



Advancing roles and implications for NMPs and specialists

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Today's aims

- Why do we need advancing roles?
- What are the current hot topics with advancing roles?
- What are the implications for me as a CNS or NMP?
- Governance
- Questions

Advancing roles

- Term that currently **has no** precise definition
- **Not** to be confused with advanced level practice which has an agreed definition
- Today I am using the term to include: multi-professional consultant, advanced and enhanced-level practice practitioners, non-medical prescribers (NMPs) and the medical associate professions (MAPs) (physician associate (PA), anaesthesia associate (AA) advanced critical care practitioner (ACCP) and surgical care practitioner (SCP)

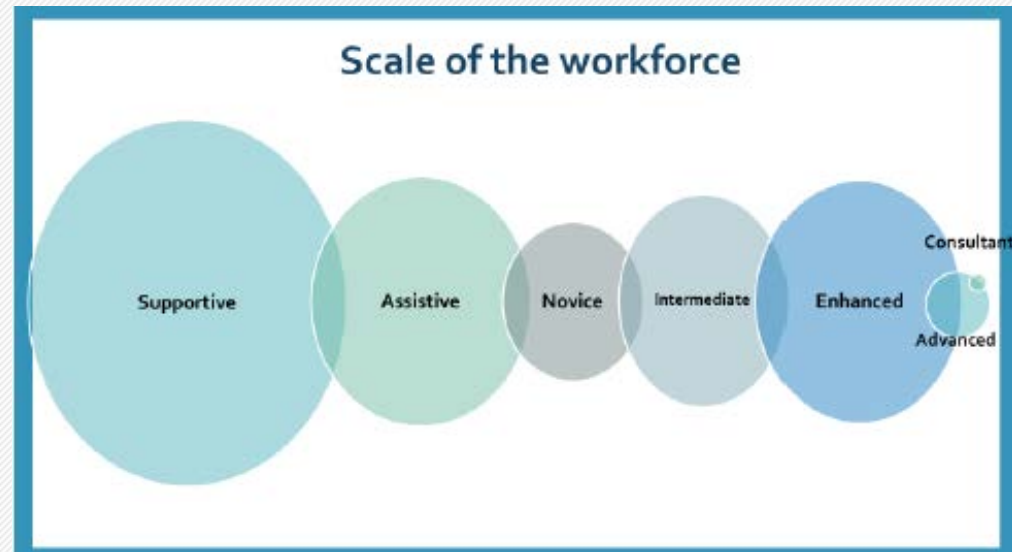
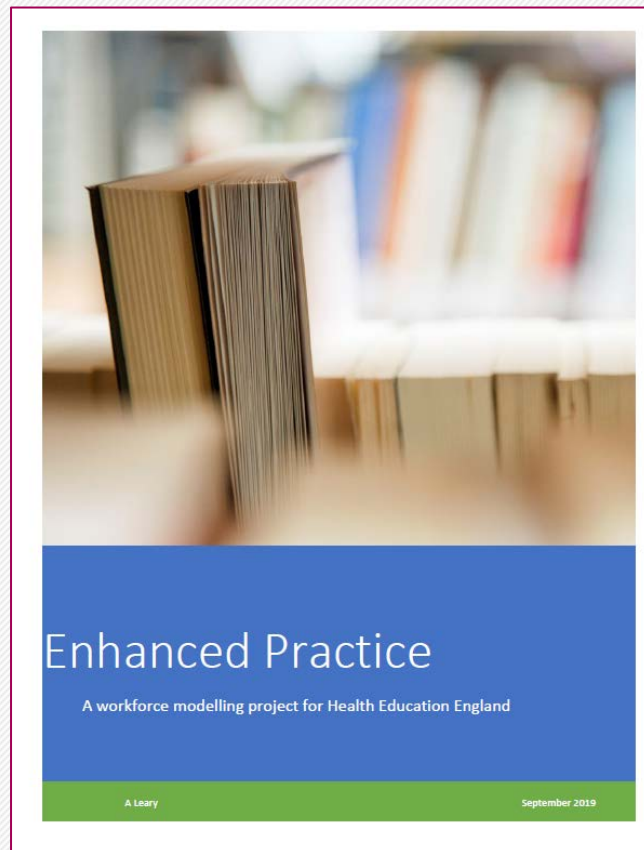
Why do we need advancing roles?

Policy and strategic context

- The need for accelerating workforce transformation skill mix
- The key national publications
 - England Five-Year Forward View (NHS 2014)
 - England Next Steps on the NHS Five-Year Forward View (NHS 2017)
 - Multi-professional framework for advanced clinical practice in England (NHS 2017)
 - Long Term Plan (NHS 2019)
 - Interim NHS People Plan (NHS 2019)
 - We are the NHS: People Plan for 2020/21– action for us all
- HEE 21/22 mandate includes a target of additional 1000 ACPs on top of 2019/2020 level

Workforce transformation

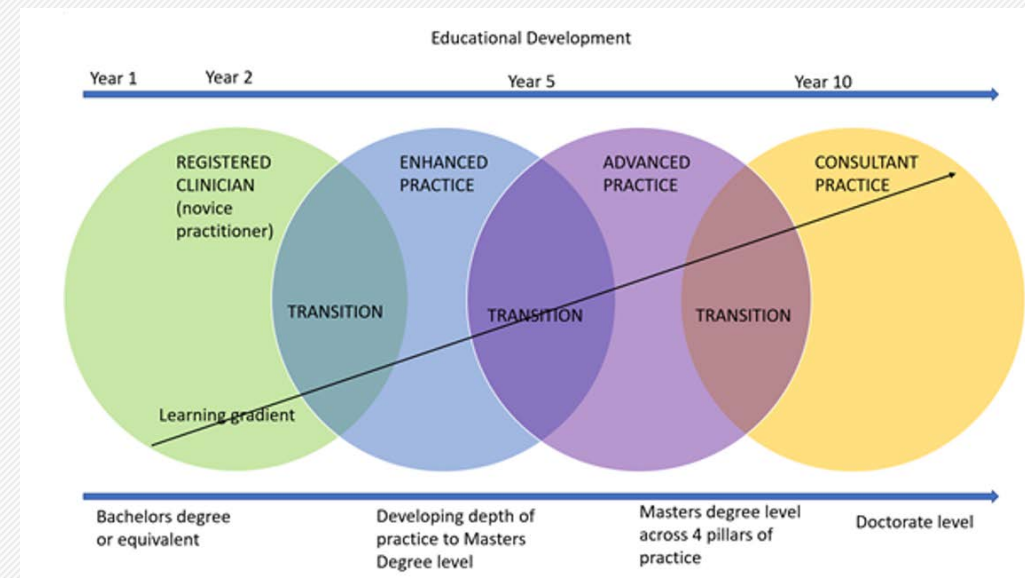
Levels of practice across the workforce (Leary 2019)



