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INEPEA

Advanced Nursing Practice Competence/ Capability in East Africa

The Improving Nurse Education and Practice in East Africa Programme is supported by EDULINK: the African, Caribbean and Pacific Group of States and EU Cooperation Programme in Higher Education.



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Advanced Practice Nurse : ICN Definition

- ❑ "A registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for advanced practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed. A masters degree is recommended for entry level."
- ❑ Note the emphasis on
 - Expert knowledge – derived from theory and experience
 - Decision making skills – critical thinking and leadership
 - Advanced practice – clinical competencies reflect context
 - Educational preparation – Master's level



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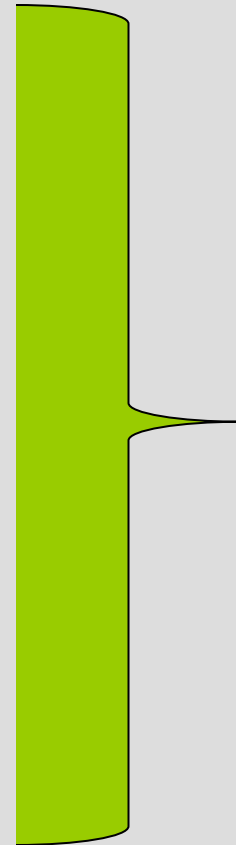


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ICN Nursing Care Continuum

- Support worker
- Enrolled nurse
- Registered nurse
- Specialist nurse
- Advanced practice nurse



See ICN paper



The Nature of Advanced Nursing Practice ICN

- ❑ Integrates research, education, practice, management
- ❑ High degree of professional autonomy and independent practice
- ❑ Case management/own case load
- ❑ Advanced health assessment skills, decision-making skills and diagnostic reasoning skills
- ❑ Recognized advanced clinical competencies
- ❑ Provision of consultant services to health providers
- ❑ Plans, implements and evaluates programs
- ❑ Recognized first point of contact for patients



What is needed for Advanced Nursing Practice?

- ❑ Permissive legislation that allows nurses to expand their scope of practice
- ❑ An appropriate regulatory framework
- ❑ Title protection
- ❑ A career pathway and adequate remuneration
- ❑ A coherent educational infrastructure

