (Please underline Family Name)

NRIC/ Foreign Identification No:

SNB Registration Number:

Area of Practice (Please specify discipline) Mental Health. Specify sub-discipline: _____
 Acute Care Community
 Medical/Surgical. Specify sub-discipline: _____ Others. Please specify: _____

B. To be completed by the applicant's Head of Clinical Department and returned to Registrar, Singapore Nursing Board, 16 College Road, #01-01, College of Medicine Building, Singapore 169854.

Recommendation by the Head of Clinical Department

The verifying Head of Clinical Department should hold a current and active license to practise clinical specialty that the applicant is applying to practise in.

I recommend/ do not recommend* the certification of the applicant as an Advanced Practice Nurse.

Signature: _____ Date: _____

Name of Head of Clinical Department (as in the practice license): _____
 MCR No.: _____
 Tel. No.: _____
 Email Address: _____
 Institution: _____

*Please delete as applicable.

SINGAPORE NURSING BOARD

APPLICATION FOR CERTIFICATION AS ADVANCED PRACTICE NURSE - VERIFICATION OF PROFESSIONAL COMPETENCIES & RECOMMENDATION FROM DIRECTOR OF NURSING

Form I - 3

A. To be completed by the Applicant

Particulars of the Applicant

Full Name (as it appears on NRIC/Passport) (in BLOCK LETTERS) (Please underline Family Name)

NRIC/ Foreign Identification No:

SNB Registration Number:

Area of Practice (Please specify discipline) Mental Health. Specify sub-discipline: _____
 Acute Care Community
 Medical/Surgical. Specify sub-discipline: _____ Others. Please specify: _____

B. To be completed by the applicant's Director of Nursing and returned directly to: Registrar, Singapore Nursing Board, 16 College Road, #01-01, College of Medicine Building, Singapore 169854.

Recommendation by the Director of Nursing

I have evaluated the above named applicant and verify that the applicant has/ has not* achieved the professional competencies of an Advanced Practice Nurse.

I recommend/ do not recommend* the certification of the applicant as an Advanced Practice Nurse.

Signature: _____ Date: _____

Name of Director of Nursing (as in the practice license): _____
 Tel. No.: _____
 Email Address: _____
 Institution: _____

*Please delete as applicable.

Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Regulatory /
Certification

(SNB) Application for Certification

Form II-1

SINGAPORE NURSING BOARD
DECLARATION OF CONTINUING COMPETENCE
for the Renewal of Advanced Practice Nurse Practising Certificate

A. Particulars of Applicant

Full Name (as it appears on NRIC/Passport) (IN BLOCK LETTERS) (Please underline Family Name)

NRIC/ Foreign Identification No:

SNB Registration Number:

Area of Practice (Please specify discipline) Mental Health. Specify sub-discipline: _____
 Acute Care Community
 Medical/Surgical. Specify sub-discipline: _____ Others. Please specify: _____

I have continued to maintain my knowledge and skills to demonstrate continuing competence as an Advanced Practice Nurse

- I have performed _____ hours of advanced practice nursing in the preceding 12 months (1 September to 31 August). The details are stated in Section B.
- I have fulfilled the continuing education requirement and attached (Form II-2) is the record of my continuing education activities.
- I have met the competencies of an Advanced Practice Nurse and I am competent to practise in the speciality area which I am certified in.

I am prepared to produce such evidence as the Board may require to establish my competence and to undergo any assessment which the Board may consider necessary.

Signature

Date

B. Period of Practice

From (DD/MM/YY)	To (DD/MM/YY)	Duration No. of days – please specify the no. of hours of clinical practice per day	Clinical Speciality
Total			

Form II-2

SINGAPORE NURSING BOARD
RECORD OF CONTINUING NURSING EDUCATION
for the Renewal of Advanced Practice Nurse Practising Certificate

APN's Name: _____ SNB Registration Number: _____
(as in Registration Certificate)

S/No.	Date	Type of Activity/ Title of Journal Article Read or Published	Organizer	Duration (Hours)	CNE Unit*	
					General CNE	APN/Clinical Discipline Related
Total						

APN's Signature and Date: _____ Supervisor's Name & Signature: _____
Date: _____

* Refer to "Singapore Nursing Board. Continuing Nursing Education. Criteria for Award of Continuing Nursing Education (CNE) Units."

