

Identifying Advanced Clinical Best Practice.

Benchmarking.

Dr Joanne Fillingham

Clinical Fellow to the Chief Allied Health
Professions Officer

@jkfillingham

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Advanced Practice

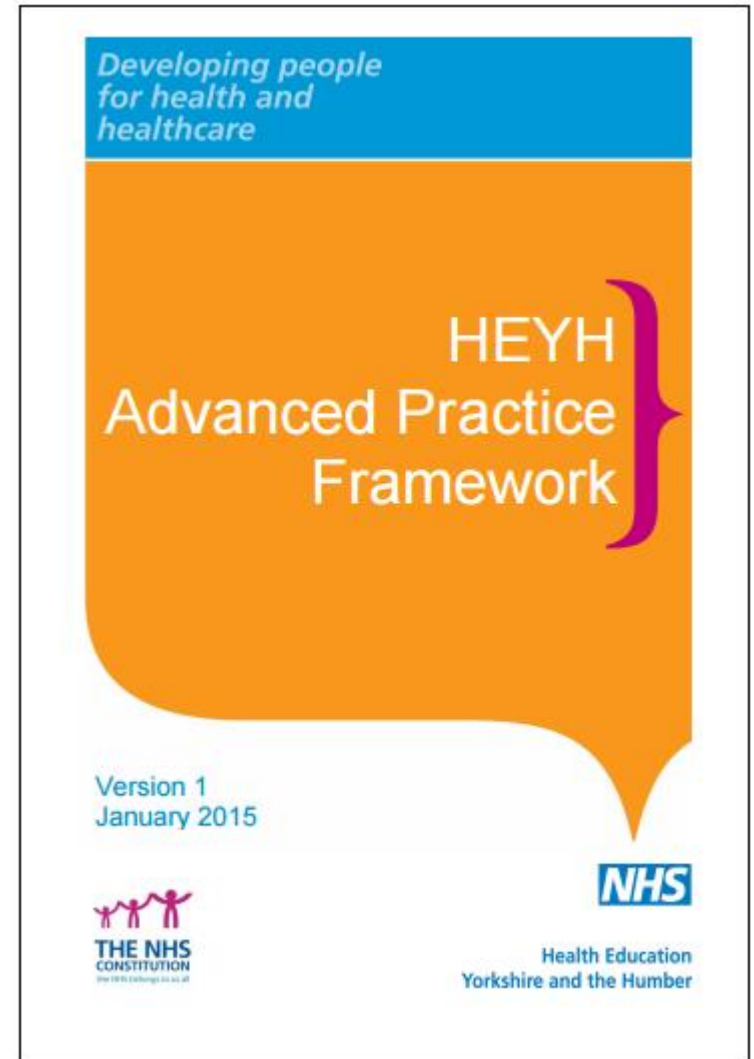
“ A role, requiring a registered practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical competencies for expanded scope of practice, the characteristics of which are shaped by the context in which the individual practices. Demonstrable, relevant Masters level education is recommended for entry level”.

Framework for Advanced Nursing,
Midwifery and Allied Health
Professional Practice in Wales



Advanced Practice

“An Advanced Clinical Practitioner is a professional 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 essential for entry level.”



Advanced Practice

‘A registered practitioner with an expert knowledge base, complex decision-making skills and clinical competencies for expanded autonomous scope of practice, the characteristics of which are shaped by the context in which the individual practices. Demonstrable at Masters level and meets the education, training and CPD requirements for Advanced Clinical Practice as identified within the framework.’



Extended roles and Advanced Practice.

We define 'extended roles' as registered professionals taking on tasks not traditionally within their scope of practice but which do not require training to Master's degree level.

There is no standard, accepted definition of advanced practice. For the purpose of this report, advanced practice refers to any role that requires a Master's degree in advanced practice.