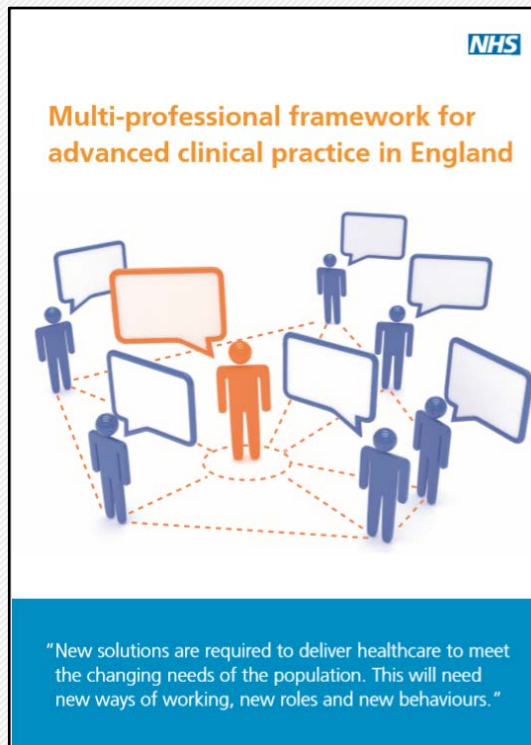
An estimation of the distribution of the nursing, AHP and HCP workforce by level of practice

What is an enhanced practitioner?

- The term **enhanced practice** has evolved as a **highly valued level** of practice
- Enhanced Clinical Practitioners are qualified health and social care professionals who are working at an enhanced level of practice with specific knowledge and skills in a field of expertise.
- They manage a discrete aspect of a patient's care within their current level of practice, which will be particular to a specific context, be it a client group, a skill set or an organisational context ([Institute for Apprentices and Technical Education, 2021](#)).



What is advanced level practice?

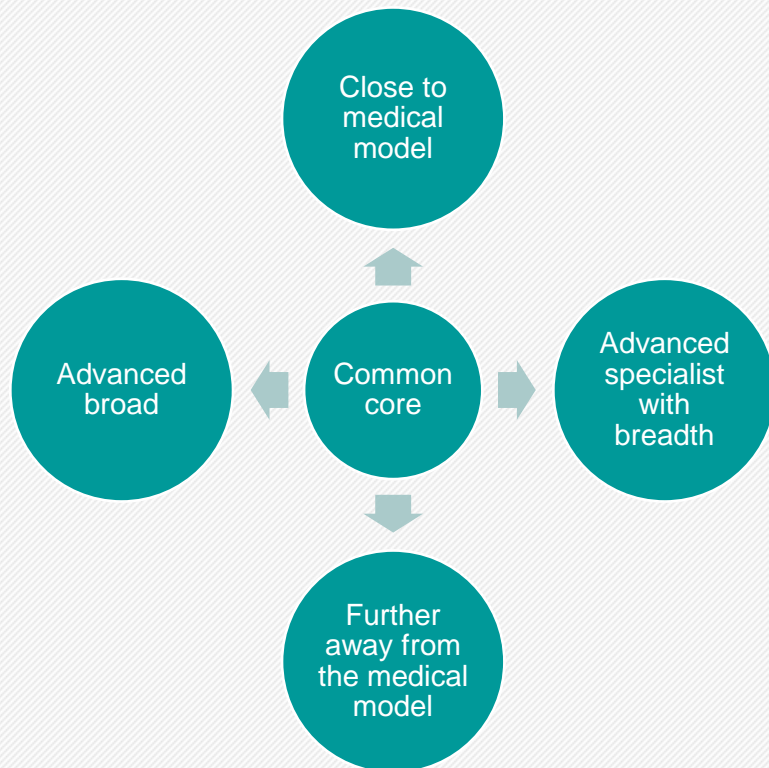


[Multi-professional framework for advanced clinical practice in England NHS \(2017\)](#)

Definition

- '....Advanced clinical practice is delivered by experienced, registered health and care practitioners.
- It is a level of practice characterised by a **high degree of autonomy and complex decision making**.
- This is underpinned by a **master's level award or equivalent** that encompasses the four pillars of **clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence**.
- This definition therefore requires that health and care professionals working at the level of advanced clinical practice will exercise autonomy and decision making in a context of **complexity, uncertainty and varying levels of risk**, holding accountability for decisions made'

Advanced Practice: spectrum of advanced roles



- Advanced practice is a level of practice
- May be close to medicine **OR** away from medicine
- Advanced Practitioners may have specialist role with generalist skills **OR** APs may have a broad skill set
- Advanced Practitioners requirements for the system are many and varied
- Advanced practitioners workforce being developed must have both **academic mastery** and **clinical mastery**

