

Item 10 (Supplementary slides)
NMC/23/74
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Council update on review of Advanced Practice

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Background

- Our 2020-2025 Strategy commits us to undertaking a comprehensive review of Advanced Nurse Practice including consideration of whether additional regulation is needed
- The publication of our new post-registration standards in July 2022 describes these standards as a bridge to the work we will do on Advanced Practice (AP)
- Our 2022-23 Corporate plan includes a discovery phase where we would commission independent research. We extended this phase to include AP in midwifery and published the Nuffield Trust report in May 2023
- In May 2023 Council agreed to the recruitment of additional resource including the chair of the independent steering group, and to additional key lines of enquiry and development of options for Council consideration in January 2024

Context

- In order to fulfil our regulatory responsibility of protecting the public, all nurses and midwives practising in the UK are required to be on our register, this includes professionals in AP roles
- The Nuffield Trust identified four country variation across the UK- even with country specific AP frameworks and approaches in place
- Key risks highlighted:
 - Protection of the public – latent risk associated with key activity – i.e. diagnosis and intervention
 - Lack of clarity of scope of practice
 - Limited understanding of the role by the public
 - Variation in educational preparation and requirements
 - Variation in employer requirements and approaches
 - Variation of role and practice across sectors within health and care

Title confusion, scope of practice and public understanding

- 86-year-old William 'Taffy' Davies visits a care home, looking for a home for his wife, Maggie who requires end of life care
- Taffy is accompanied by his daughter, Rose who is an Advanced Nurse Practitioner at Morriston Hospital
- They meet Gwen, who introduces herself as a Nurse Practitioner, highlighting that this means she is able to give out and change doses of medications
- Taffy's confused as he knows Rose in her role does much more than this as an ANP
- Rose queries this and finds out that Gwen has an independent prescribing qualification but no further advanced practice qualifications or training
- Gwen tells Rose that she's been asked by the manager to call herself a Nurse Practitioner so that people understand that she has advanced skills – such as prescribing
- Gwen says she doesn't feel particularly comfortable with this, but it means she gets paid more than the other nurses

Title confusion, scope of practice and public understanding

- Rose speaks to the care home manager who tells Rose that she does not feel that there is a problem and as an employer, there is little guidance around who can call themselves a Nurse Practitioner
- As a result of their confusion and concerns, Taffy and Rose don't feel comfortable with the care home
- Rose raises her concerns with Care Inspectorate Wales around the lack of clarity and responsibilities of the Nurse Practitioner role within the care home setting

Recap on Council decisions in May 2023

- The appointment of an independent chair
 - Following a transparent recruitment and selection process we appointed Kay Fawcett OBE as the independent chair of the advanced practice steering group
 - The inaugural steering group consisting of key stakeholders from across the UK met on 4 September 2023
- Exploring specific key lines of enquiry (KLOE) to inform the future direction of this work
 - Progress on the KLOEs continues
 - Secured support from the four nation Chief Nursing Officers and Chief Midwifery Officers/ Lead Midwives, and Social Care through securing part time nursing and midwifery adviser secondments to support this work

Ensuring people are at the heart of this review

We have:

- Established a Public advisory group consisting of members of the public, charity and advocacy groups
 - The Co-host of this group sits on the steering group
 - The first meeting will be held on 25 September 2023
- Planned face to face engagement with the Public Voice Forum at their November meeting, building on previous engagement with the forum
- Begun organising four country events with country nursing and midwifery advisers, which will include engagement with the public and other key stakeholders

Update on joint regulatory roundtable

- Held first joint roundtable on 29 June 2023
- Identified commonalities and differences in how professionals in AP roles are regulated
- Agreed to continue to meet and collaborate on development of:
 - Shared statement on advanced practice
 - Shared definition of advanced practice
 - This activity incorporates KLOE 6
- Follow up call with HCPC who agreed to sit on the steering group
- Next meeting is on 6 October 2023

