Setting the standard for specialist practice and advanced roles

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Policy opportunities for advance practitioners and specialist nursing...

- Five Year Forward View – vanguard sites
- Integration
- Acute to community shift
- 7 day services
- Parity of esteem
- Transforming Care for people with learning disabilities
Evolution of advanced nursing practice

- Long and complex evolution
- Process has led to innovation in nursing, but also confusion about what advanced nursing was and is
- Advanced nursing has been and still is one of the most scrutinised and researched concepts
- Advocated as a cost-effective service redesign tool
- Advanced nurses are the cutting edge of nursing innovation

The RCN defines advanced nursing practice as a level of practice rather than role/title.

The RCN competences for advanced nurse practitioners:
- Developed with HEIs, professional orgs and service providers & NMC endorsed
- Mapped against Knowledge & Skills Framework and linked to NHS Career Framework

RCN accredits Advance Nurse Practice programmes in HEIs against 15 standards and associated criteria.

Reported variation in educational input from a variety of HEI’s.

The RCN commencing work on credentialing advanced practice.

Programme of work around fellowships for advance practice planned.
We need to ...

- Ensure maintenance of standards of practice
- Establish education requirements
- Establish practice requirement
- Retain advanced level nursing practice in the profession
- Bridge the regulatory gap
RCN supporting future nurse leaders

- Clinical leadership programme
- Political leadership programme in development
- Planned development of masterclasses to support local organisation needs
- Collaborative working with key partners (Executive Nurse Network, TDA, Monitor, King’s Fund)
Critical issue: Loss of specialist nursing skills and leadership

- Francis effect will not be enough to reverse significant skill mix dilution with the loss and devaluation of senior specialist and leadership roles. Around 2,800 band 7 and 8 nurses lost since 2010.
Critical issue: Practice staff figures

- 3,507 Advanced Level
- 2,960 Extended Role and Specialist
- 8,595 Practice nurses

Total practice nurses: 15,062

Annual figures 2014 (HSCIC)
Revalidation: an opportunity to set the standard for advanced practice?

- NMC register does not currently record nurses working to advanced level.
- RCN believes as the nursing profession develops and nurses increasingly take on roles delivering complex care, the regulatory model must develop in response.
- Regulation and standardisation at advanced levels of nursing practice could improve patient safety and public protection.
- Also important for nurses’ career pathways and professional development.
- Advanced nursing practice should be revalidated to enable patients and service users to verify that the nurse caring for them is competent to practise at an advanced level.
RCN member survey (2014): should the revalidation model reflect nurses working at advanced practice level?
Key concerns for specialist & advanced roles...

- **Reflective discussion** – What if you work in a setting with few other nurses? It’s important to utilise and develop professional networks and associations. You can join/form a professional network or reach out to NMC-registered peers from your wider professional or specialty network in order to have your reflective discussion.

- **Confirmation** – Who will be your confirmer? There are a range of options for finding a confirmer including your line manager, another NMC registrant, GPs and other UK-regulated healthcare professionals, and if none of those are available other professionals such as lawyers and teachers can be confirmers.

- **Appraisal** – What if you can’t/don’t want to use your appraisal for revalidation? Appraisal is an option for revalidation but is not the only one. If you do use your appraisal, the discussion around revalidation must be kept separate to the discussion around your job performance.

- **Employer support** – What if your employer is unaware/unsupportive of revalidation? The NMC has guidance for employers, and it is important to know your options for how to revalidate in different settings.
Preparing for revalidation

- **Find out when you will need to revalidate and what you need to do** – Register with NMC online and find out when you are due to revalidate and familiarise yourself with the requirements and process.

- **Start thinking about revalidation now** – how do you stay up to date? Are you meeting with colleagues to discuss practise and development? Are you getting enough of the right CPD? Who might act as your ‘confirmer’?

- **Speak to colleagues** – identify gaps in your development, areas for improvement and discuss development issues with managers and staff.

- **Get organised** – ensure that you have a clear record of courses, learning and development; keep a note of feedback and how it has informed your practise; as well as your reflections on the Code, practise and learning.

- **Get to know the new Code** – familiarise yourself with the new NMC Code and practice using it to reflect on your development, learning and work.
Support for you

- **RCN resources and information** –
  www.rcn.org.uk/revalidation
  https://rcnrevalidation.wordpress.com/

- **RCN revalidation leaflet** -

- **Advice/support** - http://www.rcn.org.uk/contactus

- **RCN Practice Nurses' Association** –
  http://www.rcn.org.uk/development/nursing_communities/rcn_forums/practice_nurses

- **RCNi revalidation animated guide** -
  https://www.youtube.com/watch?v=kJBwX_flebw

- **CPD** -
  http://www.rcn.org.uk/development/practice/cpd_online_e_learning
The RCN will be collating feedback from our members on their experiences of revalidation....

If you are due to revalidate next year, please get in touch:

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