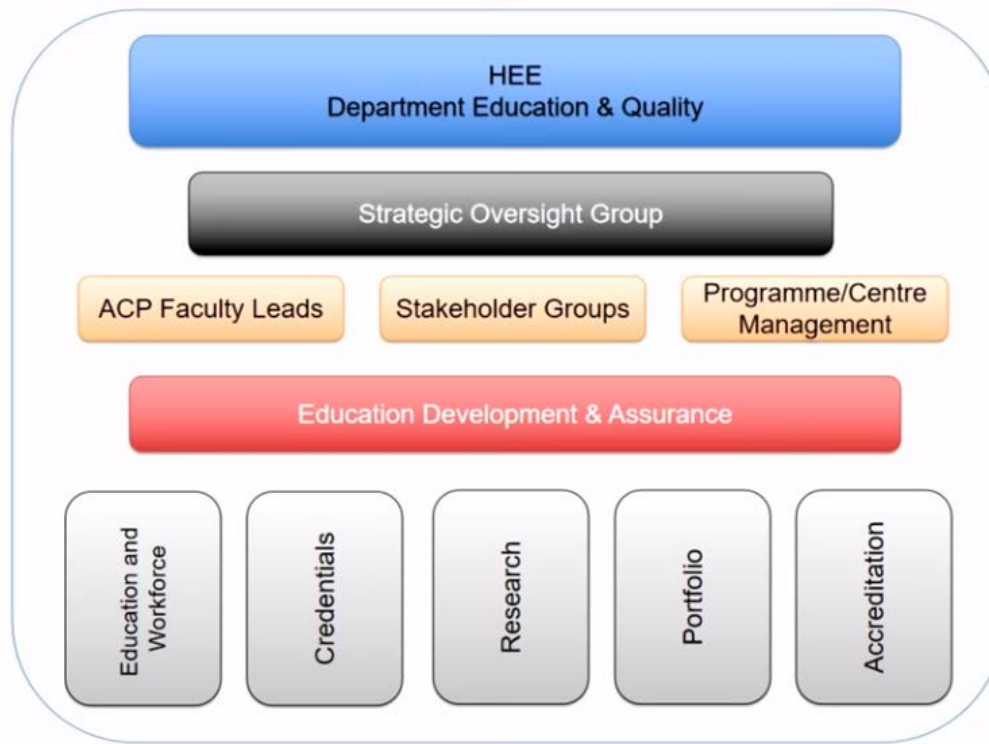
Who can become an advanced practitioner?

Advanced Practice is a defined level of practice within clinical professions such as:

- Nursing and midwifery
- Pharmacy
- Allied Health Professionals e.g. dietitians, optometrists, paramedics, physiotherapists, podiatrists, radiographers and occupational therapists, paramedics
- Clinical scientists

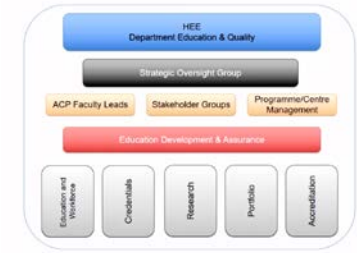
- ✓ A registered health and care practitioners who is educated to Master's level (i.e., HEI accredited programme in advanced practice) or equivalent (i.e., through the HEE portfolio route)
- ✓ APs are deployed across all healthcare settings and work at a level of advanced practice that pulls together the four advanced practice pillars of clinical practice, leadership & management, education, and research.
- ✓ To support patient safety and accountability to the public, **professional titles** that include the word **advanced** must be utilised consistently and meet the agreed minimum standards for advanced practice as outlined by HEE for entry onto the Advanced Level Directory

What is HEE: Centre for Advancing Practice?



New website
launch
July 5th 2021

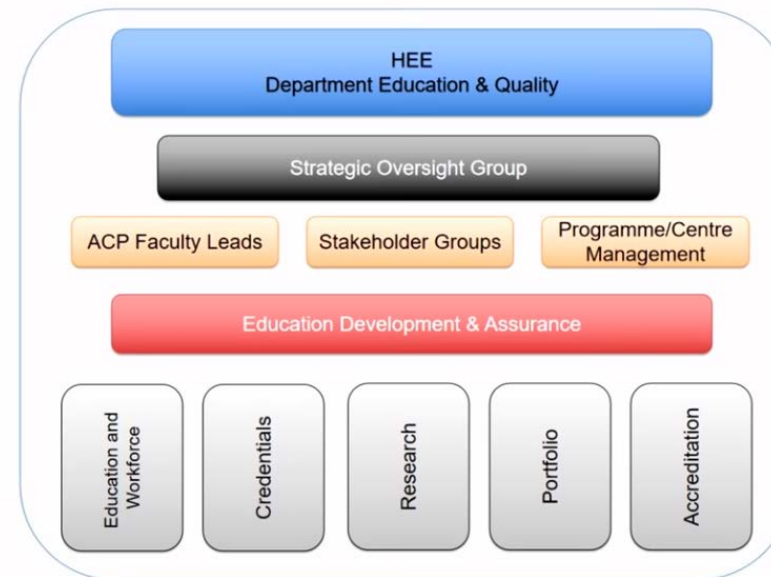
The Centre for Advancing Practice



- Establish and monitor standards for education & training: **programme accreditation**
- Support and **recognise** individual practitioner's knowledge and skills
- Provide a verified **directory** for programmes and individuals
- **Develop, endorse and offer** credentials
- **Collaborate, co design and co produce** efficient solutions to existing skill gaps

The Centre for Advancing Practice: hot topics

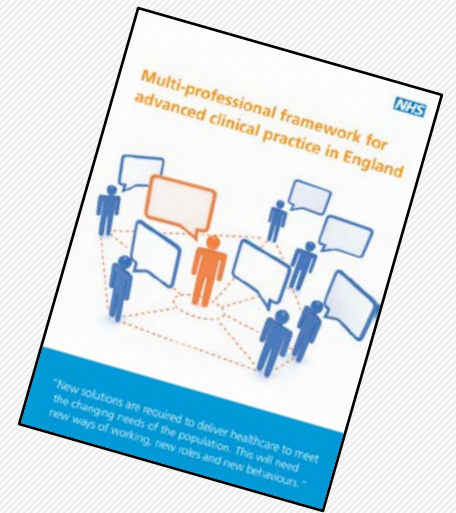
- Programme accreditation
- HEE Directory
- Credentials
- Supervision



What is programme accreditation?