Reshaping the workforce to deliver the care patients need

Research report

*Candace Imison, Sophie Castle-Clarke
and Robert Watson*

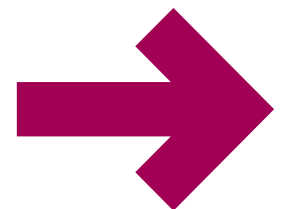
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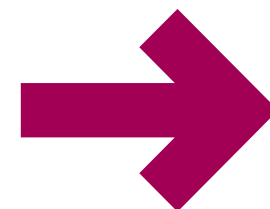
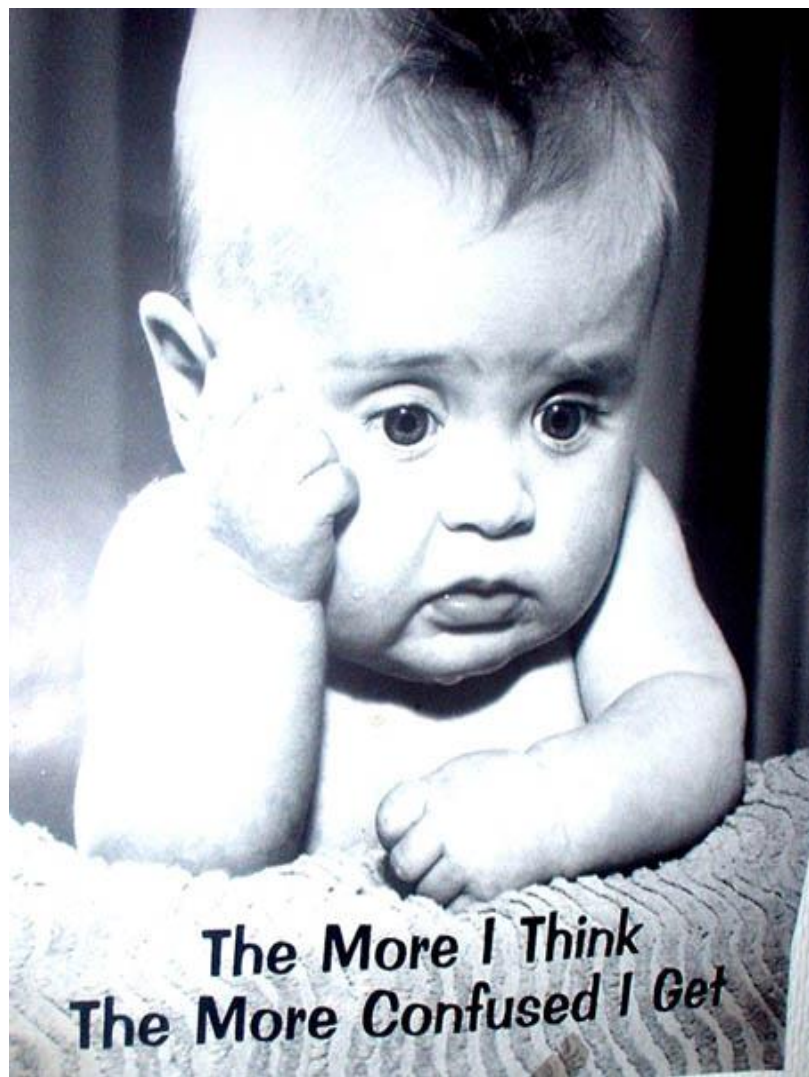
In association with

