National Practice Standards for Nurses in General Practice

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ANMF Professional Conference

My life expectancy is 17 years less than other Australians.
Nurses and Midwives
National Professional Practice Framework

• Entry to practice Education Standards (ANMAC)
• Registration Standards (RoP, CPD, PII, criminal history, English language)
• Practice (previously Competency) Standards
• Code of Professional Conduct
• Code of Ethics
• Professional Boundaries for Nurses and Midwives
• Decision Making Framework (DMF) - Scope of Practice
• Professional Guidelines (ie: Social Media; Advertising; Mandatory Reporting)
• Other relevant legislation (ie: drugs and poisons; child protection; aged care; mental health; work safety)
ANMF Practice Standards

ANF Competency Standards for nurses in general practice
ANF Competency Standards for the advanced registered nurse
ANF Competency Standards for the advanced enrolled nurse
National School Nursing Professional Practice Standards
National Telehealth Standards: registered nurses
National Telehealth Standards: registered midwives
National Nursing Informatics Standards for Practice
Review of National Competency Standards for the nurse practitioner - now **NMBA Nurse Practitioner Standards for Practice**, completed 2013

Review of National Competency Standards for the enrolled nurse - now **NMBA Enrolled Nurse Standards for Practice**, completed 2014

Review of National Competency Standards for the registered nurse - now **NMBA Registered Nurse Standards for Practice**, due for completion end of 2015

Review of National Competency Standards for the registered midwife - to commence 2016
Scope of practice of a profession

A profession’s scope of practice is the full spectrum of roles, functions, responsibilities, activities and decision-making capacity that individuals within that profession are educated, competent and authorised to perform.

NMBA 2010
Scope of practice of an individual

…is that which the individual is educated, authorised and competent to perform. The scope of practice of an individual nurse or midwife may be more specifically defined than the scope of practice of their profession.

NMBA 2010
Advanced vs Expanded Practice

- Advanced scope of practice is an increase in clinical skills, reasoning, knowledge and experience so the nurse is an expert working within the scope of traditional practice.

- Expanded or extended scope includes expertise beyond the currently recognised scope of practice of the nursing profession.
Advanced Practice

The basis of advanced practice is the high degree of knowledge, skill and experience applied in the nurse: patient/client relationship in order to achieve optimal outcomes through critical analysis, problem solving and accurate decision-making.

The National Board supports the view that nurses practising at this level are educationally prepared at Masters level and may work in a specialist or generalist capacity.

NMBA 2013
Expanded Practice

Expanded or extended scope of practice for registered nurses is embedded in the Nurse Practitioner role using the Nurse Practitioner framework.
ANF Competency Standards for nurses in general practice

Competency Standards for nurses in general practice

An Australian Nursing Federation project funded by the Australian Government Department of Health and Ageing
ANF Competency Standards for nurses in general practice

• Funded by the Australian Government Department of Health and Ageing in 2003

• Commissioned and managed by the Australian Nursing Federation

• Project Research Team from the University of South Australia and the Royal College of Nursing Australia – led by Marie Heartfield and Terri Gibson

• First published by ANF in August 2005

• First printed May 2006
Structure

Included:
• Australian Nursing and Midwifery Council’s Competency standards for the registered nurse
• Competency standards for the registered nurse in general practice
• Competency standards for the advanced registered nurse
• Australian Nursing and Midwifery Council’s Competency standards for the enrolled nurse
• Competency standards for the enrolled nurse in general practice
• Competency standards for the advanced enrolled nurse
• Extensive Resource Toolkit
Available

- Hardcopy – separate Standards document and with the Standards embedded in the Resource Toolkit
- Electronic version – online through the ANF Federal Office website
- 10,734 hits to the Standards page on the website in the 12 months prior to the review commencing
- 2,310 downloads of the Standards in that 12 month period
Review of the Competency Standards for nurses in general practice Project

- Project funded by the Australian Government Department of Health in 2013
- Managed by ANMF Team
- Research partner University of Wollongong – led by Professor Liz Halcomb
- 18 month project (July 2013 – December 2014)
- Project Team (ANMF and UoW), Project Advisory Group and Project Reference Group
Project Team

