



**Development of  
Advanced Practice  
Nursing  
Dr Prema**

# Outline

- **Definition of an APN**
- **Educational Requirements for an APN**
- **Specialties**
- **Scope of practice and competencies for APNs**
- **Contribution of APNs in nephrology**



# What is an APN ?

An Advanced Practice Nurse (APN) is an umbrella term given to 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.

(International Council of Nurses, 2002)



# Need For APNs

- Manage common chronic stable conditions like diabetes, hypertension and stroke;
- Manage patients with high acuity;
- Manage patients who have been discharged early into the community;
- Coordinate care in response to the aging population;
- Provide “right site” care;
- Expand nurses’ role;
- Establish a clinical career path for nurses;
- Stabilise the clinical environment during change of Housemen and Medical Officers’ postings.



# Singapore - Hybrid

**Merging of Clinical Nurse  
Specialist & Nurse  
Practitioner roles**



# Educational Preparation

- 2003: MOH decided to offer a Master of Nursing
- Requested for assistance from USA: UCSF, UPenn and U Washington
- Budget was beyond our means
- Decided to develop our own curriculum etc
- Use the recommendations from AACN
- Conceptual Framework was based on Benner's model



# Master of Nursing

- 80 Module Credits
- 18 months full time program
- Offered by the National University of Singapore in collaboration with the Ministry of Health Singapore
- Had to develop a model – sought assistance from Prof Patricia Benner and A/Prof Jill Howie
- Developed curriculum and offered the program since 2003



# Objectives

Equips students with knowledge, skills and competencies to:

- Perform health and physical assessments, including ordering and interpreting diagnostic tests;
- Plan and manage pts with altered health status
- Furnish medications within a defined formulary;
- Apply ethical principles to resolve dilemmas;
- Critique, synthesize and evaluate research literature and conduct research;
- Apply evidenced based knowledge to improve practice



# Graduate Core Modules

1. Foundations of Advanced Practice Nursing
2. Clinical Research Methodology
3. Applied Biostatistics
4. Research Project
5. Evidence Based Practice
6. Critical Thinking
7. Health care policy, economics and finance
8. Health Promotion & Patient Education



# Specialization Modules

9. Advanced Health Assessment
10. Advanced Practice Nursing I (Includes Adv Pathophysiology)
11. Advanced Practice Nursing II (includes Advanced Pathophysiology)
12. Pharmacology I ( pharmacokinetics & dynamics)
13. Pharmacology II ( according to categories)
14. Clinical Practicum
15. Clinical Immersions



# Elective Modules

- Advanced Clinical Care
- Health Care Ethics
- Overseas Clinical Attachment
- Others within NUS



# Internship

- 1 year
- Named physician preceptor
- Min of 65% in clinical care
- Remaining 35% to perform professional role
- Present and write up one case study per month
- After 1 year internship can apply for APN title with the SNB
- Need recommendations from DN and HOD



# Assessment

- Formative
- Summative
- Continuous Clinical assessment by Preceptors



# Lecturers

- Physicians
- Nurses with PhD
- Overseas NPs from USA
- Lecturers from other faculties



# Sponsorship

- Fees = S\$25,200
- MOH sponsors tuition fees for all students
- Hospital sponsors salary



# Collaborative Practice

Collaborate with  
Clinical Head of Department  
to manage a group of patients

| <b>Generic Specialty</b> | <b>Sub-Specialties</b>  |
|--------------------------|---|
| Acute Care               | Critical care<br>Emergency care   |
| Community Care           | Community care  |
| Mental Health Care       | Psychiatric Nursing<br>Community Mental Health Nursing<br>Forensic Mental Health<br>Child and Adolescent Care |
| Medical / Surgical Care  | Oncology<br>Gerontology<br>Neurology<br>Cardiology<br>Other sub-specialties as need arises                    |