Development of the Advanced Practice Nurse (APN) in Singapore

Education & Certification

Educational Preparation

Regulatory / Certification

Educational Preparation

Master's Degree

Regulatory / Certification

- Internship Application
- Certification Panel Interview

Independent Practice

- Hospitals
- Specialists

Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Regulatory /
Certification

Collaborative Practice Agreement

NUHS/ DEPARTMENT OF NURSING
ADVANCED PRACTICE NURSE
COLLABORATIVE PRACTICE AGREEMENT

This document provides the guidelines for collaboration between the Advanced Practice Nurse (APN) and the Collaborating Physician at the National University Hospital (NUH). This agreement shall take effect as of 1st January 2016.

Please check one of the following:

- New agreement
 Revised agreement

1. General Information

1.2 APN Information

Name:	
SNE Registration No:	
Specialty area of certification:	

1.3 Collaborating Physician Information

Name:	
MCR No:	
Specialty area of certification:	

1.4 Practice Information

Practice setting:	
Area of specialization:	
Patient population:	

Development of the Advanced Practice Nurse (APN) in Singapore

Education &
Certification

Educational
Preparation

Regulatory /
Certification

Collaborative Practice Agreement

Collaborative Practice Agreement

Contents include:

- Responsibilities of the APN
- Responsibilities of the Collaborating Physician
- Resolution of Disagreement
- Liability
- Endorsement Statement
- Annex
 - Scope of Service
 - Conduct Assessment & Physical Examination

2.15.7 Audits will be conducted periodically, in circumstances where there is an ordering error or discrepancy, the APNs will be subjected to disciplinary action.

2. Responsibilities of the APN:
2.1 Render care according to evidence-based practice and treatment protocols agreed upon

**NURS DEPARTMENT OF NURSING
ADVANCED PRACTICE NURSE
COLLABORATIVE PRACTICE AGREEMENT**

This document provides the guidelines for collaboration between the Advanced Practice Nurse (APN) and the Collaborating Physician at the National University Hospital (NUH). This agreement shall take effect as of 1st January 2018.

Please check one of the following:
 New agreement
 Revised agreement

1. General Information

1.2 APN Information

Name	
SNS Registration No.	
Specialty area of certification	

1.3 Collaborating Physician Information

Name	
MCPR No.	
Specialty area of certification	

1.4 Practice Information

Practice setting	
Area of specialization	
Patient population	

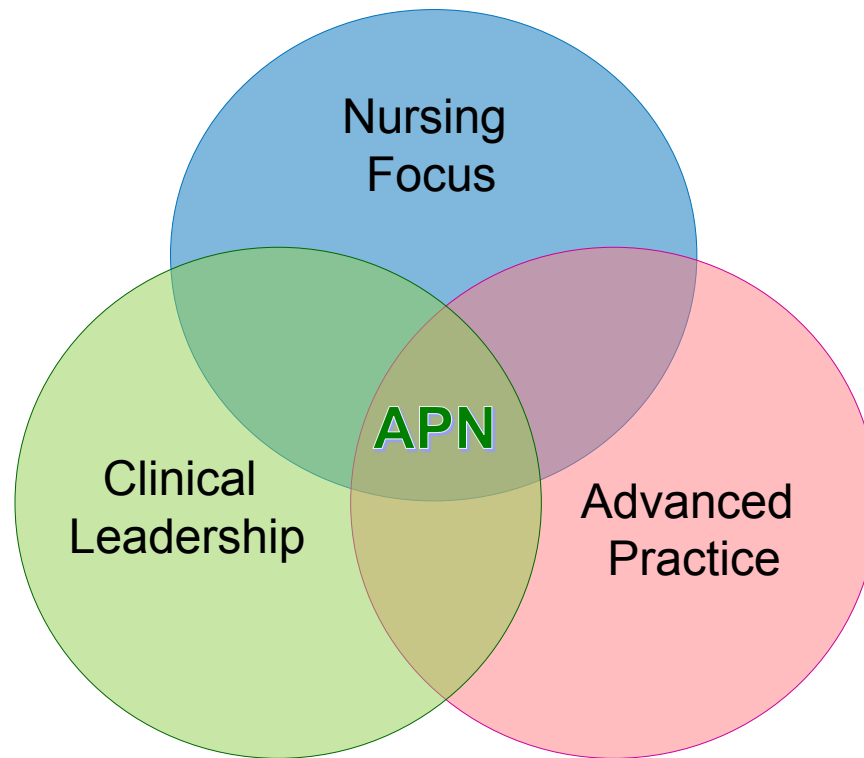
Development of the Advanced Practice Nurse (APN) in Singapore