- Julianne Bryce – ANMF Senior Professional Officer, Project Manager and PAG Chair
- Elizabeth Foley – ANMF Professional Officer
- Robyn Coulthard – ANMF Professional Officer
- Christine Ashley – ANMF Project Officer
- Anastasia Shianis – ANMF Administrative Officer
- Dorothy Abicic – ANMF Finance Officer
- Kristy Male – ANMF IT Officer
- Elizabeth Halcomb – Research Consultant, University of Wollongong
- Moira Stephens – Research Assistant, University of Wollongong
Project Advisory Group

- Rosemary Bryant – Commonwealth Chief Nurse and Midwifery Officer
- Ronnie Croome – Australia and New Zealand Council of Chief Nurse and Midwifery Officers
- Liz Patterson – Council of Deans of Nursing and Midwifery Australia and New Zealand
- Mel Cooper – Australian Nursing and Midwifery Accreditation Council
- Petrina Halloran – Australian Health Practitioner Regulation Agency
- Marlene Eggert – Australian College of Nursing
- Sam Moses – Australian Primary Health Care Nurses Association
- Lynne Walker – Australian Medicare Local Alliance
- Susan Pitt – Consumer Representative
- Lynne Saul – Australian College of Rural and Remote Medicine
Project Reference Group

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Liz Halcomb
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Jennifer Lang
Jo Millard
Lesley Pugh
Moira Stephens
Consultation process

- Advisory Group
- Reference Group
- Literature review
- National on-line surveys
- Focus groups
- Interviews
Context

• Primary care systems are being strengthened internationally by a growing nursing workforce.

• A major barrier to teamwork in primary care has been role confusion & role ambiguity, in particular, that relating to the nurses’ role & scope of practice.
Context

• Competency or practice standards articulate the scope of practice of a nurse
• Purpose of Standards
  – a framework for curricula development
  – assessment of student performance
  – communicate scope of practice to others
  – assess whether an individual meets the standard either as part of renewal of registration to practice, after a break in service or for professional conduct matters.
Methods

1. Literature Review
2. Focus Groups - 200 participants in 14 groups
3. Online Survey – 561 responses across two surveys
4. Advisory Group – key experts & stakeholders
5. Reference Group – experienced nurses
Literature Review

• UK (Webster et al., 2003; Sherlock, 2003; UK General Practice Foundation, 2012).
• NZ (New Zealand College of Primary Health Care, 2007).
• Canada (Oandasan et al., 2010).
• Thailand (Nontapet et al., 2008).
• South Africa (Strasser, London, & Kortenbout, 2005).
• Brazil (Witt & Almeida, 2008).
• Focus on primary care rather than general practice.
14 conducted across the country:

Canberra  Albany
Illawarra  Perth
Sydney     Cairns
Hobart     Mackay
Ulverstone Brisbane
Melbourne  Adelaide
Busselton  Clare
National On-line Surveys

1. 561 responses across two surveys

2. Survey 1 sought to identify perceived gaps in the current Standards.

3. Survey 2 tested the Revised Standards
   - All standards received a mean rating ≥3.5 indicating a perceived very good fit
Research Findings

1. **Language of the Current Standards**
   - Wording not accessible to the target audience
   - UK standards have clearer wording but reduce the role to tasks

2. **Focus of Standards**
   - how do they convey the breadth of the nurses’ role and the role of others?
   - should they represent current best practice, usual practice or be aspirational?
3. **Need to distinguish “levels of performance”**
   - Not all nurses perform at the same level
   - A single set of Standards for RNs and one for ENs will have negative effects on professional standing

4. **EN Role**
   - Lack of understanding around role differentiation
   - Supervision requirements unclear
National Practice Standards

• Intended to provide guidance around the nursing role specific to the general practice setting
• Aimed at Registered & Enrolled Nurses
• Assist in differentiating the roles between Enrolled Nurses, Registered Nurses & Advanced Registered Nurses
Structure

• Domains
  – Domain 1: Professional Practice
  – Domain 2: Nursing Care
  – Domain 3: General Practice Environment
  – Domain 4: Collaborative Practice

• Standards – 22 Practice Standards

• Performance Indicators – for EN, RN, Advanced RN
### STANDARD 2

Provides nursing care consistent with current nursing and general practice standards, guidelines, regulations and legislation.