Definition.....a journey

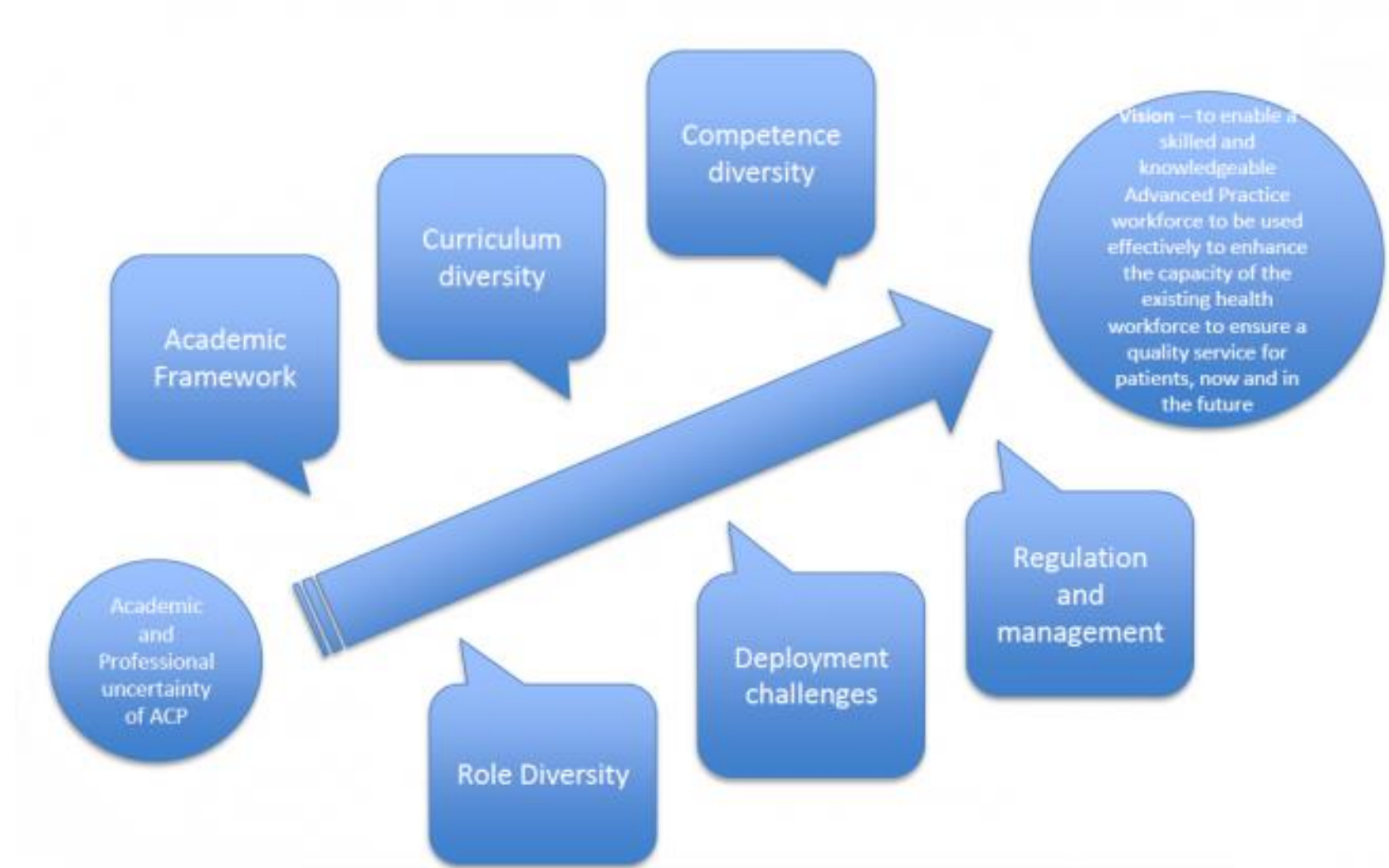
‘Advanced practitioners are experienced professionals who have developed their skills and theoretical knowledge to a very high standard, performing a highly complex role and continuously developing their practice within a defined field and/or having management responsibilities for a section/small department. They will have their own caseload or work area responsibilities.’

Skills for Health





Challenges (identified and addressed in West Midlands).



“.....most of our physio clinical specialists found it too narrow for their cpd needs. I am unsure how much influence you have had in the course design/ delivery but a generic advanced practice model at post grad level is not what most physios want or need. Some staff want to prescribe but many want to remain within the roots of the profession and treat not merely triage and pass on things. The staff interested in prescribing have all decided to do this as a stand alone module instead of taking up the opportunity on this course. MMACP is still popular and rehab courses. Narrow content is why no applications have been sent from our MSk service”.

Society and College of Radiographers

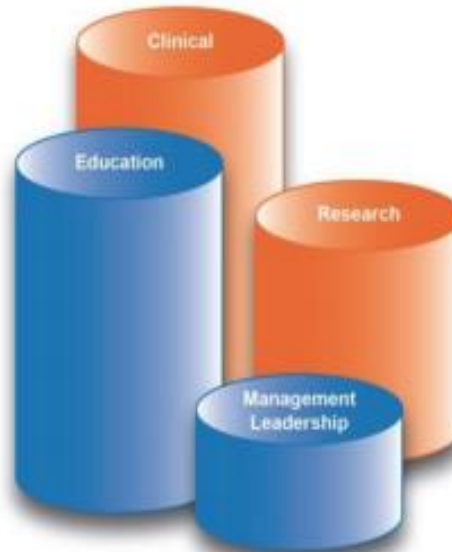


.....expert clinical
practice in association
with one or more other
functions:
Team leadership;
Education;
Research;
Service development.

