A Practical Guide to Developing, Measuring and Maintaining Competence in Advanced Nursing Roles and Practice

Competency Frameworks, Education, Training and Career Development

Wednesday 21st March 2012 Mayfair Conference Centre, London

Chair and keynote speakers include:

Dr Kathryn Jones
Deputy Nurse Director
Imperial College Healthcare NHS Trust

Jan Keenan
Consultant Nurse and NMP Lead
Oxford Radcliffe Hospitals NHS Trust

Jenny Aston
Advanced Nurse Practitioner
Sawston Medical Practice, Sawston

Topics include:

• Career and competence frameworks for nursing
• Education, regulation and fitness to practice: National NMC update
• Extended session: developing and implementing a competency framework
• Assessing and monitoring competence and identifying lack of competence
• Demonstrating competence in a new role or skill
• Working autonomously: developing and demonstrating competence to run a nurse led service competently
• The contribution an ANP can bring to the generalist role
• The ‘skills passport’ and competence based national role templates to facilitate consistency, career progression and movement between specialties
• Achieving and maintaining competence
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Nursing continues to become more complex. High levels of skill are required at the point of registration and, in order to deliver specialist and complicated care, many nurses and midwives develop advanced skills and knowledge and make difficult decisions with people who need their care....The Government is aware of the long-standing debate on the regulation of advanced practice. The Council for Healthcare Regulatory Excellence (CHRE) concluded that much of what is often called ‘advanced practice’ does not make additional statutory regulation necessary. Career development within a profession can be governed appropriately by other mechanisms. CHRE also commented that regulatory bodies may need to consider what action is necessary to assure professionals’ fitness to practice where the nature and scope of professional practice changes so significantly that it is fundamentally different for that at initial registration and where risk to the public is evident.

The Government’s response to the recommendations in Frontline Care: the report of the Prime Minister’s Commission on the Future of Nursing and Midwifery in England, 12 April 2011, www.dh.gov.uk

Chaired by Dr Kathryn Jones Deputy Nurse Director Imperial College Healthcare NHS Trust, this one day conference provides an important update on developing, measuring and maintaining competence in advanced nursing roles and practice with a focus on quality, improvement, innovation and career development and progression.

The conference begins with a keynote presentations from the Nursing and Midwifery Council with a national update on education, regulation and fitness to practice.

“The commission has given the NMC a clear mandate to regulate advanced nursing practice and protect the title ‘nurse’. Both of these are issues which cause concern to the public because there is a lack of clarity and some confusion as to what the various job titles and the associated competencies imply.” Professor Dickon Weir-Hughes Chief Executive and Registrar Nursing and Midwifery Council.

