

Summary of Key Messages

- 1. Strategic direction:** Global, National, Regional - all focus on workforce investment, new roles - Advanced/Specialist practice
- 2. UK regulatory context** – Specialist/Advanced practice
- 3. Northern Ireland approach** – Advanced /Specialist/Consultant roles supporting service transformation
 - **Distinct levels of practice** – Advanced/Specialist/Consultant
 - **Specialist Nursing practice example**
 - **Advanced Nursing Practice example** - Primary Care



Specialist and Advanced Nursing: Improving Healthcare Outcomes in Northern Ireland



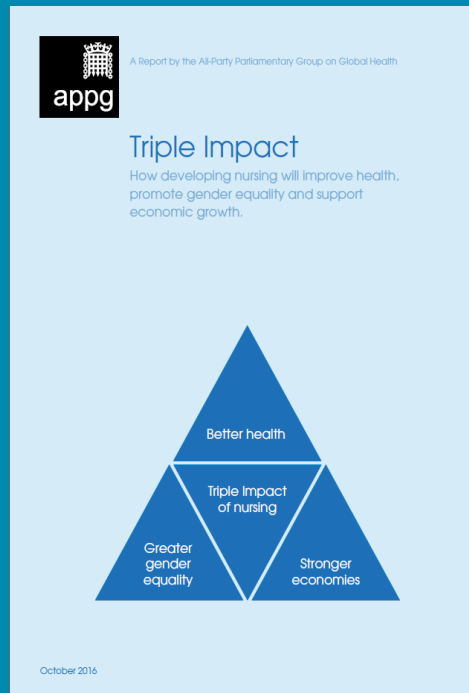
***Professor Charlotte McArdle
Chief Nursing Officer
&
Heather Finlay
Deputy Chief Nursing Officer***



ESNO Congress 24-26 February 2021



Global & Strategic Context: Advanced & Specialist Roles



Workforce

Recruitment & Retention

Developing New Roles



70+ years of Nursing and Midwifery at WHO



Nursing and Midwifery in the History of the World Health Organization

1948-2017



- 1949 WHA2.77: Expert Committee on Nursing
- 1950 WHA3.67: Increasing and improving the supply and
- 1977 WHA30.48: The role of nursing/midwifery personnel in PHC teams
- 1983 WHA36.11: The role of nursing/midwifery personnel for Health for All
- 1989 WHA42.27: Strengthening nursing/midwifery for health for all
- 1992 WHA45.5: Strengthening nursing and midwifery for health for all
- 1996 WHA49.1: Strengthening nursing and midwifery
- 2001 WHA54.12: Strengthening nursing and midwifery
- 2006 WHA59.27: Strengthening nursing and midwifery
- 2011 WHA64.7: Strengthening nursing and midwifery
- 2019 WHA 72(19): The International Year of the Nurse and the Midwife

The Health Workforce 2030



UK Regulatory Context

Nursing & Midwifery Council (NMC)

UK Professional Regulator

- Four Country Regulation
- Specialist nursing practice is regulated
- Advanced nursing practice is not regulated
- **NMC Review:** Specialist practice qualifications
Pending consultation: New draft standards
- Future regulation of advanced practice ???



Northern Ireland Approach to Nursing Practice

- ✓ **Defined Roles**
- ✓ **Distinct Levels of Practice**
- ✓ **Distinguishing Characteristics**
- ✓ **Regional Standardisation**

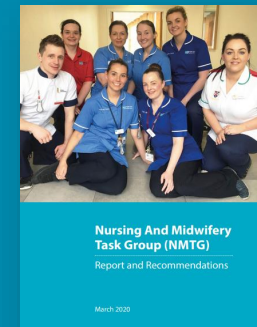
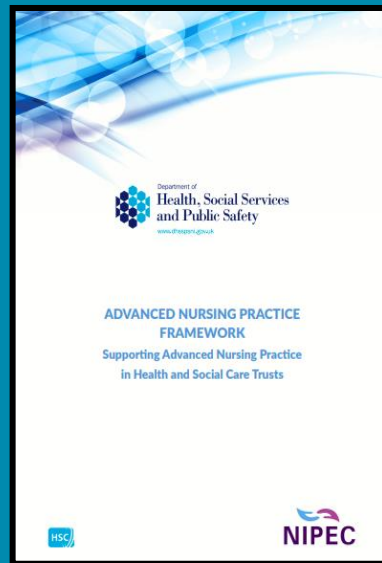
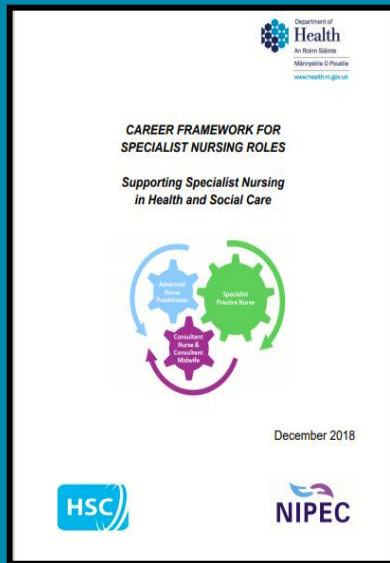