Figure 3 – Advanced Clinical Practice role with a strong management/leadership element



Figure 4 – Advanced Clinical Practice role with strong education/research element



(Figures 3 and 4 adapted from NHS Wales (2010) Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales)

What does good look like?

How do we evidence the value of these roles?

- Lots of great case studies
- Can we compare like with like?

Need.....

- Uniform definition/framework
- Set of metrics/evaluation framework to evidence against



Role Impact Analysis

“This section provides some practical steps for evaluating the impact of Advanced Practitioner roles and provides a methodology for evaluation.

The approach provides the basis for prospective evaluation and continued development and improvement of Advanced Practitioners and the delivery of improved quality of healthcare”.



Role Impact Analysis

“What to Measure

Once the need for the Advanced Practice role has been established, clearly defined outcomes which reflect organisational objectives need to be agreed by the individual and their line manager. This should be undertaken in a collaborative, systematic way and utilise a robust evidence base for the specific role. The outcomes for individual roles will vary due to the specific contribution each practitioner makes”.

JAN

JOURNAL OF ADVANCED NURSING

ORIGINAL RESEARCH

The development of a framework for evaluating the impact of nurse consultant roles in the UK

Kate Gerrish, Ann McDonnell & Fiona Kennedy

Accepted for publication 2 February 2013

Correspondence to: K. Gerrish:
e-mail: kate.gerrish@sheffield.ac.uk

Kate Gerrish MSc PhD RN

GERRISH K., MCDONNELL A. & KENNEDY F. (2013) The development of a framework for evaluating the impact of nurse consultant roles in the UK. *Journal of Advanced Nursing* 69(10), 2295–2308. doi: 10.1111/jan.12116

Journal of Advanced Nursing 69(10), 2295–2308.

Table 2 Framework of impact.

Domain	Indicator	Definition of indicator
Clinical significance	Symptomatology	Impact on an individual's return to normal functioning, experience of a change of symptoms or maintenance of current well-being – i.e. physical or psychological outcomes of the patient and/or family members.
	Quality of life (QoL) and social well-being	Impact on an individual's QoL and self-efficacy, specifically the impact the disease has on activities of daily living (e.g. health-related QoL) and influence on social well-being (e.g. ability to work, engage in hobbies).
	Clinical social significance	Clinically oriented outcomes that are important to society. Societal concerns are often translated into healthcare policy, e.g. health behaviours such as smoking cessation or the self-management of long-term conditions (e.g. concordance with treatment).
	Clinical social validity	The social importance and acceptability of the NC intervention, whether the intervention addresses important problems in the patient/family carer's life and whether the outcomes are meaningful to patients/family carers, e.g. the impact on patient experience of healthcare services such as satisfaction with consultation.
Professional significance	Professional competence	The extent to which the NC has an impact on the competence and confidence of the healthcare workforce (e.g. effecting knowledge, skills, behaviour, attitudes).
	Quality of working life	The healthcare workforce's perspective of the impact on the quality of their working life arising from NC intervention, e.g. enhanced job satisfaction, morale, and motivation.
	Professional social significance	The extent to which NC interventions are important to professional societal outcomes. Professional social significance includes outcomes concerning policy objectives relating to the workforce (e.g. workload, work distribution, and turnover across the workforce).
	Professional social validity	The social importance and acceptability of the intervention for the healthcare workforce, whether the intervention addresses important problems that healthcare staff encounter and whether the outcomes are meaningful to the workforce.
Organizational significance	Organizational competence	The extent to which NCs contribute to an efficient and effective organization in terms of business concerns of financial, contractual, governance, and legal requirements.
	Organizational social significance	The extent to which NC interventions are important to organizational societal outcomes. These include outcomes concerning policy objectives relating to the organization, such as achieving national or local priorities and targets set by commissioners, but also development of policy and generation of new knowledge.
	Organizational social validity	The social importance and acceptability of NCs interventions for the organization, whether the intervention addresses important issues for the organization and whether the outcomes are meaningful to the organization in terms of achieving its core values.