HEE Centre will quality assure Advanced Practice education and training programmes

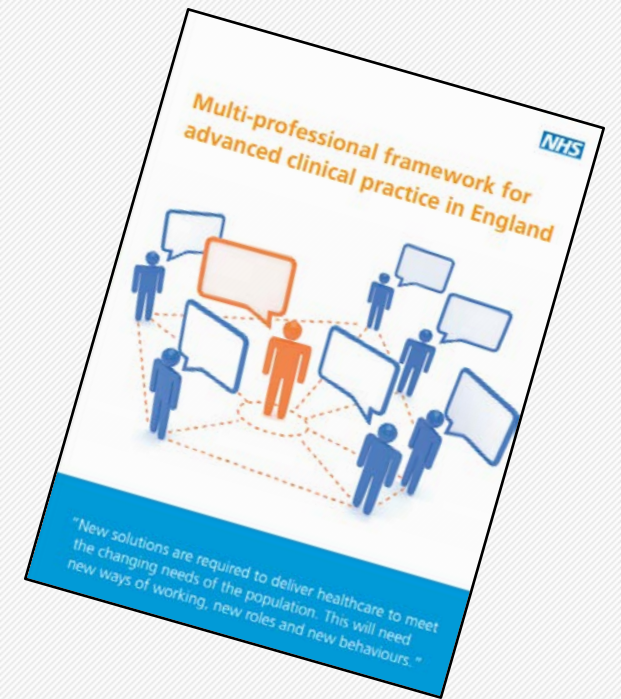
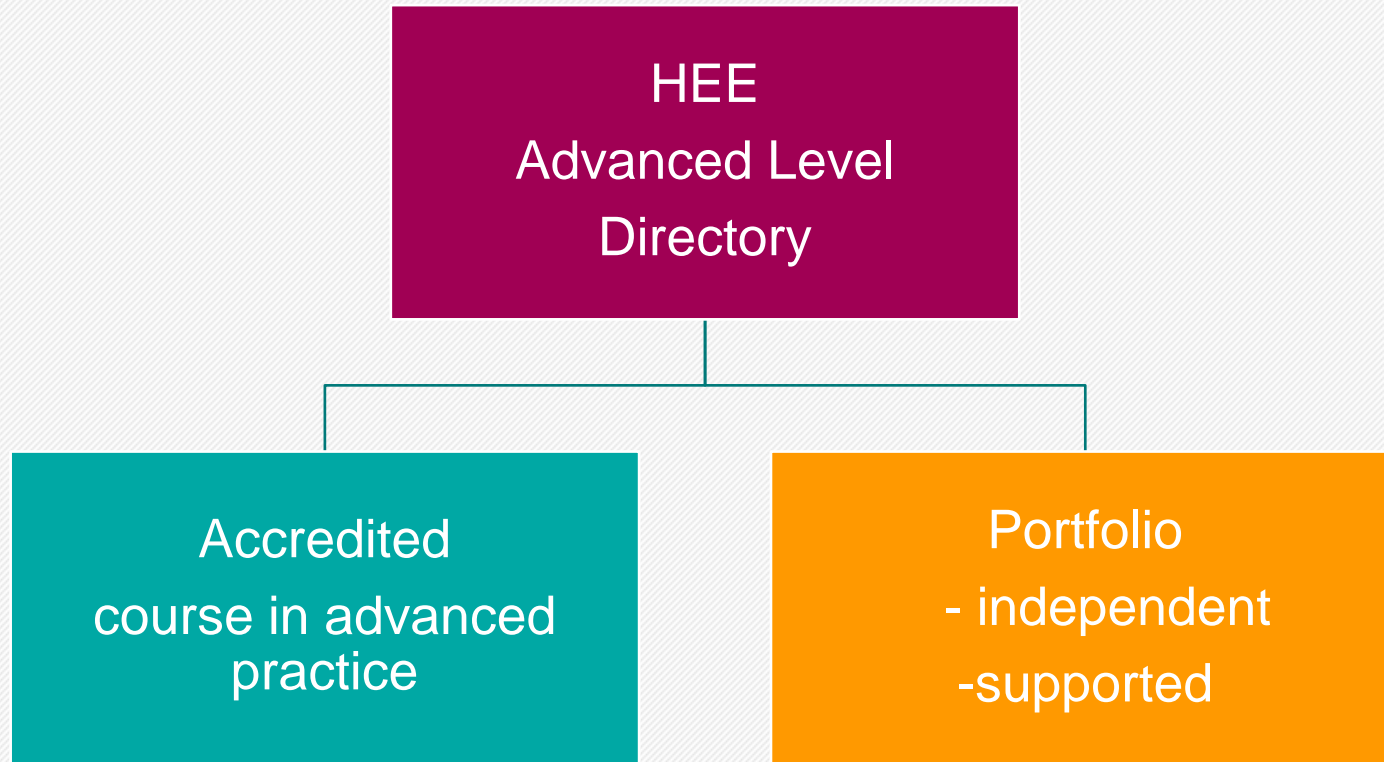
- Set standards- through the multi-professional framework and SETS
- Course accreditation/ kite marking- for advanced practice programmes and regular monitoring
- On line data base/directory of accredited multi-professional programmes and endorsed credentials



What is meant by the Directory?

- **Programme Directory:** Listing of accredited programmes
- **Practitioner Directory:** List Advanced Practitioners who have completed an accredited course/credential OR submitted a portfolio of evidence that has been successfully peer reviewed
- The directory also includes First Contact Practitioners and will eventually include multi-professional consultant level practitioners and enhanced practitioners
- Possible recognition/reciprocity arrangements with the RCN, RPS and SCoR for practitioners who have been through an accreditation or credentialing process to have their name listed on HEE advanced level Directory being explored.

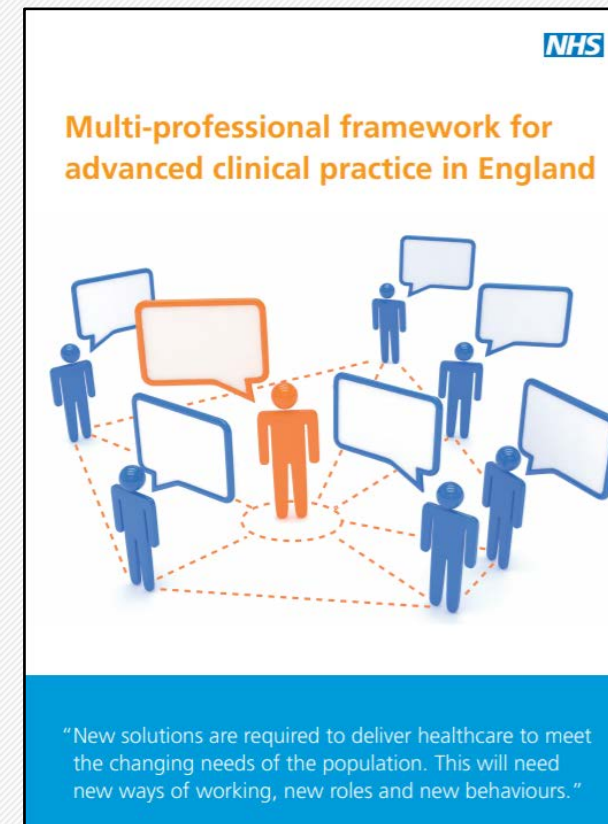
What are the routes onto the HEE Advanced Level Directory?



