

Transforming Advanced Practice:

Transforming Nursing Roles

Towards the end of 2015, the Chief Nursing Officer Professor Fiona McQueen, initiated 'Transforming Nursing Roles' (TNR); this work is looking at Community Nursing, Children's Nursing, Post Graduate Education and Advanced Practice.

The Advanced Practice workstream is being led by a former Advanced Nurse Practitioner, Mr Eddie Docherty who is now the Director of Nursing for NHS Dumfries and Galloway.

A national Advanced Practice group was established to undertake the work and the group completed the first phase by May 2016. In June 2016, the Chief Nursing Officer and the Scottish Executive Nurse Directors (SEND) group accepted the recommendations from the Advanced Practice Group.



John Cowie, Emergency Nurse Practitioner in the Victoria Hospital's nurse-led Minor Injuries Unit examining a patient with a slit lamp

The key outputs from the first phase were:

- An updated definition of an Advanced Nurse Practitioner
- Core ANP competencies
- Confirmation that the minimum pay grade for an ANP is Band 7
- Clarification that a Masters level qualification in Advanced Practice is expected for new ANPs and provided greater clarity around the content for ANP programmes
- A requirement that each Health Board should produce its own generic Advanced Nurse Practitioner job description

New definition

"An Advanced Nurse Practitioner (ANP) is an experienced and highly educated Registered Nurse who manages the complete clinical care for their patient, not solely any specific condition. Advanced practice is a level of practice, rather than a type or speciality of practice.

ANPs are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader they have the freedom and authority to act and accept the responsibility and accountability for those actions. This level of practice is characterised by high level autonomous decision making, including assessment, diagnosis, treatment including prescribing, of patients with complex multi-dimensional problems. Decisions are made using high level expert, knowledge and skills. This includes the authority to refer, admit and discharge within appropriate clinical areas.

Working as part of the multidisciplinary team ANPs can work in or across all clinical settings, dependant on their area of expertise." (Scottish Government 2016)

Key components for an ANP programme

A masters level qualification, with a core educational focus on developing competence in:

- Clinical Assessment
- Clinical reasoning, judgement and diagnostic decision making
- Anatomy and pathophysiology
- Non-medical prescribing (V300)
- Leading, delivering and evaluating care
- Practice learning/transferable work based learning

Core competencies

The ANP will have the ability to:

- Take a comprehensive history
- Perform a clinical assessment (a comprehensive physical clinical examination of all systems and a mental health assessment)
- Formulate differential diagnoses
- Request, interpret and act on diagnostic tests and investigations
- Formulate an action plan for the treatment of the patient
- Admit, discharge or refer a patient dependent on patient need at time of review

The Phase 1 TNR Advanced Practice paper with all the recommendations is available on the GGC Advanced Practice Website. www.nhsggc.org.uk/advancedpractice

Phase 2

The during the second phase of the TNR work high level competencies are being developed for four different broad groups of ANPs:

- Adult Acute Care
- Community and Primary Care
- Paediatrics and Neonates
- Mental Health

ANPs and other stakeholders will get the opportunity to input into the development of these competencies through 3 regional ANP events being held in March 2017.

- **West region** - 20th March - Teaching and Learning Centre, Queen Elizabeth University Hospital, Glasgow
- **North Region** - 24th March - Suttie Centre, Aberdeen Royal Infirmary, Aberdeen
- **East Region** - 30th March - Royal Society of Edinburgh, Edinburgh

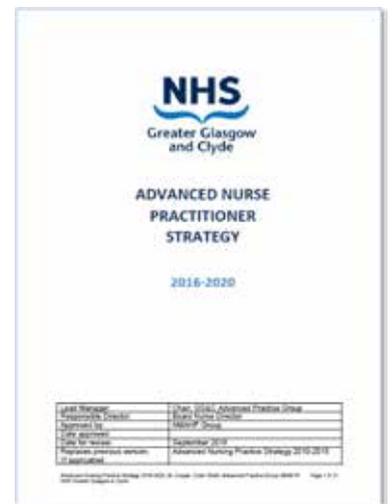
In addition, a Service Needs Analysis is to be conducted across the NHS in Scotland.

NHSGGC Advanced Nurse Practitioner Strategy 2016-2020

NHS GGC's response to the Transforming Nursing Roles work was to appoint a Consultant Nurse for Advanced Practice and to produce a new five-year strategy for the development of ANPs within the Board.

