Expanding the role of nurses – UK experience

Fiona Smith
Adviser in Children’s & Young People’s Nursing,
Royal College of Nursing, United Kingdom
Co-ordinator Paediatric Nursing Associations of Europe
Content

• Definitions of nursing roles in the UK
• Changing roles for ‘paediatric’ nurses
• Factors influencing change
• The challenges of introducing new roles
• Impact on service delivery and health outcomes
Advanced Practice

• A level of Practice, rather than a role or title
• Applicable across practice contexts
• Applicable across professional contexts

• ‘Specialist’ practice is not above or below ‘Advanced’ practice – it is on a different continuum
Definitions

‘Advanced nursing practice is often described as a role, as specialist or generalist in nature, or a level of practice, across areas of clinical, managerial, educational and research skill’

Titles vary and include: Clinical nurse specialist, Advanced nurse practitioner and Nurse Consultant
Safe and effective care

GP Services
under 5 will be seen about 6X over 5 will be seen 2-3X per annum

About 90% of children attending an emergency department will be seen with acute minor illnesses and discharged without involvement of any in-patient team

A&E Services
50% of under 1’s will attend
25% older children will attend

How to provide a safe service 24 x 7, for a small population, in a remote area, at an affordable price, with an acceptable life style for all healthcare professionals?
The drivers

- Changing epidemiology/demography
- Fragmented systems
- EWTD and the medical workforce

The solutions

- Alignment
- Workforce competence, numbers and mix
- Improvement culture and practice
New roles and new Services provided by nurses

Children’s short stay assessment unit – Manned by Paediatric Nurse Practitioners ….. Stockport

Social enterprise see and treat services – Urgent Care Ltd (London)

Primary care – paediatric walk-in centre ….. Liverpool

Acute care assessment by community Children’s Nurses ….. Manchester

Nurse consultant led children’s complex health care teams
Advanced and trainee nurse practitioners

Modular programmes
Skills and knowledge to
• Prescribe
• Clinically assess
• Interpret X-rays and diagnostic imaging
• Plan and evaluate treatment
• Discharge and follow-up care
Paediatric Nurse Practitioner: acute setting

- Admitting and discharging patients for emergency/new admissions including elective patients
- Resuscitation including airway, breathing and circulation management
- **Referral** to members of the multidisciplinary team
- Assessment, ordering and interpreting investigations
- Undertaking practical procedures, making diagnosis and formulation of treatment plan, including prescribing of medications
- Outpatient/ follow up assessment
### Tasks
- Order diagnostic interventions such as pathology tests and x-rays
- Make and receive referrals direct
- Admit and discharge patients for specific conditions within agreed protocols
- Manage patient caseloads
- Prescribe medicines and treatments

### Competences
- Demonstrates expert clinical skills
- Up to date knowledge of current paediatric nursing practices
- Ability to lead evidence and research based activities
- Excellent interdisciplinary communication skills
- Ability to lead and motivate a team.
The role of the Paediatric Nurse Practitioner in Emergency Care

- Are highly skilled nurses who can:
  - Take a comprehensive patient history
  - Carry out physical examination
  - Identify the potential diagnosis/ final diagnosis
  - Refer patients for investigations
  - Treatments, Prescribing and discharge
PERCENTAGE OF CHILDREN SEEN BY APENP ON 12HOUR SHIFT AUDIT FROM May 10 – June 10
The role of the Paediatric Nurse Practitioner in Oncology

- History taking and physical examination
- Ordering and interpreting diagnostic and laboratory tests
- Formulating plan of care, including pharmacological and non-pharmacological therapies
- Day care – investigations & chemotherapy
- Late effects and follow-up clinics
- Symptom control, pain, nausea and vomiting
Neonatal Nurse Practitioners

Tasks include:

• Attends high risk deliveries for the resuscitation, stabilisation and safe transfer of newborn infants

• Manage a caseload of patients and their families in collaboration with other members of the neonatal team

• Initiate treatment, including drug and fluid therapy in accordance with agreed guidelines
Tasks

• Safely use patient group directives and with appropriate training, independently prescribe within legal requirements

• Teach advanced nursing skills as part of the unit’s ongoing programme of advanced nursing practice

• Take a lead role in the development and treatment of neonates and assist in the formulation of clinical guidelines/protocols/policies for nursing neonates.

Competences

• Implement interventions for babies and their families

• Operate equipment for the care of babies

• Manage the transfer of babies between care settings

• Administer medication to babies

• Ability to lead and motivate a team

• Proven teaching ability.
New roles, new ways of working

- Nurse Consultant
- Play Specialists
- Community Matrons
- Advanced Nurse Practitioners
- Clinical Nurse Specialists
- Community Children’s Nurses
- Neonatal Nurse Specialist
- Assistant Practitioners
- Community Children Support Workers
- Nursery Nurses, Play Specialists
Paediatric Nurse Practitioner: primary care setting

- **Assessment, diagnosis and treatment** of children/young people with acute, undifferentiated illness and minor ailments

- **Provision of health promotion advice/support and preventative strategies** i.e. Immunisations, Child surveillance/screening, Teenage health and Parenting advice

Maintenance and **monitoring** of children/young people with chronic/life-limiting conditions
Nurse Consultants

**Function**
- Expert practice - 50%
- Professional leadership
- Education, training & development
- Practice & service development - research & evaluation
Paediatric Nurse Consultant: Children with complex needs

- assessment of children requiring complex nursing and social care
- partnerships of care: primary and secondary care interfaces
- reviewing individual care packages
- integrated care pathways
Summary

• The evolution of advanced nursing roles has been long and complex

• The process has led to innovation but also confusion about what advanced practice was and is

• Advanced nursing has been one of the most scrutinised and researched concepts

• It has been advocated as a cost-effective service redesign tool

• Advanced nurses are the cutting edge of nursing innovation
The key ingredients

- Leadership
- Management support and
- ‘Can do’ culture
Thank you

Contact details:
Fiona Smith
RCN HQ, 20 Cavendish Square, London
W1G 0RN
Tel: + 44 (0)20 7647 3740
Fiona.smith@rcn.org.uk