What can practitioners do now?

- To support patient safety and accountability to the public, professional titles that include the word **advanced** must be utilised consistently and meet the **agreed minimum standards for advanced practice** as outlined by HEE for entry onto the Advanced Level Directory.

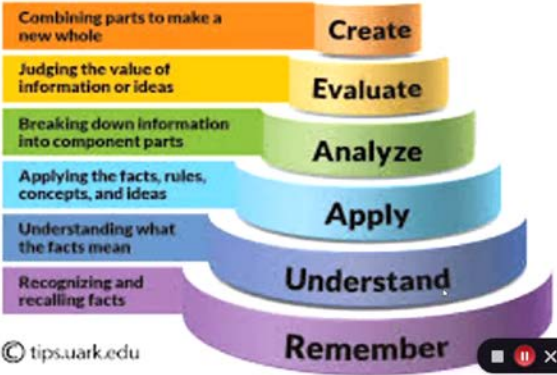
| Capabilities | | | |
|--------------|----------|-----------|----------------|
| Clinical | Research | Education | Mgt/leadership |
| 11 | 8 | 8 | 11 |



What can practitioners do now?

Thinking at M Level... Bloom's taxonomy

M level is the top half



Combining parts to make a new whole **Create**

Judging the value of information or ideas **Evaluate**

Breaking down information into component parts **Analyze**

Applying the facts, rules, concepts, and ideas **Apply**

Understanding what the facts mean **Understand**


Recognizing and recalling facts **Remember**

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Manchester Metropolitan University

https://mmutube.mmu.ac.uk/media/1_7ovbkilj

https://mmutube.mmu.ac.uk/media/Kaltura+Capture+recording+-+January+25th+2021%2C+8A47A30+pm/1_cz6wfb91




appn
Advanced Practice
Physiotherapy Network

Manchester Metropolitan University

What is level 7 learning?

Kay Hurst



Level 7 portfolio: Where to start...

Diane Reid

NHS
Manchester University
NHS Foundation Trust

Manchester Metropolitan University

Advanced practice and regulation



What is meant by a credential?

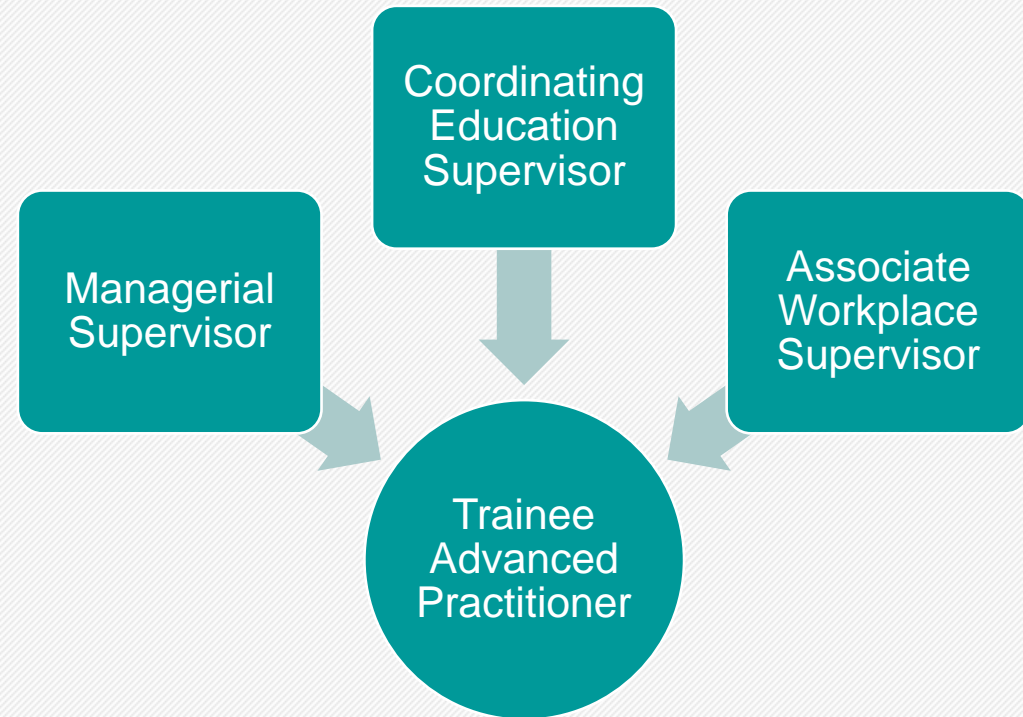


- In the context of the Centre for Advancing Practice a '**credential**' means a standardised unit of assessed learning in a particular area of practice that meets a specific, high-priority workforce development need not currently met at scale by other education provision. It is therefore used as a noun.
- Simply stated, a '**credential**' is a specific unit of assessed learning (any size) normally related to a particular area of practice, that if an individual successful undertakes is then awarded a 'credential' in that defined area of practice.
- The **main purpose** of a credential is that it standardises learning that is required in a particular area of practice; this is commonly seen in areas of professional practice and the adoption of a credential often helps to define scope of practice that is accepted at a national level.
- There are 2 categories: unprofessional (specific profession) and multi-professional
- Credentials are normally supported by a specific framework that are supported by a defined curriculum and/or indicative content and assessment.