The key points contained in the new Strategy are:

- The re-affirmation that ANP roles are nursing roles and that there needs to be greater clarity around where ANP roles fit within the nursing career structure and reporting lines
- ANPs, where practical, should be in teams of ANPs lead by a lead ANP
- Nurses who are being prepared as ANPs should be employed as trainee ANPs and will undertake an appropriate Masters level ANP programme
- All ANPs will undertake an annual Training Needs Analysis to inform their CPD and all ANPs will have CPD written into their Job Plan
- All ANPs will be expected to contribute to activities that support professional practice, this might include teaching, clinical supervision, mentorship, audit, research, guideline development, policy development as well as their own CPD.
- Each ANP will have, as a minimum, the equivalent of one Supporting Professional Activity (SPA) session per week (pro rata)
- Each ANP team will submit an Annual Report detailing the service they have provided and the 'added value' they have contributed
- New ANP roles will be developed in-line with the ANP Strategy



Service and Education Needs Analysis

The Scottish Government will be asking all Health Boards to undertake a Service and Education Needs Analysis. Between April and June 2017 all clinical areas with ANPs or who are considering developing an ANP role will be asked to undertake this analysis.

The data from the analysis will help inform the Scottish Government, NHS Education for Scotland (NES) and the Boards on the number of ANPs that will be required and the specialities they'll work within.

The tool will be sent out via Chief Nurses and the Nurse Director for Partnerships in April. Data from the tool should be submitted to the Consultant Nurse - Advanced Practice for collation and reporting back to NES and Scottish Government. Future funding for ANP training will be linked to this Analysis



Message from Board Nurse Director



Advanced nursing practice is on the forefront of nursing practice. Advanced Nurse Practitioners are delivering services, as part of the multidisciplinary team, which a generation or two ago would have been almost unthinkable. Patients with minor illnesses and injuries are being cared for by ANPs in general practices, out-of hours services, emergency departments and nurse-led minor injury units. More seriously unwell patients may be initially assessed and managed by ANPs on the wards, in hospitals at night teams and increasingly in intensive care. ANPs manage patients across the age span from neonates to the very elderly. They are generalists who work in general or specialist areas.

Out on the frontiers of nursing, different groups of ANPs have been making terrific progress moving the boundaries, and some ANP roles are more well established than others. This has led to a degree of variation between different areas which must be addressed. The Chief Nursing Officer's Transforming Nursing Roles (TNR) work is helping to establish some bench marks around Advanced Practice, and within NHSGGC we are implementing the recommendations from TNR through the new Advanced Nurse Practitioner Strategy. ANPs are amongst the most highly educated and clinically experienced nursing staff. They are an extremely valuable and valued resource and it is important that we are we clear about the unique contribution an ANP brings to caring for our patients.

I hope that the articles in this newsletter give you a flavour of the work ongoing in Advanced Practice within the Board and that they inspire you to think about how we can collectively continue to move the ANP role forward and develop the role as part of the multidisciplinary care team.

Board Nurse Director - Dr Margaret McGuire



Appointment of Consultant Nurse

Dr Mark Cooper, has been appointed as the Consultant Nurse for Advanced Practice. Mark was previously a Lecturer-Practitioner in Practice Development and has been heavily involved in Advanced Practice developments for many years. He chairs the GGC Advanced

Practice Group and sits on the national Advanced Practice Transforming Nursing Roles Group. He also teaches and examines on various Advanced Practice courses and has published research related to Advanced Practice. He also continues to practice clinically within the field of Minor Injuries.

SOP for new ANP roles

A Standard Operating Procedure has been drafted by the GGC Advanced Practice Group to help guide managers when developing a new ANP role. The SOP is still going through its approval process, and when signed off it will be published on the Advanced Practice website.

Key points

The SOP provides guidance on:

- Setting up a trainee post with its associated education plan and clinical supervision
- What's required for an ANP post

New ANP Job description

Any new ANP role within GGC should base its job description on the new generic ANP Job Description. The new Job Description meets the Scottish Government's definition of an ANP and has been through the Agenda for Change job evaluation panel and banded at a Band 7. Specialist areas may wish to add in a line or two to the Job Description to 'contextualise' the document, but should not normally delete anything. Any changes made to the job description should be run past the Consultant Nurse - Advanced Practice before being taken to HR for sign-off.





GGC Advanced Practice Website

The GGC Advanced Practice Website is being developed. The site will ultimately be a central resource point for all things Advanced Practice related.

The site sits within the bigger Nursing and Midwifery site on the GGC Website, so bookmark this page!

www.nhsggc.org.uk/advancedpractice

Recording ANPs

All ANPs directly employed in the NHS in Scotland should be recorded as ANPs on SWISS (Scottish Standard Workforce Information System). This effectively means that all NHS employed ANPs are recorded nationally. In NHSGGC the following conditions need to be met before an individual can be recorded as an ANP.