Development of the Advanced Practice Nurse (APN) in Singapore

Role of the APN

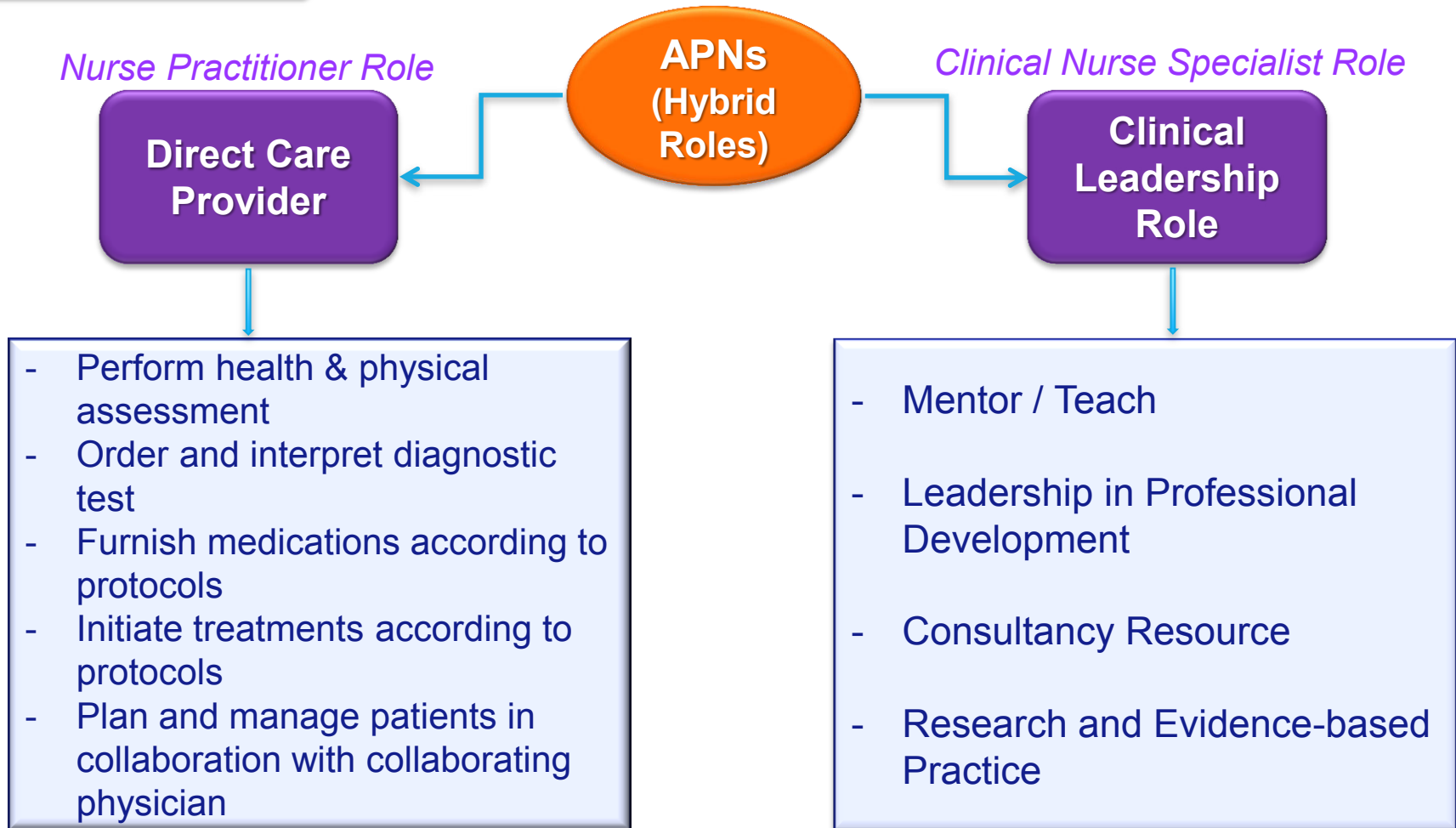
APN Role in Singapore



Development of the Advanced Practice Nurse (APN) in Singapore

Role of the APN

APN Role in NUH



Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Specialised Branches of APN

Acute Care

- Intensive Care
- Emergency

Community Health

- Polyclinics

Mental Health

- Mental Health
- Palliative

Medical Surgical

- Diabetic Care
- Neuroscience
- Pain Care
- Oncology
- Orthopaedics
- Rehabilitation
- Respiratory
- Cardiology
- Infectious Diseases
- Geriatric Medicines

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Benefits of APN Services: *Service Support*

- Reallocation of Doctors Time
 - Focus on complex patients with high cognitive demands
 - Focus on clinical research to enhance patients progress outcomes
- Decrease ALOS
 - Shown in USA to decrease ALOS hence increase optimal utilization of hospital beds

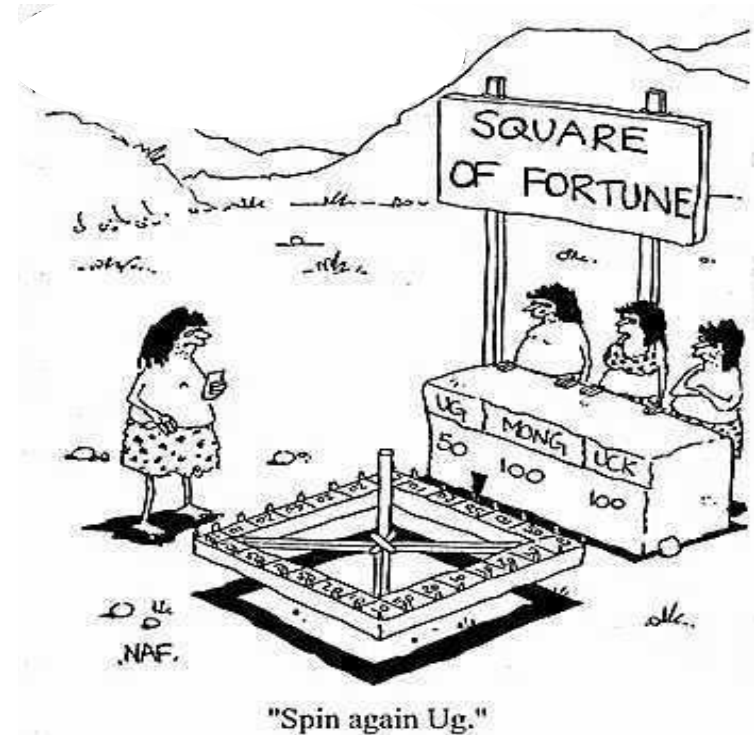
Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Developing a Patient Service/Programme – APN or NC

A) Service Needs Analysis

- Is the need met adequately with current service?
- Is there a gap in current health service?



Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Developing a Patient Service/Programme – APN or NC

B) Who are the Stakeholders?

Identify the stakeholders

- Current or potential consumers of service
- Clinical, Service and Management level
- Decision makers especially new care practices / care delivery strategies
- **Supportive** stakeholders → **consensus**

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Developing a Patient Service/Programme – APN or NC

B) Who are the Stakeholders?

Why bother engaging stakeholders??

- Inform, reflect, learn and work to improve model of care
- Represent vested interest, perceived power, values and expectations
- Ensuring **commitment** to and providing support for the planned change

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

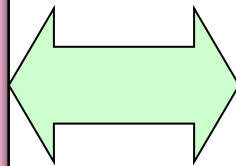
Developing a Patient Service/Programme – APN or NC

C) Options / Operational Issues

Define the Revised Model of Care – APN or NC

➤ What is the service model requirement?