Selection of curricula/ frameworks/ road maps



What supervision is required for advanced practice



Amanda Gibson: HEEoE Lead Supervision and Assessment

[Workplace Supervision for Advanced Clinical Practitioners: an integrated multi-professional approach for practitioner development](#) (HEE 2020)

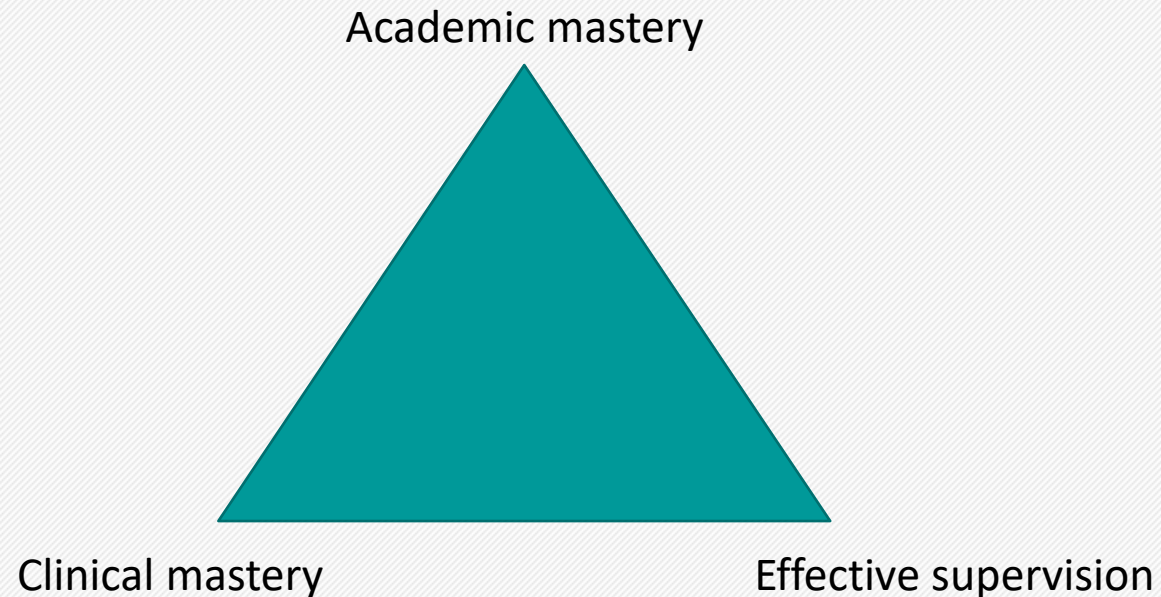
What are the main funding streams?

- **Supported portfolio route:** HEE funding is to be confirmed
- **Top up package:** HEIs will pay for the assessment of a learner's suitability to apply for accreditation of prior learning towards an ACP award. If the learner is accepted onto the top up package by an HEI, up to 100 credits will be funded over two years unless otherwise stated by the HEI. If the learner requires more than 100 credits to complete their ACP programme of study, SGPF or learner will be required to pay the remaining cost. Fewer credits will be funded by HEE EoE at a pro rata rate. **HEE EoE will not be funding any single modules and the Top-up packaged must lead to a recognised ACP award**
- **Full ACP MSc pathway:** apprentice levy or funded through organisational funding. A training grant for the full ACP MSc pathway will be paid to the organisation by HEE EoE for each trainee over the 3-year duration of the programme, to support supervision and to ensure the educational infrastructure is in place to support a high-quality learning experience
- **Employer CPD funds or alternative funding routes**
- **Self-funding** is **not** recommended



Summary of advanced level practice

Advanced practitioners workforce being developed must have:




Employers need to understand:

- What advanced practice is
- What advanced practitioners (APs) may do and how to use them
- Routes and funding for training APs
- Their obligations with trainee APs and APs
- What the recognisable, transferable qualification for advanced practice is
- The level of decision-making for advanced practice and match it to other HCPs
- How to transfer appropriately APs in to other clinical rotas
- **Need for robust governance**
- **Workforce transformation requirements**


Multi-professional consultant level practice: a potential career pathway

NHS
Health Education England

Multi-professional consultant-level practice capability and impact framework



Developing people
for health and



Multi professional consultant-level practice capability and impact framework

Multi professional consultant-level practice capability and impact framework

1. Overall framework

| The Four Pillars | | | |
|--|-----------------------------------|--|-------------------------|
| Expert practice (the consultant's main health- or social-care profession) | Strategic and enabling leadership | Learning, developing and improving across the system | Research and innovation |
| Consultancy: the foundations for putting expertise in place across systems of health and social care | | | |

2. Capability framework

| Expert practice |
|-----------------|
| |

Crystal
NHS
25/40
Daily Excellence
Well-Being Campaign

2

Medical Associate Professions

Medical Associate Professions

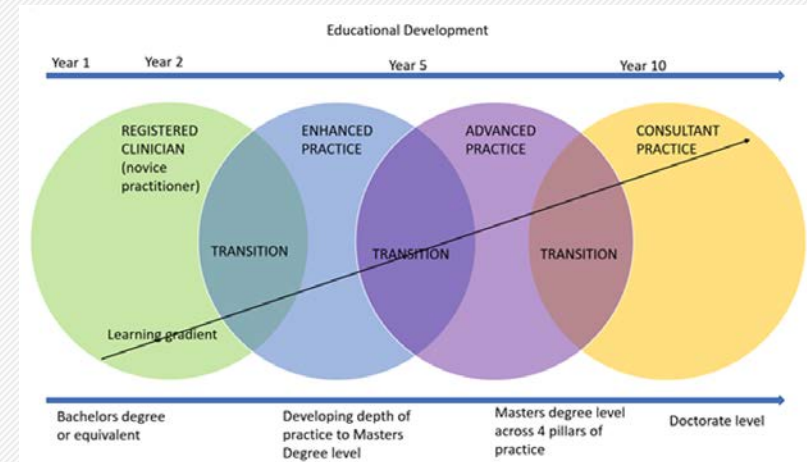
- Physician Associates (PA)
- Anaesthesia Associates (AA)
- Surgical Care Practitioners (SCP)
- Advanced Critical Care Practitioners (ACCP)

HEE EoE Regional School of MAPs

- Head of School Dr Nigel Penfold
Nigel.penfold@nhs.net
- PA Ambassadors for SNEE:
 - James Catton: james.catton@nhs.net
 - Luke Selfe: luke.selfe@nhs.net

What are the implications for specialists and NMPs?