- 1) The Post the individual is in needs to be recognised as an ANP post (i.e. The Job Description has been matched against the national Agenda for Change Nurse Advanced Template or exceeds it, and the meets the core ANP competencies set out in the Transforming Nursing Roles document).
- 2) The individual in the post has completed the knowledge, skills and education set out in the Job Description.

Once these two criteria are met the individual can be recorded as an ANP on SWISS.

Further information on the process can currently be found on the GGC Advanced Practice Website.

At 23rd Feb 2017

108 individuals recorded on SWISS as ANPs

Working in wide range of areas including:

Hospital at Night	Paediatric Neurosurgery
Medical Admissions	Paediatric renal Medicine
Minor Injuries	Ambulatory Care (paediatrics)
Care of Elderly	Paediatric Haematology/Oncology
Cardiology	Paediatric Haematology/Oncology
Community	Paediatric Intensive Care
Sexual Health	Paediatric Cardiology
Heart Failure	Paediatric Neurosurgery
Orthopaedics	Paediatric renal Medicine
GP out-of-hours services	Ambulatory Care (paediatrics)
Neonatal Transport	Paediatric Haematology/Oncology
Neonatal Intensive Care	Paediatric Haematology/Oncology
Paediatric Intensive Care	
Paediatric Cardiology	

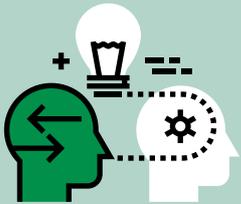


Trainee ANPs

Information on trainee ANPs is now held by the Nurse Director's Office. On taking up a training post, trainees will be asked to complete a form detailing the programme they will be undertaking and when they intend to undertake specific modules. This will help facilitate better planning and help ensure that both funding and places are available for courses.

Funding will be prioritised to trainees recorded with the Nurse Director's Office.

Trainee registration forms will be available on the GGC Advanced Practice website along with information on how to submit.



Education programmes

The **University of the West of Scotland** are developing a new ANP masters programme which will have neonatal, paediatric and adult pathways. The new programme will be called MSc Advanced Clinical Practitioner* and will be available from September 2017.

The programme has been designed to meet the requirements from Transforming Nursing Roles.

Year 1:

Anatomy, physiology and pathophysiology in advanced practice (20 masters credits)

Assessment and decision making in advanced practice (20 masters credits)

Advanced clinical practice (work based learning module) (20 masters credits)

Year 2:

Research module (20 masters credits)

Prescribing in advanced practice (20 masters credits)

Option module (e.g. ambulatory care, independent study, frailty in later life, clinical supervision etc) (20 masters credits)

UWS programme for ANPs (Neonatal, Paediatric and Adult) leading to a PgD Advanced Clinical Practitioner*

At the end of the second year students would exit with a Postgraduate Diploma: Advanced Clinical Practitioner. Those who wish to go on to gain a full masters degree would need to complete a Research Dissertation (60 masters credits).

*Subject to validation

Glasgow Caledonian University's MSc Nursing: Advancing Professional Practice programme provides training for ANPs. The specific modules undertaken many vary depending on the specialty but the following example is typical of the pathway for an adult acute care ANP.

Advanced Clinical Assessment and Decision Making in Acute and Primary Care (15 masters credits)

Recognition and Management of the Acutely Unwell Adult (30 masters credits)

Non-medical Prescribing (30 masters credits)

Work-based Advanced Skills and Innovative Practices (MMB723194) (15 masters credits)

Evaluating Evidence to Develop Research and Inform Practice (EEDRIP) (30 masters credits)

Example pathway for an Acute Care ANP at GCU leading to a PgD Nursing: Advancing Professional Practice

Those who wish to go onto the full masters degree will need to undertake the Masters Framework Research Dissertation (60 credits at masters level).

Manager's Pack

A pack for managers will be available as a zip file from the Consultant Nurse - Advanced Practice. The pack contains useful information and documents for managers of ANPs.

The current pack includes:

- GGC ANP Strategy
- NES Service and Education Needs Analysis Tool
- SOP for new ANP roles
- Generic ANP Job Description and Job Match report
- Information on creating a training posts under Agenda for Change (Annex U)
- An example Trainee ANP agreement
- Trainee ANP registration form
- Information on ANP programmes
- ANP Annual Report Template



ANP Groups in GGC

There are a number of groups driving Advanced Practice forward in GGC. These are:

GGC Advanced Practice Group.

Chaired by Dr Mark Cooper. This group has representatives from across the sectors, directorates and partnerships in GGC. This purpose of this group is to 'influence the direction and development of Advanced Practice across the Board'.