- Direct clinical care
- Focused on patient care
- Independent practice as part of a healthcare team



- Resource / consultative
Proceduralist / Patient
Education
- Autonomous in nursing
practice
- Activities / procedures
determined by protocols

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

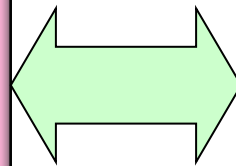
Developing a Patient Service/Programme – APN or NC

C) Options / Operational Issues

Define the Revised Model of Care – APN or NC

➤ What is nature of clinical practice?

- Directs clinical care in specific patient population requiring clinical reasoning and decision making
- Responsible for pt's complete episode of care to resolution or referral
- Practice includes diagnosis, medications and initiating nursing and other clinical interventions



- Consultant in a specific field
- Nursing component of pt's episode of care or delegated procedures
- Co-ordination of care
- Provides staff / family education on specific nursing care

Development of the Advanced Practice Nurse (APN) in Singapore

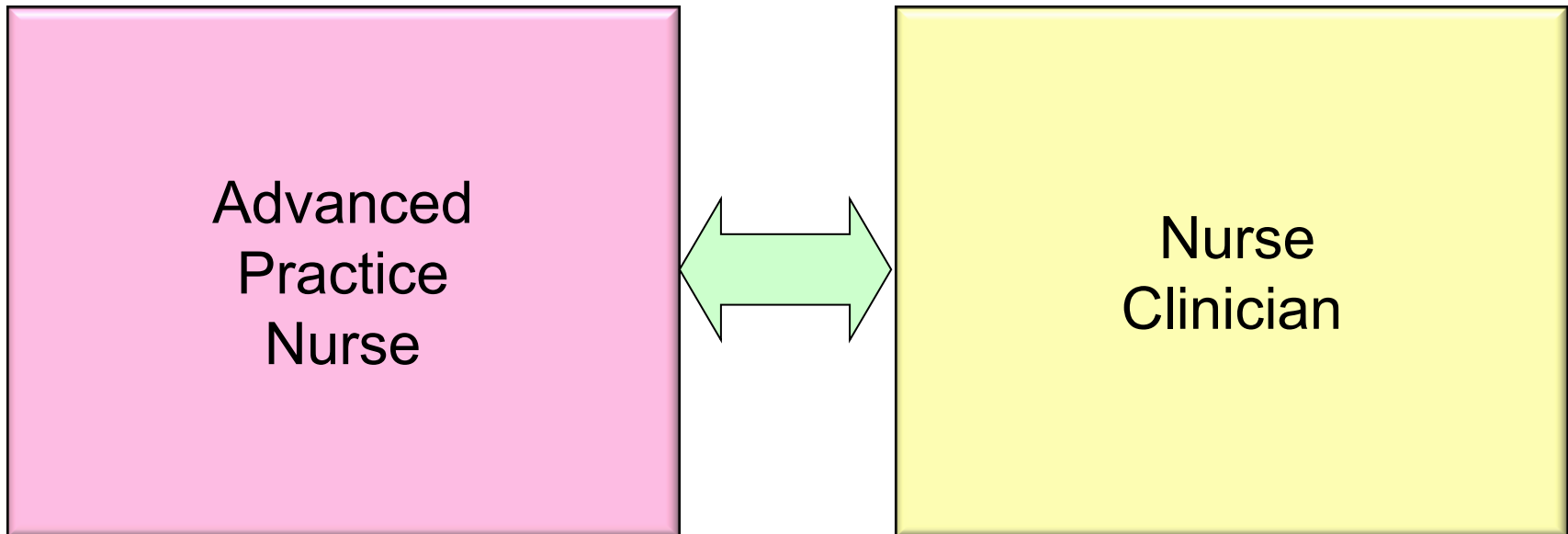
APN Services

Developing a Patient Service/Programme – APN or NC

C) Options / Operational Issues

Define the Revised Model of Care – APN or NC

- Determine which Model of Care required



Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Developing a Patient Service/Programme – APN or NC

