

15/11/2014

Executive Officer, Nursing and Midwifery Board of Australia, AHPRA, GPO Box 9958, Melbourne, 3001.

**Re Endorsement as a nurse practitioner registration standard and supporting documentation Public Consultation**

Dear executive officer

I have read the document and wish to raise a few urgent issues embedded within it. I am happy to be contacted to provide further detail if requested.

I find it unusual that the definitions are not consistent with the 2014 published NMBA standard for practice for the nurse practitioner. The definition of advanced practice nursing needs urgent attention as it is using a definition similar to that, which has been heavily critiqued in the international literature.

Please refer to Stasa, H., Cashin, A., Buckley, T., & Donoghue, J. (2014). Advancing advanced practice—Clarifying the conceptual confusion. *Nurse education today*, 34(3), 356-361.

The argument that the definitions come from evidence is circular as they are used in these papers as the lens on which to base the research.

A now outdate 2006 definition of Nurse practitioner is used on page 16, despite the endorsed 2014 definition being available, and the new definitions do not have the circular, and not useful issue of mixed metaphors embedded within it.

The definition of advanced practice requires the person to have a masters degree.

Page 17: The equivalent of three (3) years' (5000 hours) full-time experience in an advanced practice nursing role within the previous six (6) years from date of lodgement of application.

***Advanced Nursing Practice*** defines a level of nursing practice that utilises extended and expanded skills, experience and knowledge in the assessment, planning, implementation, diagnosis and evaluation of [nursing] care required.

***Nurses practising at this level are educationally prepared at Masters level and may work in a specialist or generalist capacity. However, the basis of advanced practice is the high degree of knowledge, skill and experience applied in the nurse-patient/client relationship to achieve***

*optimal outcomes through critical analysis, problem solving and accurate decision-making*

This means that the 5000 hours will begin at completion of the masters degree. This poses a problem as currently NP masters programmes require advanced hours on admission, and most people want to be endorsed as soon as possible post completion. The need to accumulate, as made clear by the definition, 5000 post masters will pose issues of currency of the learning.

The 2014 NMBA practice standards definitions provide a way forward. What is needed is 5000 hours of advanced nursing practice (although the hours are based on very old Benner ideas, largely modified in her more recent book, what is referred to is advanced nursing, not advanced practice nursing (APN)).

For a thorough discussion of the conundrum that will continue unless the above addressed please refer to Scanlon, A., Cashin, A., Watson, N., & Bryce, J. (2012). Advanced nursing practice hours as part of endorsement requirements for nurse practitioners in Australia: A definitional conundrum. *Journal of the American Academy of Nurse Practitioners*, 24(11), 649-659.

and the endorsed definitions in the NMBA NP standards for practice.

Unless these issues are resolved the same issues that have hampered NP endorsement will continue and leave those with the job of evaluation hours a very subjective task indeed.

Kind regards



Professor Andrew Cashin