- Recently it has been proposed that **specialist** knowledge is articulated **across all levels of complexity** and the term “**specialist**” as a level of practice is **no longer recommended** (Leary 2019)
- Historically advanced practitioners may be employed in a specialist field and traditionally specialists may be working at an enhanced, advanced or consultant level practice
- The CNS role: need for a consistent strategy to include educational requirements, competencies, capabilities, role definition and governance structures. Await national direction.



What are the implications for specialists?

The similarities and differences between advanced nurse practitioners and clinical nurse specialists

Mark A Cooper, Joan McDowell and Lavinia Raeside and the ANP-CNS Group

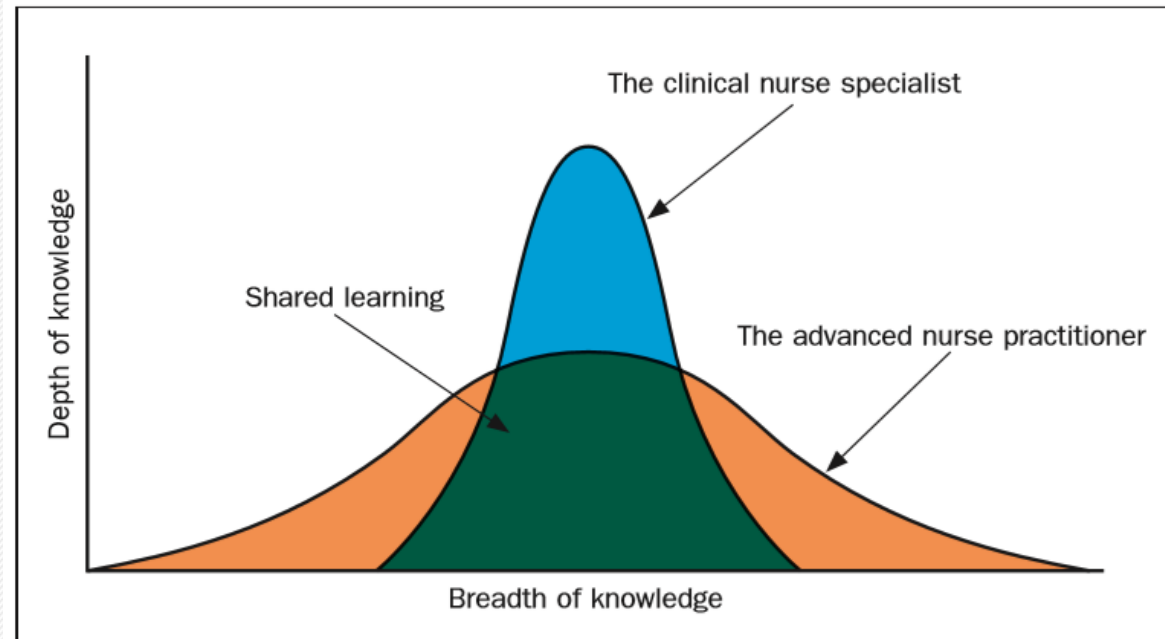


Figure 3. A graphical representation of the difference between an ANP and CNS

What are the implications for specialists?

(Harris J 2021)

AAPEUK
Association of Advanced Practice Educators

NHS Education for Scotland

Transforming Roles Publications
CNO Directorate

1
2
3
4
5
06
07
08

Clinical Nurse Specialist
Due for Publication
June 2021

sponsored by HALLAM MEDICAL

#AAPEUK21



AAPEUK
Association of Advanced Practice Educators

NHS Education for Scotland

Clinical Nurse Specialist

- Definition
 - Level 7 Advanced CNS
 - Level 6 CNS/NP
- Competence
- Education and training
- Workforce reporting
- Governance arrangements

| Level 7 - Advanced Practitioner | |
|------------------------------------|-----------------------------|
| Advanced Clinical Nurse Specialist | Advanced Nurse Practitioner |
| Level 6 - Senior Practitioner | |
| Clinical Nurse Specialist | Nurse Practitioner |
| Level 5 - Practitioner | |
| Staff Nurse | |



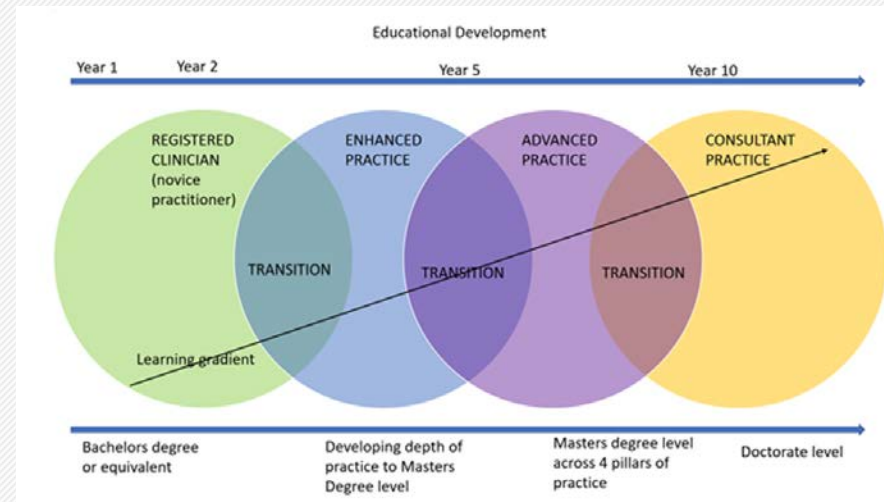
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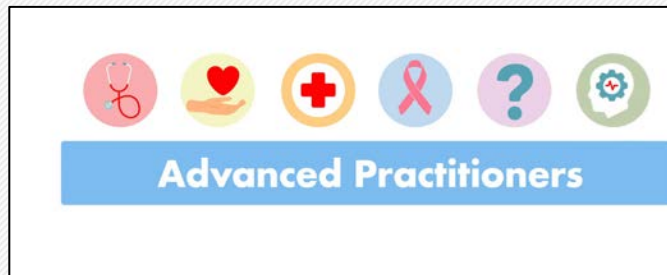
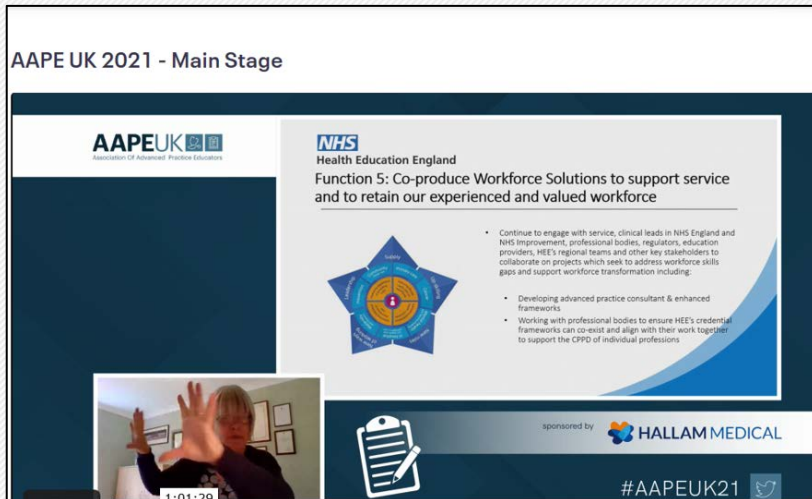


