Advanced Nursing Practice & Credentialing

"Making it Happen"

Ollie Phipps
Acute Care Nurse Consultant, Hon. Senior Lecturer – Advanced Practice, & RCN ANP Forum Committee Chair

@ocphipps
Aims

i. Define what Advanced Practice is

ii. Outline what Advanced Practice is NOT

iii. Explore Credentialing

iv. Introduce RCN Credentialing process: Qualifications, Experience and Competence

v. Highlight the pathways to achieving the RCN Advanced Level Nursing Practice Credential

vi. Explain how to develop a job plan that demonstrates Advanced Practice.
JOB TITLE
Key Elements of the Career Framework

9. Career Framework Level 9
People working at level 9 require knowledge at the most advanced frontier of the field of work and at the interface between fields. They will have responsibility for the development and delivery of a service to a population, at the highest level of the organisation. Indicative or Reference title: Director

8. Career Framework Level 8
People at level 8 of the career framework require highly specialized knowledge, some of which is at the forefront of knowledge in a field of work, which they use as the basis for original thinking and/or research. They are leaders with considerable responsibility, and the ability to research and analyse complex processes. They have responsibility for service improvement or development. They may have considerable clinical and/or management responsibilities, be accountable for service delivery or have a leading education or commissioning role. Indicative or Reference title: Consultant

7. Career Framework Level 7
People at level 7 of the career framework have a critical awareness of knowledge issues in the field and at the interface between different fields. They are innovative, and have a responsibility for developing and changing practice and/or services in a complex and unpredictable environment. Indicative or Reference title: Advanced Practitioner

6. Career Framework Level 6
People at level 6 require a critical understanding of detailed theoretical and practical knowledge, are specialist and/or have management and leadership responsibilities. They demonstrate initiative and are creative in finding solutions to problems. They have some responsibility for team performance and service development and they consistently undertake self development. Indicative or Reference title: Specialist/Senior Practitioner

5. Career Framework Level 5
People at level 5 will have a comprehensive, specialised, factual and theoretical knowledge within a field of work and an awareness of the boundaries of that knowledge. They are able to use knowledge to solve problems creatively, make judgements which require analysis and interpretation, and actively contribute to service and self development. They may have responsibility for supervision of staff or training. Indicative or Reference title: Practitioner

4. Career Framework Level 4
People at level 4 require factual and theoretical knowledge in broad contexts within a field of work. Work is guided by established practice and guidance. Indicative or Reference title: Practitioner
Sepsis: recognition, diagnosis and early management

NICE guideline [NG51]  Published date: July 2016  Last updated: July 2016  Uptake of this guidance

- Cyanosis of skin, lips or tongue
- Non-blanching rash of skin

1 high risk criterion

Arrange immediate review by senior clinical decision maker (person authorised to prescribe antibiotics, such as CT3/ST3 and above or advanced nurse practitioner).

- Signs of potential infection, including redness, swelling or discharge at surgical site or breakdown of wound

2 or more moderate to high risk criteria

- SBP: 91-100 mmHg

Clinician to review person’s condition and venous lactate results within 1 hour

Carry out venous blood test for the following:
- blood gas including glucose and lactate measurement
- blood culture
- full blood count
- C-reactive protein
- urea and electrolytes
- creatinine
- lipase

Clinician review within 1 hour if indicated
Advanced Practice is **NOT:**

- A Job Title
- A Role
- Non-Medical Prescribing
- A two or five day Training course
- A Physical Examination module
- Attendance Certificates
- ...... “I’ve been doing this for years”
“Advanced practice is a level of practice, rather than a type of practice. Advanced Nurse Practitioners are educated at Masters Level in clinical practice and have been assessed as competent in practice using their expert clinical knowledge and skills. They have the freedom and authority to act, making autonomous decisions in the assessment, diagnosis and treatment of patients.”
Health Education England (2017) Definition

“Advanced Clinical Practice is delivered by experienced registered healthcare practitioners. It is a level of practice characterized by a high level of autonomy and complex decision-making. This is underpinned by a masters level award or equivalent that encompasses the four pillars of clinical practice, management and leadership, education and research, with demonstration of core and area specific clinical competence.

Advanced Clinical Practice embodies the ability to manage complete clinical care in partnership with patients/carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance patient experience and improve outcomes”
what are other words for standardise?

standardize, regulate, order, institutionalise, normalize, systematize, bring into line, regiment, type, class
credentialing

credible - Wikipedia, the free encyclopedia

Credentialing is the process of establishing the qualifications of licensed professionals, organizational members or organizations, and assessing their ...