Northern Ireland Approach

Specialist Practice

Advanced Practice

Consultant Practice



Transformation
Health & Social
Care Services

Key enablers for leading transformational change & improving health outcomes



Components of Practice	Specialist Nurse	Advanced Nurse Practitioner	Consultant Nurse & Consultant Midwife
Clinical Practice & Scope of Role	<ul style="list-style-type: none"> • work as member of a team, within a defined area of nursing practice; • undertake comprehensive assessments with differential diagnoses and may diagnose; • prescribe care and treatment or appropriately refers and may discharge; and • contribute to education, innovation and research. 	<ul style="list-style-type: none"> • work autonomously using a person-centred approach within the expanded scope of practice; • undertake comprehensive health assessment with differential diagnosis and will diagnose; • prescribe care and treatment or appropriately refers and/or discharges patients/clients; • provide complex care using expert decision-making skills; and • act as an educator, leader, innovator and contributor to research. 	<ul style="list-style-type: none"> • exercise advanced levels of clinical judgment, knowledge and skill and possess a high degree of personal/professional autonomy to enable complex decision-making; • use an innovative, person-centred approach to contribute to better outcomes and experience for patients/clients, families, carers or communities; • provide strategic professional leadership to support improvements in professional practice, standards of care and effective identification and management of risk within the organisation's clinical governance framework; • act as an educator for colleagues wishing to develop advanced knowledge and skills and establish university links to provide academic and research support; • develop and influence professional practice locally and nationally through the promotion and evaluation of evidence-based practice, research and service development; • present and contribute to local/national professional conferences, special interest groups/working parties, research and relevant publications; and • lead and facilitate multi-professional working.



Components of Practice	Specialist Nurse	Advanced Nurse Practitioner	Consultant Nurse & Consultant Midwife
Service Improvement	<ul style="list-style-type: none"> • contribute to policy and service development • contribute to service improvement initiatives. 	<ul style="list-style-type: none"> • responsible for policy development, implementation and service development; and • lead on service improvement initiatives. 	<ul style="list-style-type: none"> • work with DoH and other relevant organisations to influence policy development and service/quality improvement; • lead on service/quality improvement initiatives at local, regional and national level; and • lead innovations across multidisciplinary teams.
Education Requirement	<ul style="list-style-type: none"> • NMC registration • BSc (Hons) in Nursing or other Health Related Subject • NMC recorded Specialist Practice qualification; and • may require a NMC recorded Non-Medical Prescribing qualification. 	<ul style="list-style-type: none"> • NMC registration; • completed a Master's programme in the relevant area of practice; and • NMC recorded Non-Medical Prescribing V300. 	<ul style="list-style-type: none"> • NMC registration; • completed a Master's Degree as a minimum; • completed a post-graduate qualification within the relevant area of practice; • may require a NMC recorded Non-Medical Prescribing qualification; and • pursuing continuous professional and scholarly activity.



Advanced Nursing Practice: Primary Care

Video clip of Advanced Nurse Practitioner to be inserted

Northern Ireland
Advanced Nursing
Practice Framework

Masters in Advanced
Nursing Practice
Developed

ANP Pathways

Primary Care, Children's,
Adult, Mental Health,
Emergency Care



Advanced Nurse Practitioner Primary Care

Activity 5-16 October 2020

1143 Consultations

56 Clinical Sessions



■ New Patients 659

■ Review Patients 394

■ Telephone Liason 204

■ Acute Scripts 522

■ Investigations/follow up 98

■ Onward referral 174



Specialist Nursing Practice

- Specialist Nurse - example

[Clinical Career Pathway for Nurses and Midwives | Department of Health \(health-ni.gov.uk\)](http://www.health-ni.gov.uk)

Resource: NIPEC Career Pathway

<http://www.nursingandmidwiferycareersni.hscni.net>



THANK YOU