What are the implications for specialists and NMPs?

- Take ownership of your career
- Make time to think about your career
- Gather information
- **Know your job market (advancing roles)**
- Network
- Shadow
- Make the most of your 121's, appraisal system
- Use your colleagues and peers
- **Join professional networks/forums**



What are the implications for specialists and NMPs?

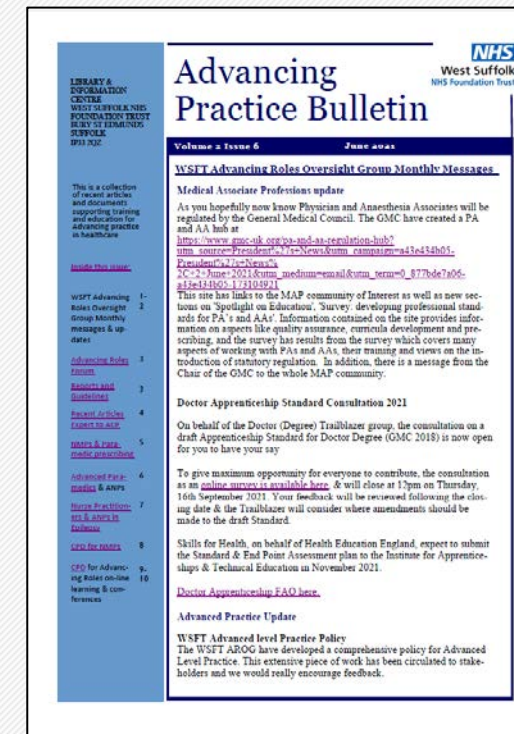


https://www.youtube.com/watch?v=NIU9Qgsat_4

- Are their **opportunities** for workforce transformation to improve population health, patient outcomes and experience and health and care system efficiency?
- Visit HEE website
 - [Centre for advancing practice](#)
 - [HEE Star: Accelerating workforce redesign](#)
- Perhaps work collaboratively with your manager/ lead consultant to develop a business case.

What are the implications for specialists and NMPs?

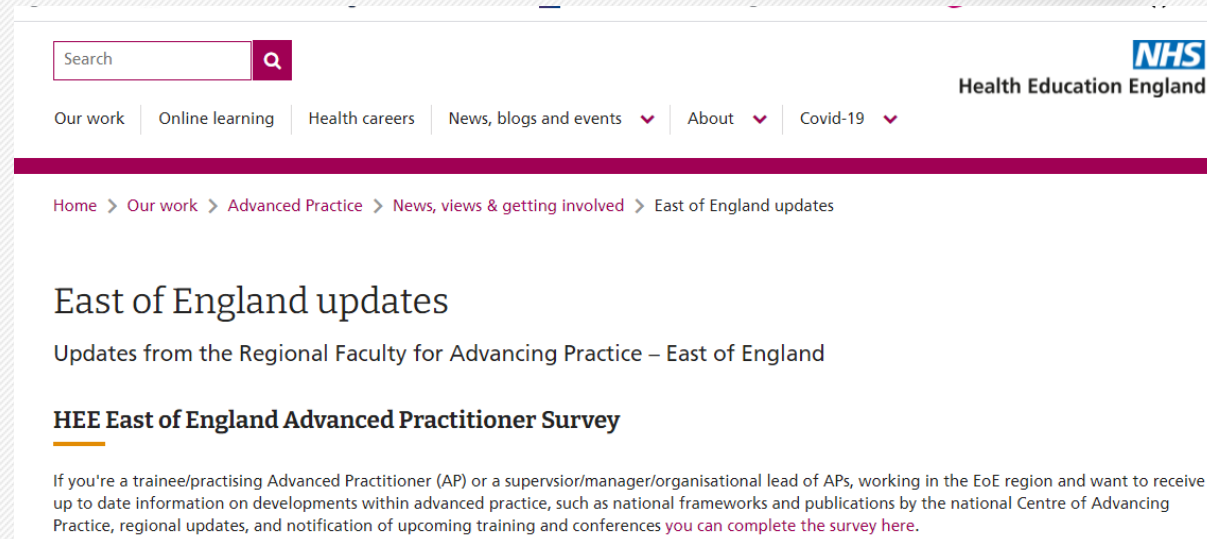
- Be reassured conversations are focused on inclusiveness and valuing experienced staff
- **Keep engaged**
- Consider: taking on supervision roles
- Keep a comprehensive portfolio of evidence of the level of practice you are working at



Previous bulletins <http://www.eel.nhs.uk/node/243>

Circulation List: beverley.walsh1@nhs.net

HEE EoE Regional Faculty for Advancing Practice



<https://www.hee.nhs.uk/our-work/advanced-practice/news-views-getting-involved/east-england-updates>

<https://www.hee.nhs.uk/our-work/advanced-practice/regional-faculty-advancing-practice-%E2%80%93-east-england>

Summary



Discussion and questions

Further information and additional references

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