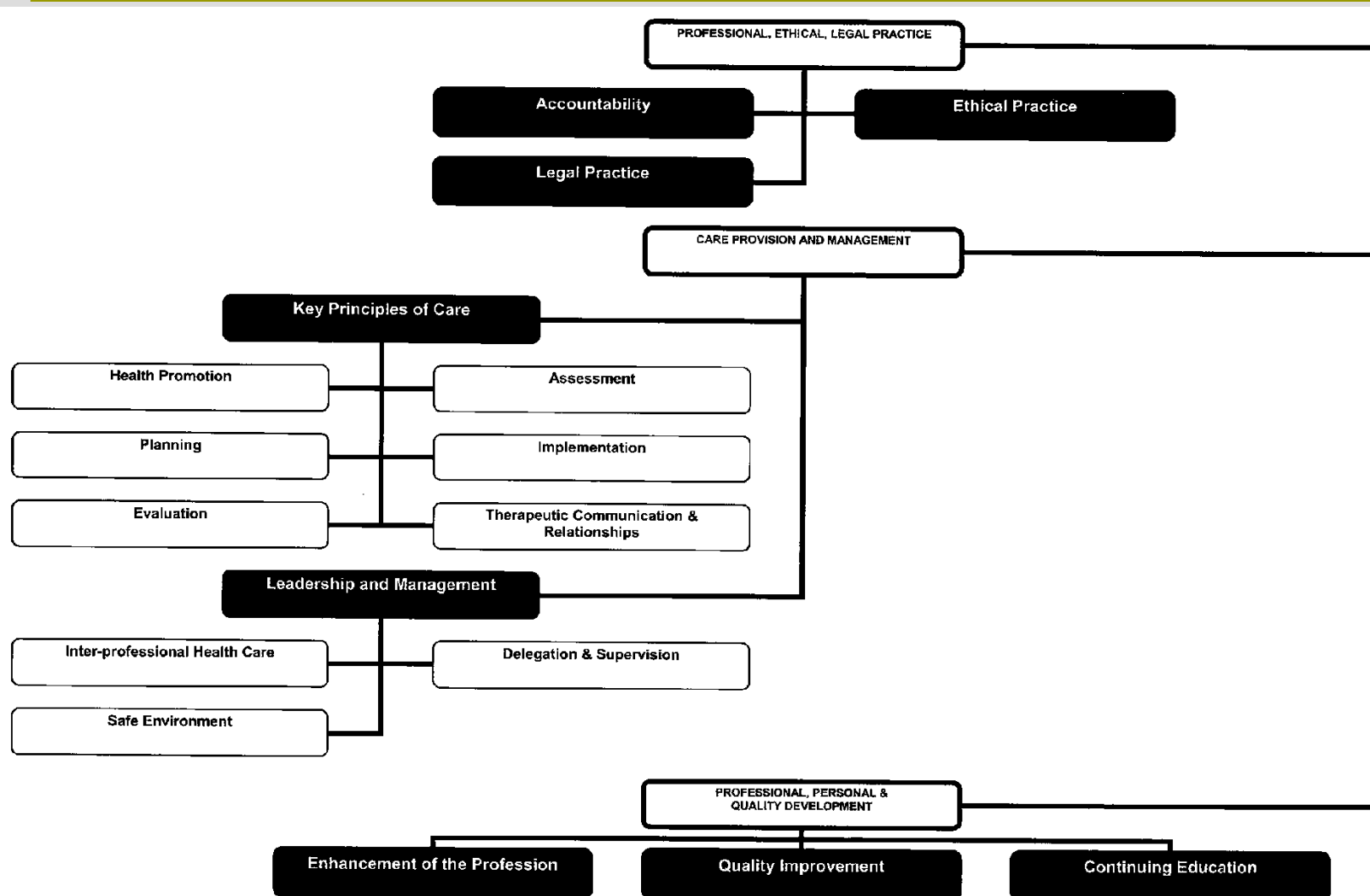


Competence and Capability for ANP

- ❑ APN's require more than "**Competence**" - relevant knowledge and skills to practice - they must have the critical thinking and leadership abilities to innovate based on understanding and mastery of their field of practice. This has been called "**Capability**"
- ❑ Competence/capability analyses from ICN, RCN, NONPF, CNA, ECSACON and others set out these requirements as a basis for regulation, education and career planning
- ❑ Competence/Capability for ANP sets the learning objectives for the INEPEA MSc curriculum, which must define:
 - Generic capability - domains relevant to all forms of ANP
 - Specialist capability - in specific fields of practice
 - National/regional interpretation – reflecting the context of ANP
 - Positional capabilities – relating APN to other levels e.g. RN



Revised ICN Framework of Competence





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ICN Generic Domains/Framework of Competencies

- Professional Practice
 - Accountability
 - Ethical practice
 - Legal Practice
- Professional, Personal and Quality Development
 - Enhancement of the profession
 - Quality Improvement
 - Continuing Education
- Care Provision and Management
 - Principles of care
 - Promotion of Health
 - Assessment
 - Planning
 - Implementation
 - Evaluation
 - Communications/relationships
 - Leadership and management
 - Safe environment
 - Delegation and supervision
 - Inter-professional health care



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ANP: ICN Framework and ECSACON

- ICN framework useful for EA because
 - Links to EN, RN and Specialist Nurse competencies
 - Reflects rural community nurse role
 - Recognises complex leadership problems
- But needs further adaptation to regional differences
- ECSACON general and specific standards reflect some regional differences e.g.
 - Provision and management of care
 - Autonomy and responsibility
 - Documentation and reporting
 - Emergency response
 - Research and use of knowledge
 - Resource management



