



**Northern Ireland Practice and Education  
Council for Nursing and Midwifery**

***Advanced Nursing Practice Framework***

**Project Plan**



## 1.0 Introduction

- 1.1 It is essential that NI accelerates the development of nurses to meet the challenging demands of health care, in particular with the *Transforming Your Care* agenda (DHSSPS 2012), driving the transition of service delivery from predominantly acute-based to community settings. More Nurses will be needed with skills in complex case management, advanced specialist practice knowledge, and the confidence to work independently in community rather than acute hospital settings. To meet this nursing workforce need the Chief Nursing Officer (CNO) requested the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) to lead the development of an Advanced Practice Framework for Nursing across Northern Ireland (NI).

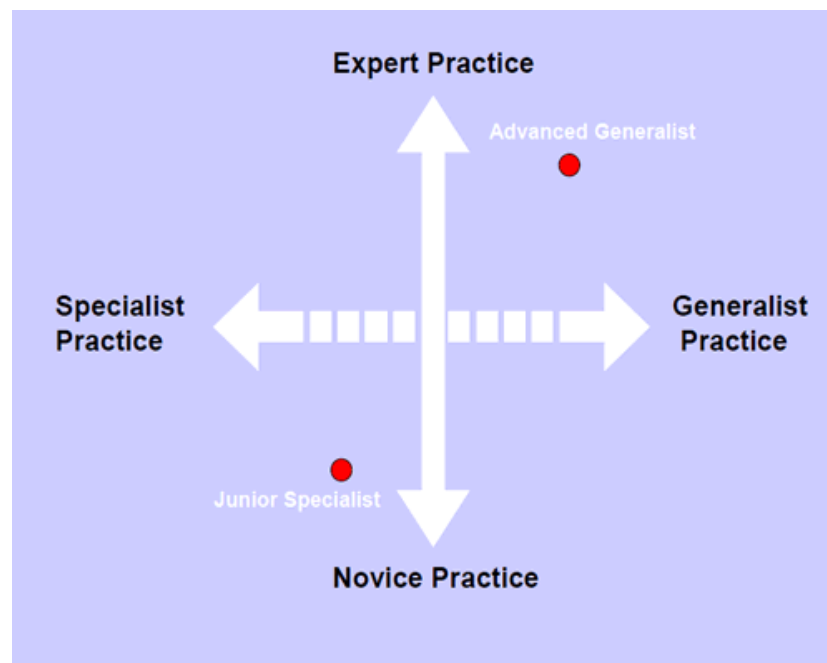
## 2.0 Background

- 2.1 The Nursing and Midwifery Council's (NMC) definition of the Advanced Nurse Practitioner (NMC 2005) is a broad description of the wider international definition of the Advanced-level Practice Nurse role. In 2006 the Royal College of Nursing and Advanced Nursing Practice Educators worked with the NMC to map the related competencies to the National Health Service (NHS) Knowledge and Skills Framework (KSF) (Department of Health 2004).
- 2.2 In the absence of a clear definition NHS Education Scotland (NES) developed an Advanced Practice Toolkit [www.advancedpractice.scot.nhs.uk](http://www.advancedpractice.scot.nhs.uk) (endorsed by all four countries, as part of the Modernising Nursing Careers strategy). NES also produced a Developmental Learning Needs Analysis Tool (NES 2007) to support advanced level practitioners to identify their individual learning needs, as it recognised the varied experiences and educational needs associated with these roles. This has been amended slightly to accommodate the NHS Wales Advanced Practice Portfolio (NLIA 2011).
- 2.2 In 2010 NES developed a service needs analysis tool to support advanced practice. This tool built on work already completed by the National Council for the Professional Development of Nursing and Midwifery (2005) and the Scottish Executive Health Department, Framework for Developing Nursing Roles (2005).
- 2.3 The National Leadership and Innovation Agency for Healthcare has completed its development of a Framework to support Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales (NLIA 2010). This Framework defines Advanced Practice as:

*“A role requiring a registered practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical competences for expanded scope of practice, the characteristics of which are shaped by the context in which the*

*individual practices. The registered practitioner should have demonstrable, relevant master's level education.*

- 2.4 The Welsh Advanced Nursing, Midwifery and Allied Health Professionals Practice Framework (2010) includes a six-stage workforce planning model to ensure advanced level practitioner posts are developed in line with service need, which is an important aspect of ensuring advanced practitioner roles remain fit for purpose. In 2006 NIPEC's New Role's Guide was developed as an online audit tool to support the development and evaluation of new nursing roles.
- 2.5 One of the conundrums within the nursing profession is the distinction between advanced and specialist practice roles. Considerable debate has focused on whether 'specialist' practice is at a lesser level than 'advanced'. In reality, it is increasingly recognised that 'specialist' should be considered as one point of the 'specialist-generalist' continuum, rather than on the developmental continuum from 'novice' to 'expert'. This approach defines 'specialist' practice as that which is particular to a specific context, be it a client group, a skill set or an organisational context.



