

# ADVANCED NURSING PRACTICE ROLES IN A HOSPICE COMMUNITY SETTING.

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# Objectives

- Include definitions of advanced practice nursing(APN) and advanced nursing practice
- Discuss national and international literature in APN roles
- Outline the CNS role at Mercy Hospice Auckland (MHA), including developing Nurse Practitioner position
- Discuss survey and impact of CNS role at MHA
- Identify thinking points for the CNS/APN role

# Defining Advanced Practice Positions- Terminology Confusion

- Advanced nursing practice or advanced practice
- Advanced clinical practice
- Advancement
- Advanced practice nursing
- Advanced practice nursing roles
- Advanced practice nursing environments and environmental factors
- Competence
- Capability

# International Council of Nurses definition

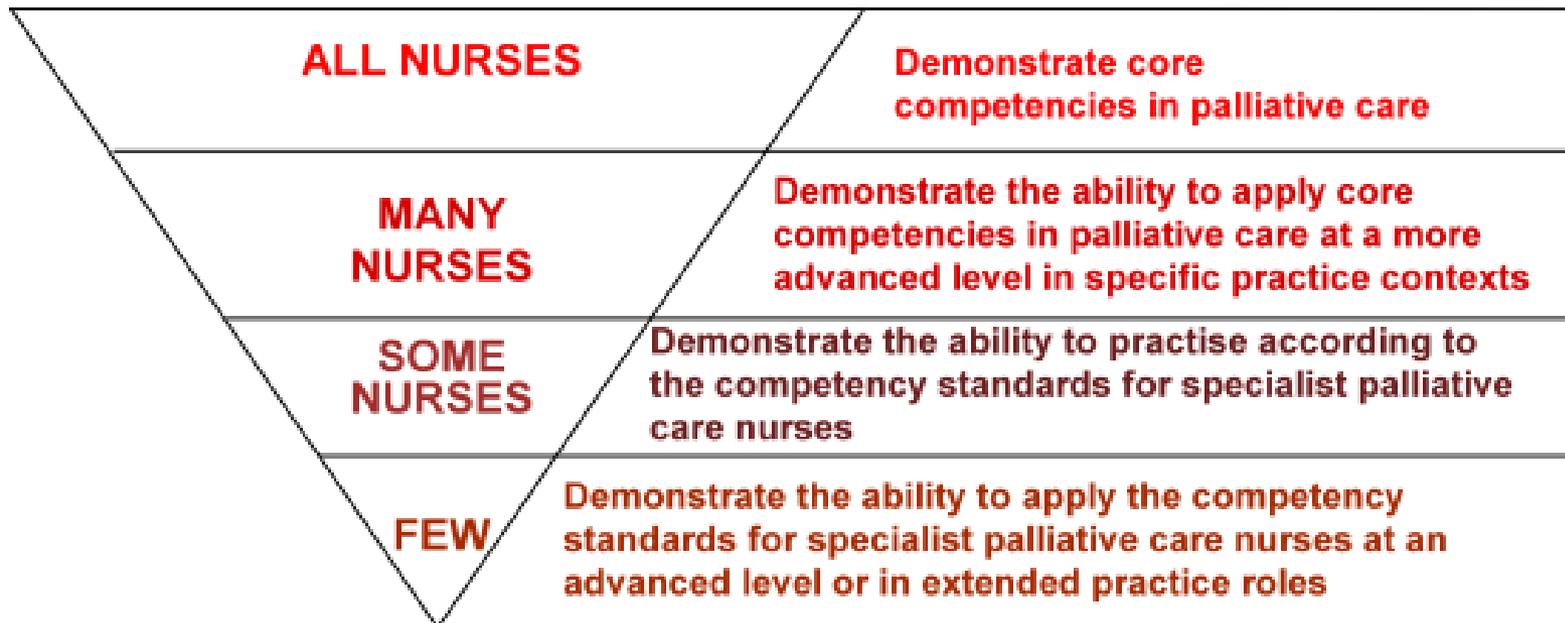
- The Nurse Practitioner/Advanced Practice Nurse is defined as:  
a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to practice. A master's degree is recommended for entry level

