

Advanced Nursing Practice

Influencing Workforce Strategy

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Advanced Practice

- What is advanced practice?
- How can we use this level of practice in future workforce strategies?

Advanced Practice

What is advanced practice?

- Own concepts
- Broad use of the term to describe various types of practice
- Use of the term in job titles
- Confusion and inconsistency

Definition

“Advanced nursing practice is the experience, education and knowledge to practice at the full capacity of the registered nurse practice scope.

It is a level and type of clinical practice that involves cognitive and practical integration of knowledge and skills from the clinical, health systems, education and research domains of the discipline, and positions the advanced practice nurse as a leader in nursing health care.

Practice at this level is enabled through master level education”.

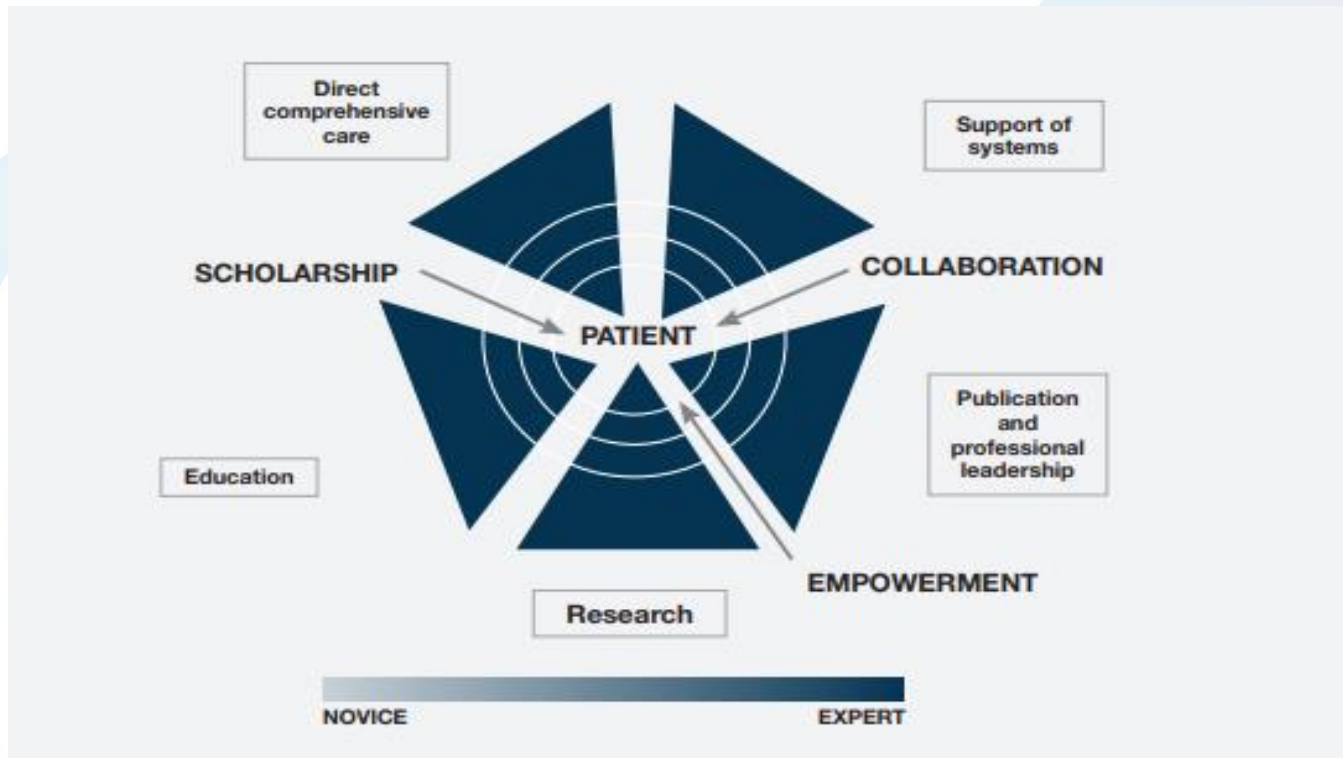
Gardner G. & Doubrovsky A., *The Australian nursing workforce survey toolkit*. Queensland University of Technology.

Advanced Practice

Strong Model of Advanced Practice

- Five domains:
 1. Direct Clinical Care
 2. Support of Systems
 3. Education
 4. Research
 5. Professional Leadership

Strong Model of Advanced Practice



Mick, D.J. & Ackerman, M.H. 2000. *Advanced practice nursing role delineation in acute and critical care: Application of the Strong Model of Advanced Practice*, Heart & Lung. Vol 29(3) pp 210-221

Advanced Practice

Research by Gardner G., Duffield C.,
Doubrovsky A., Adams, M. 2016, "*Identifying
advanced practice: A national survey of a nursing
workforce*" 2016, International Journal of Nursing
Studies

Advanced Practice

Survey of a large cohort of nurses (5K+)

- Registered nurses in a clinical service environment
- All states and territories
- Grouped position titles and identified where nurses were practicing at an advanced level.
- Findings indicated a significant differences in roles.