- 2.6 Nurses working with a 'specialist' title continue to contribute in important ways to health care provision in NI and the job planning guidance document has provided a template which identifies core elements of the specialist nursing role which are divided into clinical activities and supporting professional activities. It is important however to differentiate the Specialist Nurse role from the Advanced Practitioner role. This differentiation will assist in the effective workforce planning of such roles which is necessary for planned strategic developments in health and social care and in particular Transforming Your Care; the purpose being to enhance patient/client care.

### **3.0 Project Aim and Objectives**

#### **3.1 Aim**

The aim of the project is to review the Advanced Nursing Practice Toolkit (NES 2007), endorsed by the Chief Nursing Officers of the four UK countries and adapt it to meet the needs of advanced nursing practitioners, commissioners and workforce planners in NI.

#### **3.2 Objectives**

The objectives are as follows, to:

- Review the Advanced Nursing Practice Toolkit (NES 2007) and adapt it where necessary to support the development and sustainability including succession planning in relation to advanced nursing practice roles in NI, in particular to:
  - define advanced nursing practice
  - agree the core competencies
  - develop an education framework
- Identify the distinguishing characteristics of specialist and advanced level practice
- Make recommendations to CNO to support adoption and effective implementation of the advanced nursing practice toolkit.

#### **4.0 Methodology**

- This Project will be completed over a nine month period. The overall Project will be led by Cathy McCusker, NIPEC Senior Professional Officer (SPO) and where relevant any additional sub-groups being led by other SPOs as appropriate.
- NIPEC will establish a Steering Group, chaired by Brenda Creaney Belfast HSC Trust Executive Directors of Nursing and User Experience, and will include representation from the following organisations: HSC Trusts, Public Health Agency, Clinical Education Centre, Regulation, Quality and Improvement Authority, Patient and Client Council, DHSSPS, Royal College of Nursing, Queen's University Belfast, University of Ulster NIPEC Council and Northern Ireland Medical, Dental Training Agency (NIMDTA).
- Sub-groups will be formed as required to progress the development of the Framework within the agreed timescale.
- The framework will be published by NIPEC
- Evaluation of project management processes will be completed by NIPEC at the end of the Project.

## **5.0 Resources**

- 5.1 NIPEC will provide project management and administrative support to ensure the delivery of the Project.
- 5.2 Any additional support required will be discussed and agreed by NIPEC's business team.

## **6.0 Dissemination and Implementation**

- 6.1 Communication and consultation processes will be ongoing throughout the project using various mechanisms including the NIPEC website and news bulletin, along with utilisation of key stakeholders' communication mechanisms. This will reflect the progress of the project and encourage individuals' to contribute to and participate in the project at various stages.
- 6.2 On completion, the project will be summarised in a Final Report which will be available on NIPEC's website.

## **7.0 Project Screening Assessment**

- 7.1 To ensure NIPEC and its stakeholders are meeting its legal obligations in relation to Equality, Personal and Public Involvement and Governance, the project plan, its aims, objectives and proposed outcomes have been screened for any issues relating to the following areas:
  - Risk Management
  - Equality and Human Rights
  - Privacy Impact Assessment
  - Personal Public Involvement
- 7.2 A summary of these considerations and any action required is documented in Appendix Two.

## **8.0 Evaluation**

- 8.1 Ongoing evaluation of the management of the project will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the project. This evaluation will address the achievements of the objectives outlined in the project plan and the project management process.
- 8.2 The final project report will include a record of the project management and evaluation processes.

## References

Department of Health (DH) (2004) *(NHS KSF) and the Development Review Process*. London: DH.

Department of Health, Social Services and Public Safety (2012) *Transforming Your Care* <http://www.hscboard.hscni.net/Inews/Transforming%20Your%20Care.html> accessed on 22 July 2013.

National Council for the Professional Development of Nursing and Midwifery (NCNM) (2005) *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts*. Dublin: NCNM.

National Health Service Education Scotland (NES) (2007) *Advanced Nursing Practice Toolkit*. Edinburgh: Scotland. [www.advancedpractice.scot.nhs.uk](http://www.advancedpractice.scot.nhs.uk) accessed on 22 July 2013.

National Health Service Education Scotland (NES) (2007) *Advanced Practice Development Needs Analysis Tool (DNAT)*. Edinburgh: NES.