# New Zealand nurse specialist framework



# A National Professional Development Framework for Palliative Care Nursing in Aotearoa New Zealand

**Figure 1:** A professional development model for nursing in palliative care



CRITERIA	CLINICAL NURSE SPECIALIST (Registered Nurse scope)	NURSE PRACTITIONER (Nurse Practitioner scope)
FOCUS	Specific skill/intervention and/or disease type/health problem management. Specialist area of practice, within RN scope.	{Often} Broader (NP) scope of practice related to population and speciality. May case manage population / patient group
NURSING ROLE	Extended aspects / expanded / advanced practice role.	Extended, expanded and advanced practice role (i.e. Patient's needs assessment, diagnosis and treatment which may include pharmacotherapy).
RESOURCE FOR	Skill or specialty care / patients/ family.	Patient / family, community health professionals Consultant for organisations. Local and national.
RESULT	Output – outcome focussed Health promotion	Outcome focussed.Health promotion
CONTEXT	Independent within a specialty team may extend across services.	Autonomous role in specialty domain, often across services (primary, secondary, tertiary and community). May run nurse-led clinic, often ambulatory. Strong and progressive leadership role
PRACTICE SCOPE	Specialist care that may include delegated medical responsibilities, diagnostics and implementation of treatment protocols/standing orders.	Comprehensive management of patients utilising specialist expertise. Utilises advanced assessment, diagnostic and treatment skills which may include pharmacotherapy.

# Super Nurse!



# Purpose and key indicators of the CNS role in NZ

4 main themes (Roberts, Floyd & Thompson, 2011).

- Leader
- Clinical expert
- Co-ordinator
- Educator

# Mercy Hospice 2010- Nursing issues

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- Losing skilled nurses to DHB
  - Leader role confusion
  - Varying workloads in individual areas
  - Burnout
- ➔ Nurses developing vision for team

# Developing the Team/CNS position

- Feedback from pilot team
  - ▣ No adverse comments from families
  - ▣ Joint visits - learning/sharing
  - ▣ Implemented “service review form”
- CNS role
  - ▣ Career pathway – senior nurse roles
  - ▣ Mentorship
  - ▣ Project development

# CNS Strategic Projects

- Initial assessment form
- A+ Links (district nurse collaboration)
- Hospice at Home
- Aged care residential care and palliative care
- Falls and pressure areas
- Cultural care report

# Nurses Survey looking at CNS role

- Identify key aspects or components of the CNS role
- How clear is the role of the CNS at MHA?
- Has the role made an impact?
- How could the role develop further?

# CNS survey questions

- Identify key aspects or components of your role
- Reflect on who or what has been helpful
- What do think would have prepared you more fully for the role?
- Have you made a difference to the quality of care patients and families receive?
- What makes you are a CNS as opposed to other nurses?
- How would other people in the organization describe the role?
- What has been surprising about the development of the role?

# Where to now?

- Identified a candidate for a nurse practitioner position
- Obtained a grant to release time from clinical role to build portfolio
- Will need to present a business plan to identify focus areas for role and then employ a NP



# Key points

- CNS role is poorly understood by decision-makers, administrators, regulators, and members of the healthcare team
- Minimum level of education required is a Masters degree
- In NZ role remains relatively unexplored and lacks national definition
- CNS's need to handle “delayed gratification”.
- The aim as a CNS is to build an environment to work yourself out of a job.

## **Box 1: The role of the clinical nurse specialist in palliative care in the future:**

- Creating mature partnerships with community nurses that support the inevitable blurring of roles and task allocation
- Delivering highly skilled palliative care for all who could benefit from it regardless of diagnosis
- Providing care such as venipuncture, in addition to advice and support
- Delivering advanced nursing skills such as prescribing and clinical assessment
- Developing new skills in patients, families and family carers including health literacy
- Developing more sophisticated partnerships with patients and families as a basis for sharing risks around treatments
- Providing expert care and advice around the clock and seven days a week
- Providing training for professionals within and beyond the hospice team
- Establishing close complementary working relationships with medical and nursing consultants within the hospice team
- Engaging in audit and research, particularly related to outcomes and effectiveness
- Engaging with local health and social care leaders to identify gaps in provision and solutions for their improvement

# Conclusion

- International literature supports the role and influence of a CNS/APN.
- MHA CNS's strategic work has influenced project outcomes
- The role at MHA remains unclear and requires further definition-
  - ▣ Create greater awareness, visibility and education about the CNS role
  - ▣ Greater role clarification
  - ▣ Identify ways to show the value of the CNS role in the palliative care setting
- CNS's in NZ need a national voice

# Thinking points

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- If you work in the specialty of palliative care where do you sit in the specialty framework?
- How confident are you that the leaders of the future are being developed in your teams currently?
- How flexible is your workforce in response to new needs and preferences?

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