Advanced Practice

G. Gardner et al./International Journal of Nursing Studies 55 (2018) 60–70

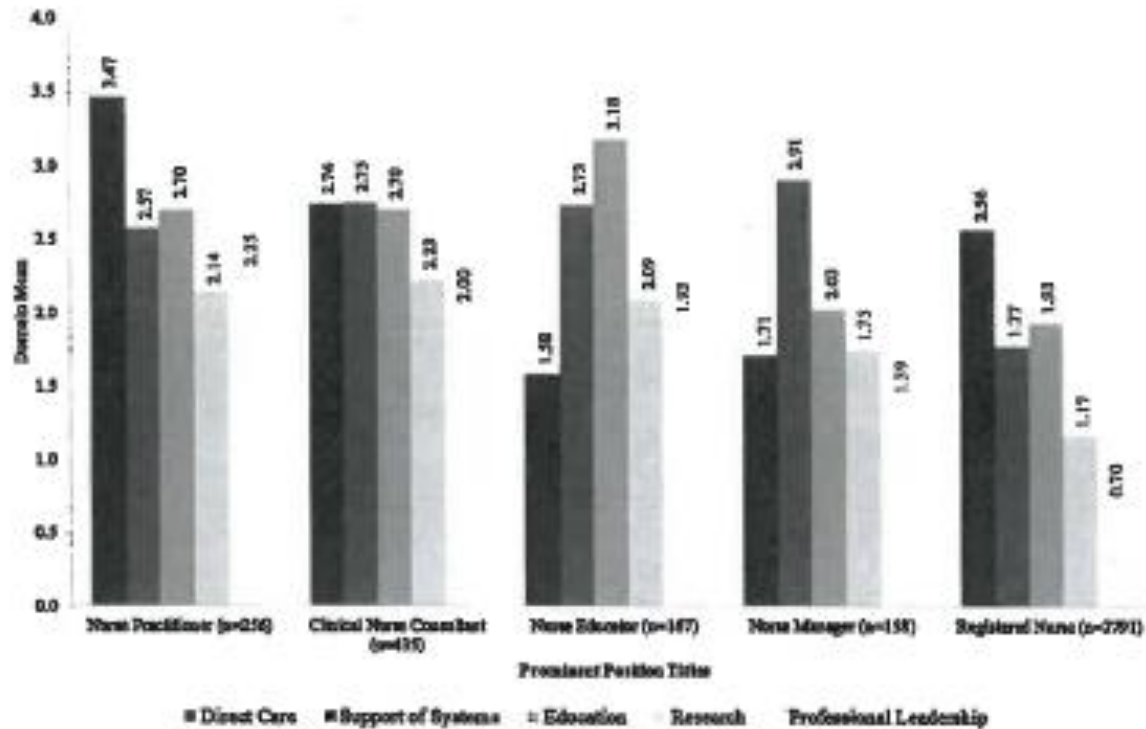


Fig. 1. Domain means of prominent position titles.

Advanced Practice

- Clinical Nurse Consultant role is an example of advanced practice.
- High mean scores across all five domains
- Workforce planning implications
 - Role has ability to provide high level of clinical care, provide leadership, education, support or guide patients through the health system, practice is supported by research.

Advanced Practice

- Example of an established advanced practice role is the nurse endoscopist
- Established in Queensland
- Master's level education including clinical experience and mentoring, credentialing
- Work within a multidisciplinary team
- Clinical governance model

Advanced Practice

- Earlier detection of gastrointestinal and colorectal cancers can prevent deaths
- Delays to diagnosis and treatment leads to poorer patient outcomes.
- Nurses perform the less complex procedures freeing up specialists to work with more complex patients

Nurse Practitioner

- An advanced practice role
- Clinical role
 - Works autonomously and independently
 - Complex care, case management
 - Research, education, support of systems
 - Leadership
- Senior clinical nursing role in Australia
- Protected title under the Health Practitioner Regulation National Law Act 2009.

Nurse Practitioner

- Specific pathway to endorsement with the NMBA
 - Master's qualification
 - 5000 hours of advanced practice experience in area of specialty
- Scope of practice includes
 - Advanced assessment
 - Prescribe medications
 - Order diagnostics
 - Refer to other health professionals

Nurse Practitioner

- Eligible for access to MBS and PBS
- Role is recognised for providing improved access to health care, new service models, and addressing gaps in services.

Workforce Planning

- Department of Health Strategic Priorities 2021-23
- Health Workforce 2040
- Our Healthcare Future
- Nursing and Midwifery Recruitment Workforce Project

Workforce Planning

- Nursing and Midwifery Recruitment Workforce Project
 - Office of the Chief Nurse and Midwifery Officer
 - THS Executive Directors of Nursing
 - Human Resources

Workforce Planning

- Nursing and Midwifery Recruitment Workforce Project
 - Rostering
 - Recruitment
 - Retention
 - Workforce Capability
 - Advanced Practice - Workforce Strategy Framework



Thank you!