C) Options / Operational Issues

Quick questions if implementing APN services

- If new expertise and roles are required, would an APN role **enhance** the healthcare team ability to meet the health needs and how would you know?
- How well would an APN role **“fit”** within a revised model of care?
- Given that there aren't so many APNs around, what is the SWOT analysis compared to alternative health-care provider roles? **Priority?**

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Developing a Patient Service/Programme – APN or NC

C) Options / Operational Issues

Operational Issues if implementing APN services

- Identify **enablers** and **barriers**
- Assess level of **support** – administrative / clinical / nursing
- Identify **changes** – roles / responsibilities / skill set / logistics
- Review practice agreements to ensure independent & collaborative practice

Development of the Advanced Practice Nurse (APN) in Singapore

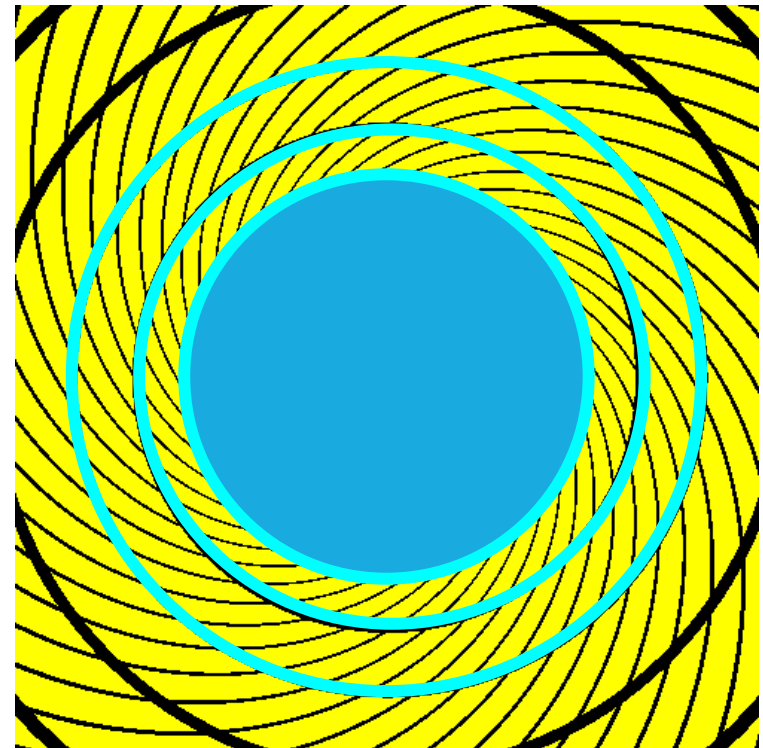
APN Services

Developing a Patient Service/Programme – APN or NC

D) Terms of Reference

Clarity is important

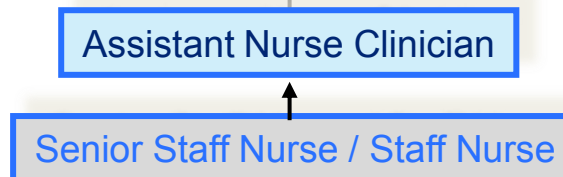
- APN role definition in the new service plan
- Reporting relationship and stakeholders' role
- Evaluation: goals / outcomes identified previously
- Revision → Re-evaluate
- Established APN service



Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

Nursing Career Pathway

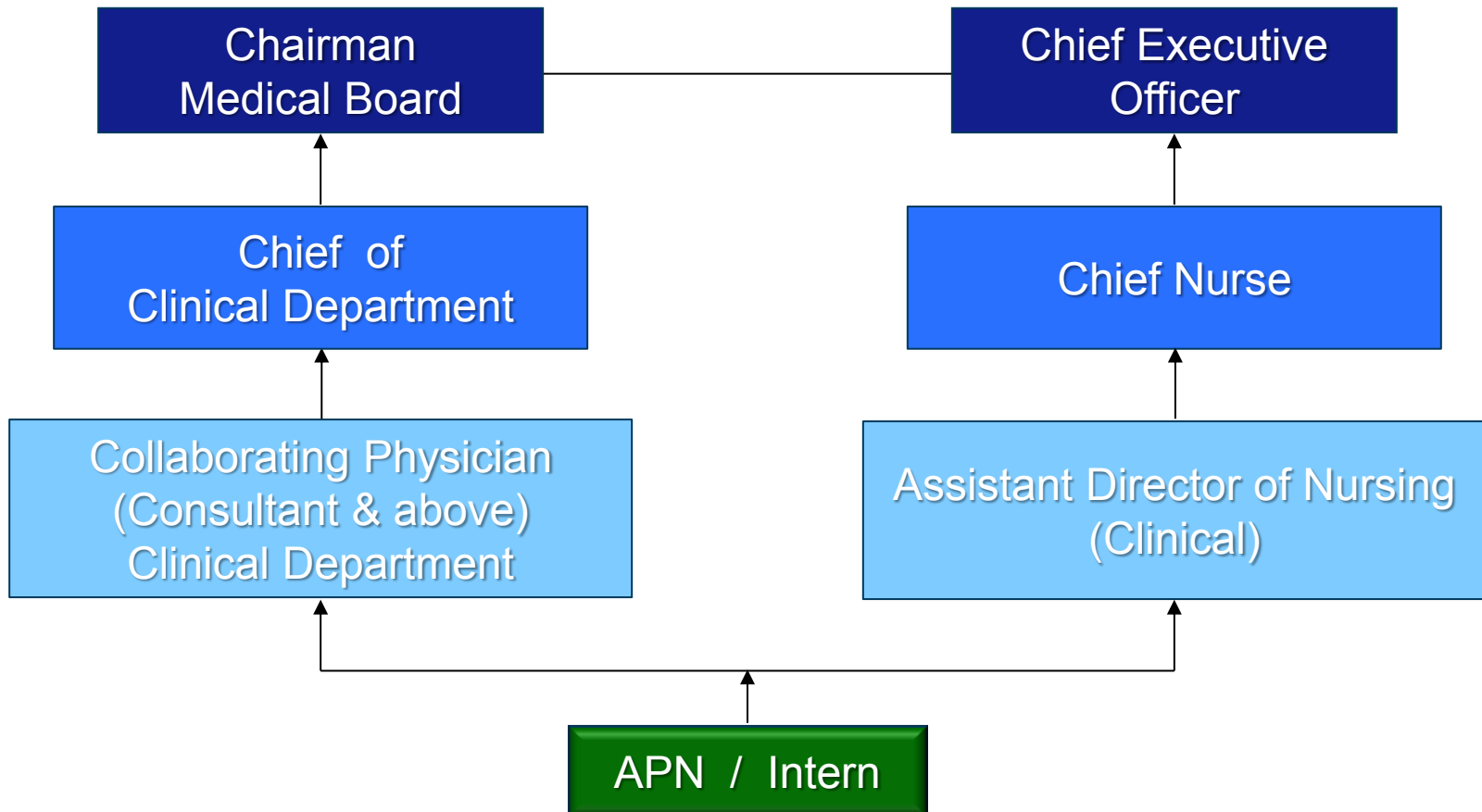


** Masters in Nursing (Clinical)*

Development of the Advanced Practice Nurse (APN) in Singapore

APN Services

APN Matrix Reporting Structure



Development of the Advanced Practice Nurse (APN) in Singapore

Challenges &
Future Directions



Development of the Advanced Practice Nurse (APN) in Singapore

Challenges & Future Directions

External

- Move towards total independence
- Extend / enlarge scope of practice
- Career development & progression

Organizational

- Mentors- Physicians, APNs
- Collaborative practice & varied expectations
- Measure / monitor APN outcomes
- Prescriptive rights

Individual

- Role Transition
- Role Development & Acceptance
- Continued clinical competency
- Research / Evidence-based

Development of the Advanced Practice Nurse (APN) in Singapore

QUESTION/ANSWER SESSION..



Development of the Advanced Practice Nurse (APN) in Singapore

Thank you