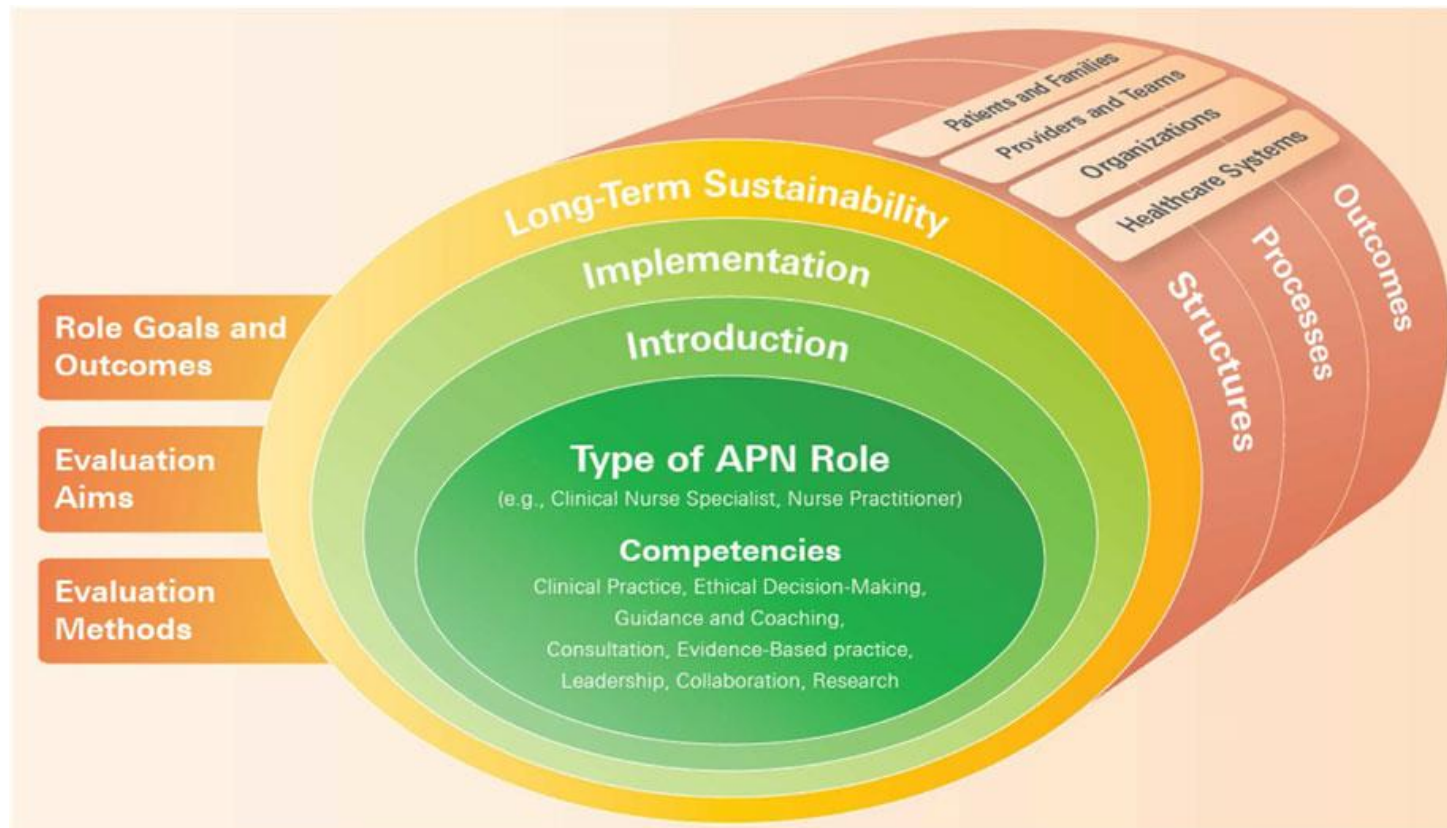


Framework for Evaluating the Impact of Advanced Practice Nursing Roles

Denise Bryant-Lukosius, PhD, RN¹, Elisabeth Spichiger, PhD, RN², Jacqueline Martin, PhD, RN³, Hansruedi Stoll, MSc, RN⁴, Sabine Degen Kellerhals, MScN, RN⁵, Monica Fliedner, MScN, RN⁶, Florian Grossmann, MScN, RN, DAS ANP⁷, Morag Henry, BSc(Hons), RN⁸, Luzia Herrmann, MHA, RN⁹, Antje Koller, PhD, RN¹⁰, René Schwendimann, PhD, RN¹¹, Anja Ulrich, MScN, RN, DAS