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Adapting ICN/ECSACON for ANP in EA

- ❑ ICN framework more recent than ECSACON so there are differences and gaps
- ❑ Both need to be updated and adapted for ANP as it is developing in EA
- ❑ It is important to consider
 - What are the main ANP fields of practice?
 - What do APNs do in the context of EA?
 - What are the key challenges and opportunities?
- ❑ These questions were examined by the INEPEA Experience and Logistics Reviews



ANP: Specialist Capabilities in Fields of Practice

- Specialist ANP fields are defined in slightly different ways with different titles across EA:
 - Tanzania: Mental Health Nursing, Nursing Education, Midwifery, Public Health Nursing, Paediatric Nursing and Ophthalmic Nursing
 - Kenya Clinical Specialist : Midwifery, Emergency Nurse, Community Health, Paediatric, Medical-Surgical, Critical Care and Mental Health/Psychiatric (NCK, 2007)
- ANP could be in any field, but we need a basic set:
 - Education; Community; Public Health; Acute Services; Mental Health; Midwifery, Maternal and Child Health
 - And perhaps HIV/AIDs and Management?



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Advanced Nursing Practice in the EA context

- Senior Nurses already practice with:
 - High levels of managerial responsibility
 - Some degree of autonomy in rural and private practice
 - Responsibility for leading and mentoring staff
 - Responsibility for staff training and development
 - Senior nurses are the key providers of knowledge for healthy communities, safe practice and infection control
 - The clinical officer role impacts on some expanded practices considered to be the hallmark of ANP in some countries, e.g. nurse prescribing
 - Nurses are not always the first point of contact with health services but are key decision makers



ANP in EA Summary

- In summary we saw examples of ICN and ECSACON competencies except nurse prescribing
- But we also saw the need for capabilities not well represented in current competence frameworks
 - Use of ICT and knowledge management
 - Research, innovation and change
 - Education and mentoring
 - Budget management and value for money
 - Human resource management
 - Biostatistics and other epidemiology
 - Report writing and presentation
 - Working with international partners
 - Evidence based practice
 - Empowerment of staff and healthy communities
 - Patient and staff safety and infection control



Domains for ANP Competencies 1 Updated

□ **Nursing practice: core and specialist**

- Provision and management of client health
- Nursing theory, practical skills, communication, counselling
- Holistic and complex care and specialist procedures
- Emergency response, patient and staff safety and infection control

□ **Leadership and management**

- Governance, autonomy, advocacy and responsibility
- Leadership (organisations and partnerships)
- Leading teams in innovation, improvement and change
- Managing resources/ outcomes; people, finance, quality, knowledge

□ **Research and Knowledge Management**

- Evidence-based practice; audit and evaluation
- Documentation and reporting, understanding biostatistics
- Participating in empirical research
- Critical thinking, appraisal and application of knowledge
- Use of information and communications; technology for health



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Domains for ANP Competencies 2 Updated

□ **Education and mentoring**

- Reflective self development and role modelling
- Continuing professional education
- Teaching, coaching and mentoring (preceptorship)
- Leading communities of practice to share best practice

□ **Empowerment and healthy communities**

- Social determinants of health
- Working with communities and advocacy
- Public health education and information provision
- Gender mainstreaming and cultural awareness

□ **Professional and ethical practice**

- Professional role, legal practice and representation
- Ethical decision making and anti corruption
- Patient public and professional rights and duties
- Global perspectives on health



Proposed INEPEA ANP Competence framework

- ❑ Initiated at INEPEA workshop March 2008, then revised to include ICN/ECSACON ideas, developed to reflect local experience and needs
- ❑ We need your ideas and suggestions
- ❑ What should we add or remove?
- ❑ Will this reflect EA ANP core competencies?
- ❑ What fields of practice should we focus on?
 - e.g. Education; Community; Acute Care; Mental Health; Maternal and Child Health, HIV and Management?
- ❑ How can we distinguish ANP capability from other levels of nursing and midwifery practice?