Wider considerations

- Established a community of interest for advanced practice
 - more than 800 have joined
- Created a specialities sup group
 - Ensuring that perspectives from nursing and midwifery specialities are heard - the first meeting is on 18 October 2023
- Convening a nursing and midwifery researchers' roundtable
 - To raise awareness of aspects of active research within advanced practice and any regulatory impacts
- Scoping the potential of a new KLOE (KLOE 9) that includes consideration of any impact on internationally educated nurses and midwives (this may extend into a future phase two of this review)
- Continuing to work closely to ensure alignment with our work on
 - regulatory reform
 - Supporting ambitions of the four nations workforce plans

Key Lines of Enquiry (KLOEs)

The Key Lines of Enquiry (KLOEs) are informed by the Right Regulation principles and comprises of eight workstreams:

1. Comparative analysis of current AP frameworks across the four countries of the UK and potential for developing a unified UK wide AP framework
2. Examine and compare AP models in other countries and identify elements for us to adapt to the UK context
3. Scope of practice and level of practice considerations in the regulation of AP (regulating specialist versus generalist advanced practice)
4. Task shifting rationale (tasks formerly undertaken by other professionals now being done by nurses) and balancing with person centred care principles

Key Lines of Enquiry (KLOEs)

5. Supervision, assessment and continued professional development of AP professionals
6. Comparative analysis of approach by other professional regulators in the regulation of AP
7. The economic cost/benefit analysis to support our findings and recommendations
8. Review the risks and benefits associated with Advanced Practice overall particularly from a public protection point of view and the specific risks and benefits of the different potential options of regulating AP

Potential options for regulating advanced practice

- Option 1 – Retain the status quo
- Option 2 – Use existing NMC mechanisms short of regulation (e.g. revalidation or preceptorship model)
- Option 3 – Joint approaches (e.g. with CNOs, other non-medical professional regulators or systems regulators)
- Option 4 – Introduce a Test of Competence
- Option 5 – Credentialling (either by ourselves or in conjunction with other organisations)
- Option 6 – Full scale regulation – setting standards and approving programmes

Timeline

- Project set-up and initiation – May – August 2023
- Project Board – 10 August then four weekly
- Steering group – 4 September then four – six weekly
- KLOE group meetings – from August – weekly
- Public Advisory group – first meeting 25 September 2023
- Inter-regulatory group – 29 June 2023 then six weekly
- Sub-specialties group – first meeting 18 October then four weekly
- Update to the Council 27 September 2023
- Assimilation/drafting options – late Autumn/early December
- Communications and engagement throughout including communities of practice group

Options paper to Council 31 January 2024

Public benefit: perspectives of people who use services

- Mrs Jones, a 65-year-old lady attends her GP surgery having developed a persistent cough following a walking holiday in Pembrokeshire. Mrs Jones is seen by Anna, who introduces herself as an Advanced Nurse Practitioner
- Anna explains that she's had additional training and experience and is working at a higher level, meaning she has the skills to manage Mrs Jones presenting complaint, prescribe treatment, refer and follow up as required
- Anna undertakes assessment, orders further lung function tests, reviews the results and explains to Mrs Jones that she has a condition called chronic obstructive pulmonary disease
- Anna reassures Mrs Jones that the symptoms can be managed but that she will require ongoing care on a fairly regular basis to ensure that the condition is stable, and that Mrs Jones knows what to do should her symptoms worsen
- Anna prescribes medication for Mrs Jones and arranges follow up

Public benefit: perspectives of people who use services

- Over the coming weeks, Mrs Jones is seen regularly by Anna and her medications adjusted according to her needs
- Anna arranges for the respiratory team to undertake an exercise programme with Mrs Jones and for the home COPD team to visit to ensure that Mrs Jones home environment is conducive to managing her condition
- It becomes clear to Anna that Mrs Jones condition is not responding as she would expect, and she liaises directly with the respiratory clinician at the local hospital who advises on next steps in management that should be tried
- Mrs Jones condition responds to this treatment, and she continues to see Anna every six months as part of routine care
- Mrs Jones finds she rarely needs to book an appointment with the GP about her condition and feels well cared for and listened to and values the relationship she has developed with Anna

Thank You

Any questions?

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