

What matters to Advanced Nurse Practitioners

Moira Bradley, Lead Advanced Nurse Practitioner (ANP) for the Community ANP Team in Inverclyde Health and Social Care Partnership, shares why asking, listening and doing what matters for her staff team has strengthened team relationships.

“An ANP is an Advanced Nurse Practitioner who is an experienced, Masters level educated, Registered Nurse, who can complete the whole patient care episode including assessment, diagnosis, prescribing and onward referral.

I took on this role towards the end of 2021, and it was necessary to have continual meaningful conversations with the expanding team to truly determine what mattered, as we were working autonomously in different areas, and at different stages of training.

When asking the team directly what mattered to them, the discussions focused on:

- Time to reflect
- Team discussions on cases
- Teaching and learning opportunities in-house.

From the conversations I had with individuals and the whole team, it became clear that set non-clinical time was essential. I was keen to ensure my team were listened to, and that the important matters they discussed with me were actioned.

The conversations and subsequent actions have strengthened team relationships, and ensured new and current staff know I am always available and can be relied on to make changes that matter.

Our team now has weekly non-clinical time, as pictured in Figure 1, and the agenda varies each week. We have case based discussions, teaching on certain topics or clinical presentations or community services who will attend to update us on the service operation and access in our area.”



Figure 1: The Inverclyde HSCP ANP team at a non-clinical session

Ruth McCready, ANP, shares the benefit of Moira’s WMTY approach:

“I believe that the non-clinical time is extremely beneficial as it is a safe space for discussion, you have peer support and your opinion is valued, and you feel an important part of the team and service.”