Nurse Practitioners in NSW

The Need for Change

Start
Liza Edwards, Principal Adviser, Nurse Practitioner Nursing & Midwifery Office, NSW Health
... how did we get here?

The Scope of Practice, formularies & guidelines

2001 first positions approved (rural)
Olwyn Johnson & Sue Denison

2000 First NPs authorised
Jane O’Connell & Sue Dennison

1998 NSW Nurse Practitioner Framework & legislation

1994-2000 Pilot projects NSW, Vic, ACT...

first NP committee convened in 1990
why 2010?
National Registration
Health Practitioners Regulation National Law Act

= Nurses & Midwives Act NSW repealed
  removing the need for approved CPGs
where to from here?
Explaining the process

Patients are changing in complexity, increasing life span, expectations, locality
the health care arena is changing..
Health care budgets... are ever shrinking...

health services are needing to do more for less
NP models of practice need to be enabled to meet the changing needs of target populations & the health care system.
Innovative practice

evidence based practice
responsive
flexibility in decision making
accountable
the need for change
Della Report 2009
Perspective - AHS, NMB, NP, Education
- implementation processes
- authorisation process (NMB)
- prescribing processes
- funding
- ongoing confusion surrounding role
Level playing field!
NP/TNP/student workforce survey conducted December 2011...
170 invitations to participate
-130 responses
- demographics
- experience & advanced practice
- health service settings
- preparation for practice
- workplace relations & governance
- extensions to practice
- scope of practice & processes
- role components & responsibilities
- resources

We heard it all...
what did it tell us?

Improve approval processes to improve efficiency & reduce role isolation

Changing workforce demographics

Existing processes limiting role potential

Greater flexibility to allow innovation

Strengthen clinical : education interface
Major policy review

- Clear policy support
  - Local ownership
  - Clarify responsibilities
- Strengthen clinical education interface
- Improve service planning
- Collaboration
- Improve & simplify processes

Anticipated Impact
Action Plan

1. Planning
   - CONSISTENT PROCESSES
   - SERVICE ANALYSIS
   - IMPLEMENTATION FRAMEWORK (PEPPA)
   - ORGANISATIONAL READINESS

2. Clinical training SKILLS
   - the right people
   - learning the right skills

3. Support
   - Indirect clinical time
   - Communication
   - Model review & evaluation
   - Stakesholder involvement

4. NP role development
1
Planning

CONSISTENT PROCESSES
SERVICE ANALYSIS
IMPLEMENTATION FRAMEWORK (PEPPA)
ORGANISATIONAL READINESS

TOOLS
Clinical training SKILLS
the right people learning the right skills

core skills

mentorship
organisational commitment
supervision of clinical practice
competence
preparation for practice / role transition
core skills

mentorship

organisational commitment

supervision of clinical practice

competence

preparation for practice / role transition
3
SUPPORT

Indirect clinical time

Communication

Model review & evaluation

ScOP review, need & capability for expansion

Stakeholder involvement
NP role development

- Continuing professional development
  - Education
- Mentorship
- Supervision of practice
- Research & practice improvement
Action Plan

1. Planning
   - CONSISTENT PROCESSES
   - SERVICE ANALYSIS
   - IMPLEMENTATION FRAMEWORK (PEPPA)
   - ORGANISATIONAL READINESS

2. Clinical training SKILLS
   - the right people
   - learning the right skills

3. SUPPORT
   - Indirect clinical time
   - Communication
   - Model review & evaluation
   - Stakeholder involvement

4. NP role development
Nurse Practitioners in NSW
PD2012_026

Positions are established and sustained in a consistent manner
Applies to public health organisations
and NOT to private practice
LHDs are provided with guidance on the processes required to effectively establish, implement and sustain NP roles in NSW.
Positions are established and sustained in a consistent manner
NP positions are supported by robust clinical governance frameworks, including support for TNPs