# Scope of Practice

- Entails the cognitive, integrative and technical abilities of the qualified nurse to put into practice ethical and safe acts, procedures, protocols and practice guidelines
- Clinical practice is scientifically-based and applicable to health care practice in primary, secondary and tertiary settings
- Role encompasses the dimensions of patient and peer education, mentorship, clinical leadership, and includes responsibility to translate, utilise and undertake meaningful research to advance and improve nursing practice

(International Council of Nurses, 2002)

## Competencies: Clinical Role (65%)

- Conduct comprehensive *advanced health assessments and physical examinations* of individual, families and communities.
- Order laboratory and radiological *investigations* as required.
- Critically analyse and synthesise assessment data for sound *decision-making*.
- *Diagnose and manage* healthcare problems and conditions.
- *Plan & manage patients* in collaboration and consultation with other healthcare professionals.
- *Initiate and coordinate* treatment and education for individuals, families and communities for their health protection, health promotion and disease prevention.
- Perform *advanced procedures* according to protocols.
- *Document* assessment, diagnosis, management and monitors treatment and follow up care.

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- Exercise *clinical judgement* to detect changes in patient's condition, anticipate & prevent complications.
  - *Furnish* medications and *dispense* treatments according to the authorised scope of practice, guidelines, protocols and regulatory framework.
  - *Refers to and accepts referrals* from other health care professionals to maintain continuity of care.
  - Uses *communication*, counselling, advocacy and interpersonal skills, to initiate, develop, and discontinue/ discharge therapeutic relationships.
  - *Evaluate* practice to ensure professional, ethical, equitable and quality healthcare services.
  - Assumes *clinical leadership* in the delivery of efficient advanced practice nursing services.
  - *Consults* with and is *consulted* by other health care professionals.
  - Engages in *ethical* practice in all aspects of the APN role responsibility.
  - Accepts *accountability and responsibility* for his/her own advanced professional judgement, actions and continued competence.

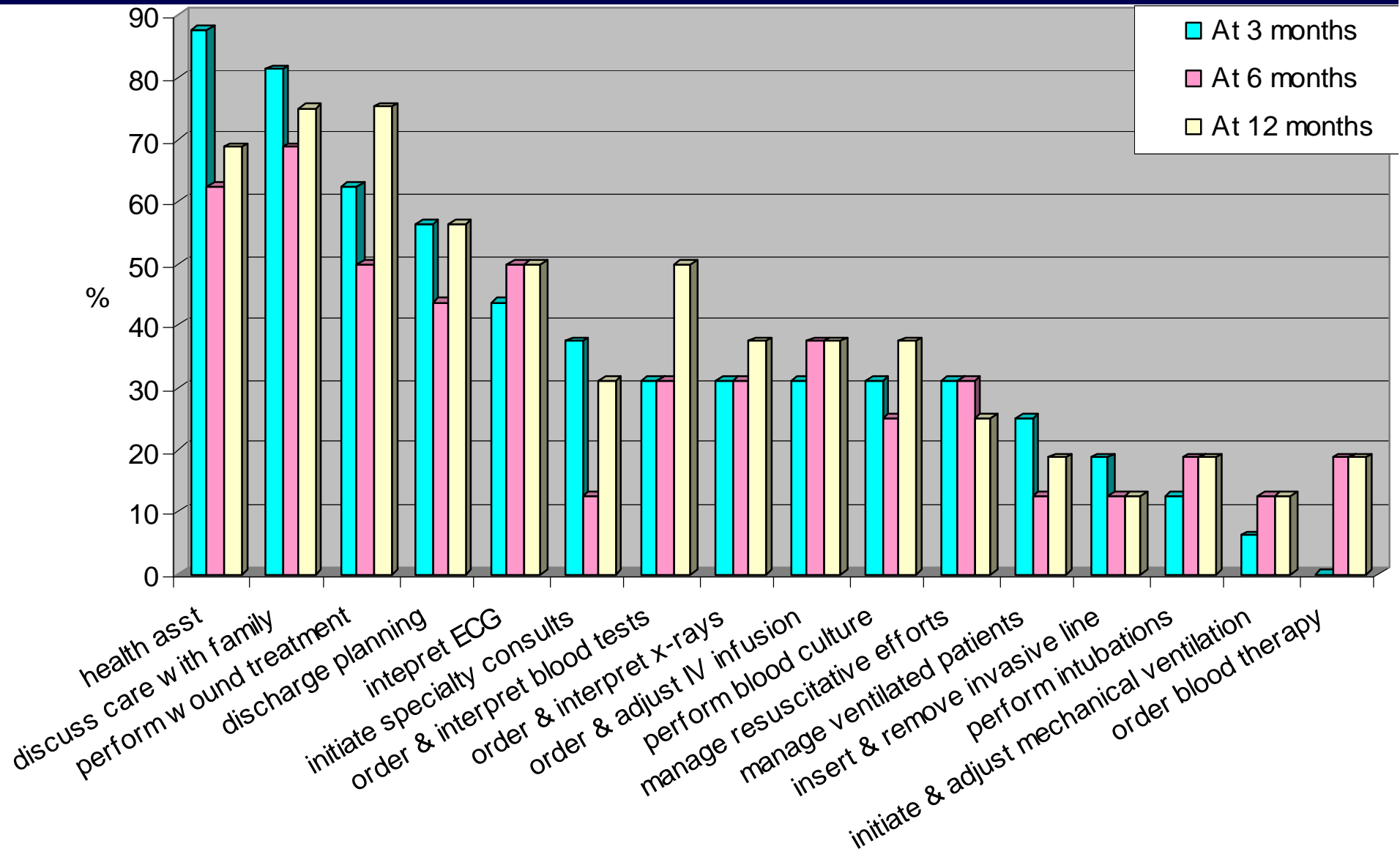
# Competencies: Prof Role (35%)