Performance Indicators

<table>
<thead>
<tr>
<th>Enrolled Nurse [EN]</th>
<th>Registered Nurse [RN]</th>
<th>Registered Nurse Advanced Practice</th>
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<tbody>
<tr>
<td>2.1 Identifies current NMBA EN standards for practice.</td>
<td>2.1 Identifies current NMBA RN standards for practice.</td>
<td>2.10 Critically evaluates how standards, guidelines, regulations and/or legislation can be translated and integrated into practice.</td>
</tr>
<tr>
<td>2.2 Practises within individual scope of practice.</td>
<td>2.2 Practises within individual scope of practice.</td>
<td>2.11 Mentors other nurses and health professionals in the application of specific standards, guidelines, regulations and/or legislation</td>
</tr>
<tr>
<td>2.3 Undertakes delegated clinical tasks under the supervision of an RN.</td>
<td>2.3 Identifies current NMBA EN standards for practice</td>
<td></td>
</tr>
<tr>
<td>2.4 Seeks advice from the supervising RN when</td>
<td>2.4 Provides appropriate supervision and delegation of clinical</td>
<td></td>
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Professional Practice

1. Demonstrates an understanding of PHC principles & nursing in general practice.
3. Actively builds & maintains professional relationships with other nurses & regularly engages in professional development activities.
5. Demonstrates nursing leadership.
Nursing Care

6 Demonstrates the knowledge & skills to provide safe, effective & evidence based nursing care.

7 Undertakes nursing assessment & plans ongoing care.

8 Effectively implements evidence-based health promotion & preventive care relevant to the Practice community.

9 Empowers & advocates for consumers.

10 Understands diversity in the Practice community & facilitates a safe, respectful & inclusive environment.

11 Effectively delivers evidence-based health information to improve health literacy & promote self-management.

12 Evaluates the quality & effectiveness of nursing care.
General Practice Environment

13 Demonstrates proficiency in the use of information technology, clinical software & decision support tools to underpin health care delivery.

14 Effectively uses registers & reminder systems to prompt intervention & promote best practice care.

15 Understands the context of general practice within the wider Australian health care system, including funding models.

16 Contributes to quality improvement & research activities to monitor & improve the standard of care provided in general practice.
General Practice Environment

17 Participates in the development, implementation & evaluation of relevant policies & procedures.

18 Monitors local population health issues to inform care & responds to changing community needs.

19 Effectively manages human & physical resources.
Collaborative Practice

20 Builds and maintains professional and therapeutic relationships with consumers, their families and/or support person(s).

21 Effectively communicates, shares information and works collaboratively with the general practice team.

22 Liaises effectively with relevant agencies and health professionals to facilitate access to services and continuity of care.
Using Standards in Practice

- Defining scope of practice is a key strategy to reduce role confusion & ambiguity.
- Nurses work best when facilitated to work to their full scope of practice.
- Understanding nursing roles can improve service delivery, job satisfaction, recruitment & retention of nurses.
- Work needs to go beyond developing standards to include explicit strategies for embedding these in the workplace.
National Standards Resource Tool Kit
National Standards Resource Tool Kit

To assist with:

• Self-assessment / appraisal against the Standards
• Professional development planning
• Recruitment
• Development of job descriptions
• Orientation and induction
• Performance review
Standards Tool Kit

Section One: Professional Development

- Self-assessment / peer appraisal tool
- Professional development plan and CPD record
- Professional portfolio
Standards Tool Kit

Section Two: Practice Resources

• Sample position descriptions
• Sample advertisements
• Sample interview questions
Publication and Distribution – Standards & Tool Kit

• Hard copy
• Electronic version
• Online education module
• e Book
• App
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