What is Credentialing? - Australian College of Mental Health Nurses

"The introduction of credentialing can only be a positive influence for the profession; it opens up increasingly attractive career options and the requirement to ...

GMC | Credentialing

1 Jul 2015 ... This page provides brief information about the concept of credentialing, as we are proposing to introduce a process of credentialing to enhance ...
Credentialing Defined

“a process which provides formal accreditation of attainment of competences (which include knowledge, skills and performance) in a defined area of practice, at a level that provides confidence that the individual is fit to practice in that area....”

(Post-graduate Medical Education & Training Board, 2010).
RCN Advanced Level Nursing Practice Credentialing

Recognising advanced level practice in nursing
www.rcn.org.uk/credentialing
What is ALNP Credentialing?

A process that recognises an individual ability to practice at an advanced level through assessment of:

1. Experience
2. Qualifications
3. Competence

A process that promotes practice aligned to the four pillars of advanced practice

Recognising advanced level practice in nursing

www.rcn.org.uk/credentialing
Pillars of Advanced Practice

Recognising advanced level practice in nursing

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Why Credentialing? Why now?

Drive up standards of practice and skills of nursing profession

Nurse - formal recognition of advanced level of practice and creation of advanced career pathway

Employer - assurance of the advanced level of practice of nursing staff

Profession - nursing as a continuously improving and high quality service

Public - confidence and assurance in the continuing development, capability and professionalism of their nurses

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Building on work so far

The work builds on, and strengthens, thinking in each of the four home countries. We have reviewed:

• NHS Wales Advanced Practice Framework (2010),
• NHS Scotland Advanced Nurse Practice Toolkit (2011),
• Department of Health Advanced Level Practice: A Position Statement (2010),
• Northern Ireland Supporting Advanced Practice in Health and Social Care (2014).
Credentialing criteria

- NMC registration
- Relevant Masters degree
- Prescribing rights and health assessment module
- Experience and competence mapped against the 4 pillars of advanced practice
- Work plan and clinical reference
- Evidence of CPD over previous 3 years.
Transitional arrangements

- Until December 2020 nurses who don’t meet the above criteria can apply
- There are 4 “models” against which experience, competence & education can be mapped
- These will be assessed on an individual basis.

Recognising advanced level practice in nursing [www.rcn.org.uk/credentialing](http://www.rcn.org.uk/credentialing)
# Model A - RCN Accredited MSc in Advanced Practice

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
<th>Competence</th>
<th>Evidence</th>
</tr>
</thead>
</table>
| MSc / Masters Advanced Practice                   | Successful completion of final year of MSc ANP is the consolidation and experience period whilst in clinical practice and is minimal level of experience |                                                                 | Transcript/ Certificate of successful achievement  
NMC PIN                                                                 |
| NMC recordable prescribing qualification           | Currently employed/self-employed as advanced level nurse working in accordance with the 4 pillars of advanced practice |                                                                 | NMC Statement of Entry/ certificate of successful achievement                                           |
|                                                   | Two examples of evidence of CPD related to advanced clinical practice within previous 3 years. |                                                                 | Evidence for revalidation purposes demonstrating advanced level practice is acceptable or 2 reflective pieces related to ALNP level practice |
|                                                   | Assess as competent in practice - local assessment using country-specific framework assessed by clinical lead |                                                                 | Completed, current, detailed Job Plan signed by employer/clinical lead  
Clinical reference signed by a senior clinician different from the person who signs the Job Plan |
# Model B - Master’s degree in advanced practice, not accredited by the RCN

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
<th>Competence</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s degree transcripts</td>
<td></td>
<td></td>
<td>Transcripts or certificates of successful completion of programme mapped against the 4 pillars of advanced practice</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>NMC PIN</td>
</tr>
<tr>
<td>NMC recordable prescribing</td>
<td></td>
<td></td>
<td>NMC Statement of Entry</td>
</tr>
<tr>
<td>qualification</td>
<td></td>
<td></td>
<td>Certificate of successful achievement</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Current, detailed completed Job Plan verified by employer/clinical lead. (This is not the job description, but a description of the actual roles carried out by the ALNP in a typical week/month)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Two examples of evidence of CPD related to advanced practice within the previous 3 years.</td>
<td></td>
<td>Evidence for revalidation purposes demonstrating advanced level practice is acceptable and/or 2 reflective pieces related to ALNP level practice</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assessed as competent in practice- local assessment using country-specific framework assessed by clinical lead</td>
<td>Completed, detailed, current Job Plan signed by employer/clinical leader. (This is not the job description, but a description of the actual roles carried out by the ALNP in a typical week)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Clinical reference signed by a senior clinician different from the person signing the Job Plan.</td>
</tr>
</tbody>
</table>
## Model C - Full masters with clinical focus (MA, MSc, MBA)