National Health Service Education Scotland (NES) (2010) *Advanced Nursing Practice Service Needs Analysis Tool*. Edinburgh: NES.

National Leadership and Innovation Agency (2010) *Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales*. <http://www.wales.nhs.uk/sitesplus/documents/829/NLIAH%20advanced%20Practice%20Framework.pdf> accessed on 22 July 2013

National Leadership and Innovation Agency (2011) *Advanced Practice The Portfolio*. Llanharan: NLIAH

Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) (2006) *New Role Audit Tool*. <https://www.nipecdf.org/roles/newTool.asp> accessed on 22 July 2013

Nursing and Midwifery Council (NMC) (2005) *A Revision of the Definition of Advanced Nurse Practice so that it could be accessible to Patients and the Public* <http://www.nmc-uk.org/Get-involved/Consultations/Past-consultations/By-year/The-proposed-framework-for-the-standard-for-post-registration-nursing---February-2005/> accessed on 22 July 2013.

Royal College of Nursing (RCN) (2006) *Advanced Nurse Practitioners. An RCN Guide to Advanced Nursing Practice, Advanced Nurse Practitioners and Programme Accreditation*. London: RCN.

Scottish Executive Health Department (SEHD) (2005) *Framework for Developing Nursing Roles*. Edinburgh: SEHD.

**Membership of Steering Group**

Brenda Creaney (Chair)	Director of Nursing, BHSCCT
Moira Mannion	Co-Director of Nursing, BHSCCT
Elizabeth Graham	Assistant Director of Nursing, NHSCT
Sharon McRoberts	Assistant Director of Nursing Workforce and Education, SEHSCT
Lynn Fee	Assistant Director of Nursing, SHSCT
Annetta Quigley	Lead Nurse, Workforce Planning and Development, WHSCT
Siobhan McIntyre	Public Health Agency/Health and Social Care Board
Maryna Wylie	Directors of Human Resources Forum
Roisin Devlin Linzi McIlroy	Royal College of Nursing
Catrina Campbell	Clinical Education Centre
Caroline Lee	Nursing Officer, DHSSPS
Linda Johnston	Queen's University Belfast
Donna McConnell	Lecturer, University of Ulster
Christine Goan Kathy Fodey	RQIA (until December 2013) RQIA (from January 2014)
Dr John Collins	NIMDTA
Dr Vinod Tohani	NIPEC Council Member
Cathy McCusker (Project Lead)	NIPEC

## Outcome of Screening Assessment

Screening Assessment	Comments
<b>Risk Management questions</b>	
<ul style="list-style-type: none"> <li>• Have any risks been identified? If no - no further action is required. If yes then,</li> <li>• What is the potential impact of these?</li> <li>• How can these be mitigated or have alternatives options been identified which would have a lower risk outcome?</li> <li>• Where negative impacts are unavoidable, has clarity been given to the business need that justifies them?</li> </ul>	<p>Risks identified with this project are related to funding of advanced practice posts and concern that advanced nursing practice is only viewed as filling a gap in the medical workforce.</p> <p>The Framework will ensure an effective professional and governance framework for those individuals already working at a higher level of practice and those who will become advanced nurse practitioners.</p>
<b>Equality and Human Rights questions</b>	
<ul style="list-style-type: none"> <li>• Has any negative impact to Equality and Human Rights been identified? If no - no further action is required. If yes then,</li> <li>• What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 equality categories (minor/major/none)?</li> <li>• Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?</li> <li>• To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group (minor/major/none)?</li> <li>• Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?</li> </ul> <p><b>NB</b> – please refer to NIPEC’s Equality Screening Policy and Screening Templates to assist in considering equality and human rights</p>	No
<b>Privacy Impact Assessment questions</b>	
<ul style="list-style-type: none"> <li>• Will the project/initiative use personal information and/or pose genuine risks to the privacy of the individual?</li> <li>• Will the project/initiative result in a change of law, the use of new and intrusive technology or the use of private or sensitive information, originally collected for a limited purpose, to be reused in a new and unexpected way?</li> </ul>	No
<b>Personal and Public Involvement questions</b>	
<ul style="list-style-type: none"> <li>• Will the project/initiative require input from patients/clients?</li> </ul> <p>If no - no further action is required. If yes - please apply NIPEC’s Personal and Public Involvement (PPI) Policy.</p>	<p>NIPEC has sought membership from Patient Client Council on the Group, although this was declined because of workload pressures The Steering Group are committed to effective engagement with patients/clients during the project and will explore ways to achieve this in line with NIPEC’s PPI Policy</p>





For further Information, please contact

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This document can be downloaded from the NIPEC website  
[www.nipec.hscni.net](http://www.nipec.hscni.net)

**Revised December 2013**