



THE AGA KHAN UNIVERSITY



The University of  
Nottingham



# 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.***



THE AGA KHAN UNIVERSITY



The University of  
Nottingham



## Advanced Practice Nurse : ICN Definition

---

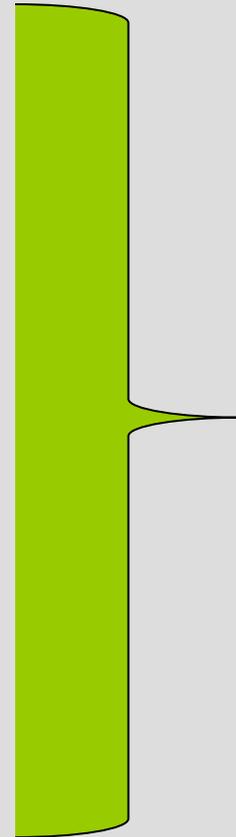
- “A registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for advanced practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed. A masters degree is recommended for entry level.”
- Note 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



# 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



THE AGA KHAN UNIVERSITY



The University of  
Nottingham



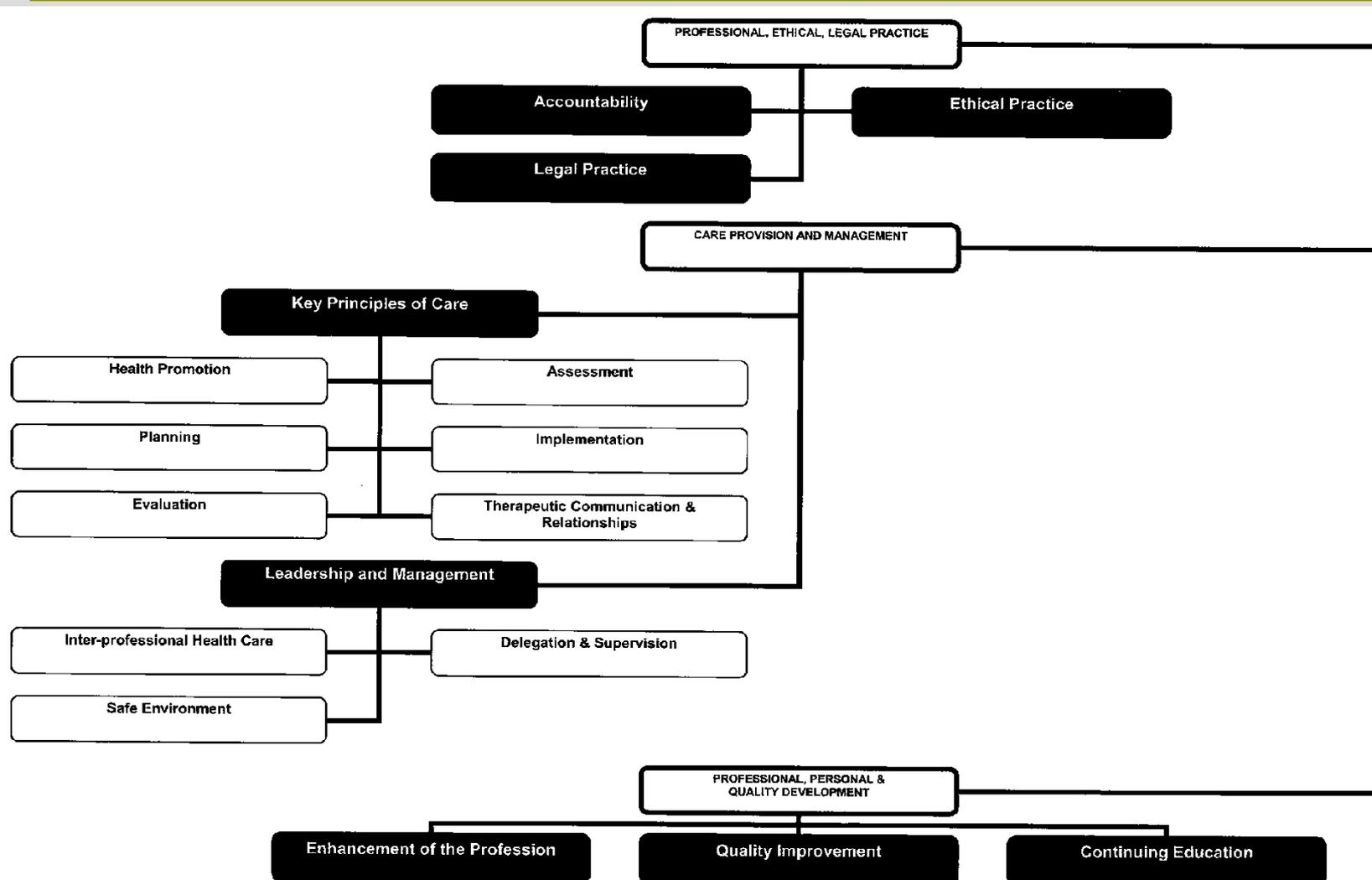
## Competence and Capability for ANP

---

- ❑ 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





THE AGA KHAN UNIVERSITY



The University of  
Nottingham



## 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



THE AGA KHAN UNIVERSITY



The University of  
Nottingham



## 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



THE AGA KHAN UNIVERSITY



The University of  
Nottingham



## 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?



# 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



# 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



THE AGA KHAN UNIVERSITY



The University of Nottingham



# 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?