ANP¹², Lukas Weibel, MScN, RN¹³, Betty Callens, MPH, RN¹⁴, & Sabina De Geest, PhD, RN, FAAN, FRCN, FEANS¹⁵

Journal of Nursing Scholarship, 2016; 48:2, 1–9.

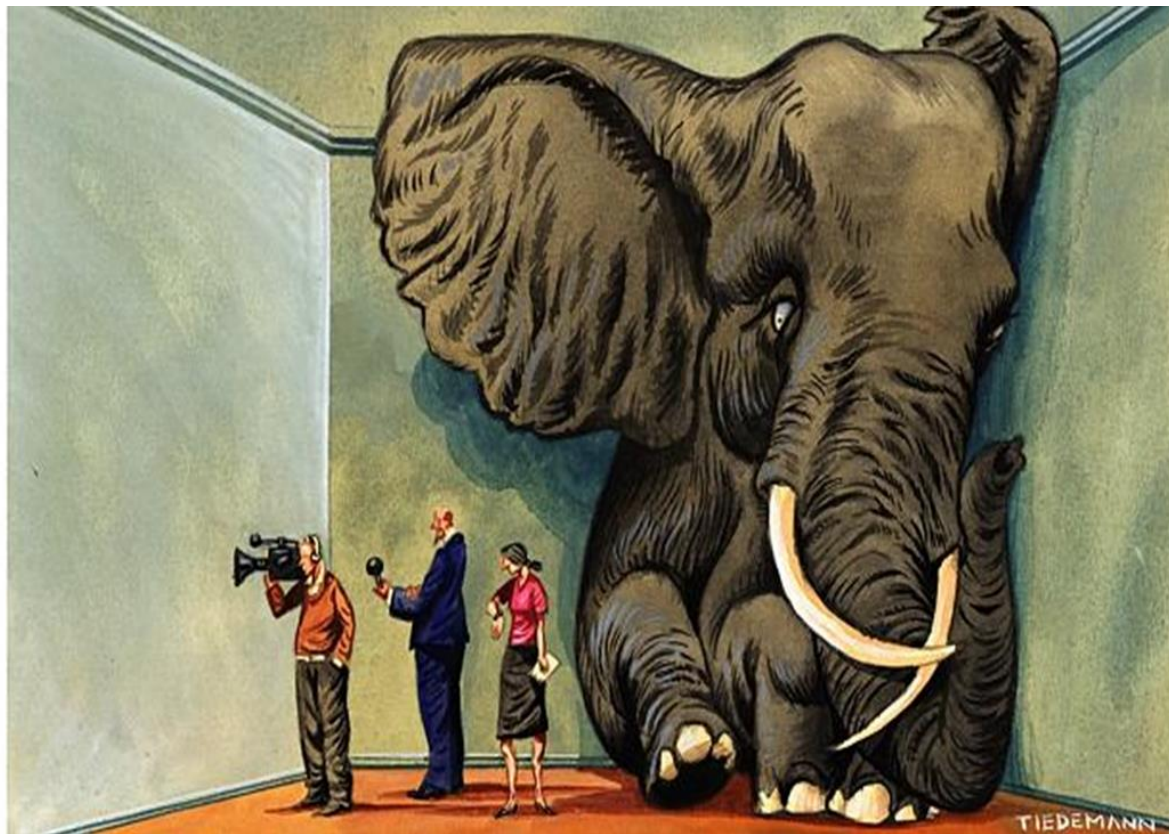
Evaluation framework matrix – key concepts for evaluating advanced practice nursing roles.



NHS Benchmarking



"Benchmarking is the use of structured comparisons to help define and implement best practice..."



Thank you

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