This group is responsible for setting the Board's ANP Strategy and determining which posts meet the requirements for an ANP. This group meets quarterly and reports to the Board Nurse Director's Nursing, Midwifery Nursing, Midwifery & Allied Health Professional Meeting.

ANP Leads Group

This group comprises of the leads of ANP teams, or a representative. This group is newly established and will meet every two months. The purpose of this group is to operationalise the Board's ANP Strategy. The group is chaired by the Consultant Nurse for Advanced Practice and reports to the GGC Advanced Practice Group.

The group is currently looking at Annual Reporting, Continuing Professional Development and Quality Assurance.

If your team isn't represented on this group please contact Mark to discuss.

Mental Health

The ANP role in Mental Health is a relatively new concept and a group has been established to specifically 'influence the direction, development, evaluation and scrutiny of Advanced Practice Nurse posts across Mental Health Services'. This group is chaired by Lorraine Cribben, Professional Nurse Advisor – Addiction Services. This group meets every two months and reports to the GGC Advanced Practice Group

Paediatric ANPs

This group is a ANP led group for ANPs working within the field of paediatrics. Its current chair is Lorraine Todd, ANP (Neurosurgery). The group has a link to the ANP Leads Group and the GGC Advanced Practice Group through Melanie Hutton, Lead Nurse.

Applying for funding

Funding for Advanced Practice is available through the Consultant Nurse for Advanced Practice. Priority is given to trainee ANPs (i.e. nurses specifically employed as ANP trainees). Funding for CPD continues to be available through Sectors/Directorates and HSCPs.

To arrange funding for a trainee ANP the Lead/Senior Nurse should contact the Consultant Nurse for Advanced Practice as early as possible. Trainees undertaking the programme at the University of the West of Scotland should complete the 'Advanced Practice Special Service Level Agreement Form'. Those undertaking ANP programmes at other universities should complete an SL2 form.

Once the correct form is completed and authorised locally it should be sent to the Consultant Nurse for Advanced Practice for authorisation and processing.



The image shows a form titled 'UWS UNIVERSITY OF THE WEST OF SCOTLAND ADVANCED PRACTICE SPECIAL SERVICE LEVEL AGREEMENT FORM ACADEMIC SESSIONS'. It includes fields for Name, Home Address, Work Area Address, Telephone Number, Work Email, and Date of Birth. There is a table for 'MEMBERS TO BE FUNDED' with columns for 'MEMBER', 'ACADEMIC CODE', and 'ACADEMIC TITLE'. The table has rows for 'Session 1 Sep - Dec', 'Session 2 Jan - Apr', and 'Session 3 May - Aug'. There are also signature lines for Line Manager, Lead Nurse, and the individual, along with a date field.

UWS Advanced Practice Special Service Level Agreement form

News in brief

ANPs in Critical Care

Seven ANP trainees have been appointed and have embarked on a two year full-time training. The trainees are undertaking a Postgraduate Diploma via Napier University and NHS Lothian. A Scottish Training Network has been established to support the training of ANP trainees in Critical Care across Scotland.

Sexual Health

Two ANP trainees in Sexual Health have been appointed at the Sandyford. They will begin the new UWS Advanced Clinical Practitioner MSc programme in September.

Oncology

Four ANP trainees have been recently appointed at the QEUH and are embarking on the Glasgow Caledonian University MSc Programme.

Medicine for the Elderly

Congratulations to Maureen Brannigan who has recently completed her ANP training and is the first ANP in Medicine for the Elderly at the Langlands unit. Welcome also to the three recently appointed ANPs in Medicine for the Elderly at the Royal Alexandra Hospital.

Quality Improvement

Congratulations to Victoria Campbell, ANP Hospital at Night at Inverclyde on the successful completion of her MSc at Stirling University. For her dissertation Victoria undertook a Quality Improvement project which looked at the utilising ANP skills to enhance the ward nurse management of acutely unwell patients.

PhD

Congratulations to Dr Lynn Raeside, Advanced Neonatal Nurse Practitioner at the Royal Children's Hospital on successfully gaining her PhD. Lynn's work was on the development of a pain tool for use in neonatal transport.



Trainee ANP's in Critical Care

Observerships

A Consultant Nurse and five Advanced Practice Nurses from Hong Kong visited NHSGGC over a four week period before Christmas to find out about more about NPs and ANPs.

They visited our ANP-led Minor Injury Units and all the Emergency Departments. In February a MSc student from Switzerland came over for a three-day Observership to see the NP, ANP and a Senior ANP role.

Thank you to all the clinical areas which have supported these visits.



Colleagues from Hong Kong over for their 2016 Clinical Observership with the Board Nurse Director, Dr Margaret McGuire

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