- Conducts *research* to improve safety, efficiency and effectiveness of care.
- Utilises an *evidenced-based approach* to patient management that critically evaluates and applies research findings pertinent to patient care management and outcomes.
- *Mentors and teaches* nurses.
- *Communicates health advice*, instruction and counselling appropriately using evidenced based rationale.
- Acts as an *advocate* for patients in the health care system and in the development of health policies that promote and protect the individual patient, family and community.
- Monitors quality of own practice and *participates in continuous quality improvement*.
- *Interprets variations in outcomes* and uses data to improve practice.
- Collaborates as a key member of an interdisciplinary team through the *development of collaborative and innovative practices*.

# APN Role Responsibilities in Singapore

| % of time spent in role | At 3 months |       | At 6 months |       | At 12 months |       |
|-------------------------|-------------|-------|-------------|-------|--------------|-------|
|                         | %           | Range | %           | Range | %            | Range |
| clinical                | 66.6        | 4-100 | 62.3        | 0-100 | 65.9         | 40-90 |
| admin                   | 14.5        | 0-50  | 16.7        | 0-55  | 8.1          | 0-44  |
| teaching                | 14.4        | 0-30  | 15.8        | 0-40  | 9.7          | 0-20  |
| research                | 1           | 0-4   | 1.4         | 0-10  | 5.6          | 0-20  |
| projects                | 3           | 0-4   | 1           | 0-4   | 5.6          | 0-40  |
| quality improvement     | 0.5         | 0-1   | 2.8         | 0-20  | 5.1          | 0-20  |

# Procedures Performed Most Frequently





# Liability

- Covered by the hospital
- Professional Liability Insurance through the Singapore Nurses Association



# Implications

- APN role is still evolving
- Continue to develop innovative roles
- APNs are practicing in a wide variety of settings
  - est of Renal Nurses Chapter
- Continue to monitor role development
- Monitor outcomes of practice
- Demonstrate the effectiveness of the APN Role



# APN:Population Ratios

- USA: 6.5%
- Canada: 0.36%
- Australia: 0.11%
- Singapore 0.2%

200 APNs over next 10 years to reach 1.4 %

# Class of 2004



# CLASS 2006





**It is not the  
*strongest of the*  
species that survive,  
nor the  
most intelligent, but  
the one most  
responsive to  
change**

**- *Charles Darwin***



Thank You