Delegates will have the opportunity to hear how they can achieve and maintain personal competence for career development through using the “skills passport”, a tool used to record competences to aid career progression and movement between specialties and career paths.
<table>
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| 10.00 | Chair’s welcome and introduction: Career and Competence Frameworks for Nursing                                                          | Dr Kathryn Jones, Deputy Nurse Director, Imperial College Healthcare NHS Trust                           | • Introducing the nursing practice principles; the expectations of nursing regardless of provider  
• An overview of career and competence frameworks and standards relevant to nursing practice  
• Supporting the development of nurses and enabling them to gain recognition for their knowledge, skills, and competence  
• Linking to modernising nursing careers and the national occupational standards and national workforce competences |
| 10.30 | Keynote address from the Nursing and Midwifery Council                                                                                  | Representative, The Nursing and Midwifery Council                                                        | • Regulating advanced nursing practice: national update  
• Plans for transforming nursing education and revalidation  
• Enforcing standards of competence  
• Challenges in fitness to practice |
| 10.55 | Question and answers, followed by coffee and exhibition at 11.05                                                                      | Jan Keenan, Consultant Nurse and NMP Lead, Oxford Radcliffe Hospitals NHS Trust                          | • Supporting extended skills through competency development  
• A step by step guide to developing a competency framework  
• Implementing and monitoring competence: our experience and a case study |
| 11.30 | Extended session: developing and implementing a competency framework                                                                      | Liz Smith, Lead Nurse for Advancing Nursing Practice, Cardio Respiratory Division, Great Ormond Street Hospital NHS Trust | • How to assess competence in practice  
• Monitoring competence  
• Identifying and responding to concerns around lack of competence |
| 12.15 | Assessing and monitoring competence and identifying lack of competence                                                                     | Sue Cox, Matron, Cardiology, Dartford and Gravesham NHS Trust                                            | • Providing nurses with adequate training, education and competency development to run multipurpose nurse led cardiology clinics  
• Developing protocols and guidelines to support the nursing team  
• Competency development for advanced nurses running cardiology services |
| 12.40 | Competency Development for Advanced Nurses                                                                                              | Jan Keenan, Consultant Nurse and NMP Lead, Oxford Radcliffe Hospitals NHS Trust                          | • Supporting extended skills through competency development  
• A step by step guide to developing a competency framework  
• Implementing and monitoring competence: our experience and a case study |
| 13.00 | FOCUS: Developing Competence in Advanced Nursing Practice to Support Quality, Improvement and Innovation                                   | Jan Keenan, Consultant Nurse and NMP Lead, Oxford Radcliffe Hospitals NHS Trust                          | • Supporting extended skills through competency development  
• A step by step guide to developing a competency framework  
• Implementing and monitoring competence: our experience and a case study |
| 14.00 | Demonstrating competence in a new role or skill                                                                                           | Alison Pottle, Cardiology Nurse Consultant, Royal Brompton and Harrow Thames NHS Trust                   | • Demonstrating competence in a new role or skill  
• Identifying and embracing training and education opportunities to developing your role and practice  
• Case studies and examples from Royal Brompton and Harrow Thames NHS Trust |
| 14.25 | Working autonomously: developing and demonstrating competence to run a nurse led service competently                                       | Heather Griffith, Independent Lecturer Practitioner/Advanced Nurse Practitioner, Bournemouth University and Weymouth Walk-In Centre | • Expanding nursing practice and overcoming traditional boundaries to lead innovative services  
• Following frameworks, protocols and guidelines for safe autonomous practice  
• Monitoring and evaluating the impact of the service |
| 15.00 | The contribution an ANP can bring to the generalist role in Primary Care                                                                | Jenny Aston, Advanced Nurse Practitioner, Sawston Medical Practice, Sawston Cambridgeshire               | • Developing competence in advanced nursing practice in primary care  
• Demonstrating the value of the ANP on quality, improvements and innovation  
• The future for Advanced Nurse Practitioners: views from the RCN Advance Nurse Practitioner |
| 15.30 | FOCUS: Achieving and Maintaining Personal Competence for Career Development                                                             | Jenny Aston, Advanced Nurse Practitioner, Sawston Medical Practice, Sawston Cambridgeshire               | • Developing competence in advanced nursing practice in primary care  
• Demonstrating the value of the ANP on quality, improvements and innovation  
• The future for Advanced Nurse Practitioners: views from the RCN Advance Nurse Practitioner |
| 16.00 | How the Skills Passport for Health will cut unnecessary duplicatoin of training, and facilitate movement between roles and organisations    | John Herring, Programme Director, Skills Passport for Health, Skills for Health                           | • The Skills Passport explained  
• Development of an agreed national framework for statutory and mandatory training  
• How the Passport system will help nurses |
| 16.30 | Achieving and maintaining competence for career development and progression                                                             | Elaine Strachan Hall, Director of Nursing and Clinical Leadership, Oxford Radcliffe Hospitals NHS Trust   | • Achieving and maintaining competence in new nursing roles, skills and advanced practice  
• Demonstrating readiness for career progression: identifying strengths and areas for improvement and changing practice accordingly  
• Developing your portfolio: recognising opportunities to advance your nursing practice and participate in continued professional development  
• Supporting each other: participating in coaching and mentoring |
| 17.00 | Question and answers, followed by close                                                                                                 | John Herring, Programme Director, Skills Passport for Health, Skills for Health                           | • The Skills Passport explained  
• Development of an agreed national framework for statutory and mandatory training  
• How the Passport system will help nurses |
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