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
<th>Competence</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s degree</td>
<td></td>
<td></td>
<td>Transcripts or certificates of successful completion of programme mapped against the 4 pillars of advanced practice</td>
</tr>
<tr>
<td>Health Assessment module at level 6 or 7</td>
<td></td>
<td></td>
<td>NMC PIN</td>
</tr>
<tr>
<td>NMC recordable prescribing qualification</td>
<td></td>
<td></td>
<td>NMC Statement of Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Certificate of successful achievement</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Current, detailed completed Job Plan verified by employer/clinical lead. (This is not the job description, but a description of the actual roles carried out by the ALNP in a typical week/month)</td>
</tr>
<tr>
<td></td>
<td>Two examples of evidence of CPD related to advanced practice within the previous 3 years.</td>
<td></td>
<td>Evidence for revalidation purposes demonstrating advanced level practice is acceptable and/or 2 reflective pieces related to ALNP level practice</td>
</tr>
<tr>
<td></td>
<td>Assessed as competent in practice- local assessment using country-specific framework assessed by clinical lead</td>
<td></td>
<td>Completed, detailed, current Job Plan signed by employer/clinical leader. (This is not the job description, but a description of the actual roles carried out by the ALNP in a typical week)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Clinical reference signed by a senior clinician different from the person signing the Job Plan.</td>
</tr>
</tbody>
</table>
## Model D – Transitional criteria: Demonstrating Masters Level experience

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Experience</th>
<th>Competence</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>L7 credits</td>
<td></td>
<td></td>
<td>Transcripts/ certificates of successful completion of L7 credits.</td>
</tr>
<tr>
<td>L6 credits</td>
<td></td>
<td></td>
<td>NMCPIN</td>
</tr>
<tr>
<td>Health Assessment module (Level 6 or 7)</td>
<td></td>
<td></td>
<td>Portfolio of evidence mapped against 4 pillars of advanced practice includes a reflective statement of 1000 words demonstrating evidence of achievement of meeting the descriptor for Higher Education Qualifications at level 7 (or equivalent) in full.</td>
</tr>
<tr>
<td>NMC recordable prescribing qualification (Level 6 or 7)</td>
<td>One year post-prescribing qualification</td>
<td></td>
<td>Current, detailed completed Job Plan verified by employer/clinical lead.</td>
</tr>
<tr>
<td></td>
<td>Currently working at advanced level in accordance with the 4 pillars of advanced practice</td>
<td></td>
<td>NMC Statement of Entry/ certificate of successful achievement.</td>
</tr>
<tr>
<td></td>
<td>Two examples of evidence of CPD related to advanced practice in previous 3 years</td>
<td></td>
<td>Evidence for revalidation purposes demonstrating advanced clinical practice is acceptable or 2 reflective pieces related to ALNP level practice.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assessed as competent in practice-local assessment using country-specific framework assessed by clinical lead</td>
<td>A clinical reference, including reference to the published advanced practice framework used in the assessment in the workplace or in the programme transcript and the 4 pillars of advanced practice. Signed by a senior clinician different to the person signing the Job Plan</td>
</tr>
</tbody>
</table>
Assessment

• Every applicant’s submission is individually assessed by an credentialing assessor.
• Credentialing assessors selected by the RCN against strict criteria.
• Assessor performance is moderated for quality assurance.
• There is an appeals process.

Recognising advanced level practice in nursing
www.rcn.org.uk/credentialing
What do nurses get?

- Name added to a database maintained by the RCN
- Annual CPD event
- The chance to become an ambassador for RCN in advanced practice
- Research opportunities
- A certificate showing achievement of the credential
- A badge RCN ALNP

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Job Planning

- Consider 4 pillars of Advanced Practice

  - **Clinical Practice**

  - **Educational**
    - Local Teaching
    - University Lecturing

  - **Leadership**
    - Service Development
    - Strategic
    - External Committees

  - **Research**
    - Formal
    - Audit
Questions?
Oliver.Phipps@nhs.net

@ocphipps
Credential renewal

- The initial credential is for 3 years
- There is a fee of £275 for the assessment
- After this time renewal is required; there is a fee of £125 to renew.
Further information

The credentialing team at:

credentialing@rcn.org.uk

Register your interest:

rcn.org.uk/credentialing