



Developing National Practice Standards for Nurses in General Practice

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Nursing in Australia

- **Nurse Practitioners** – Masters prepared within specific scope of practice
- **Registered Nurses** – Baccalaureate prepared
- **Enrolled Nurses** – Diploma prepared
- **Assistants in Nursing** – Short course, non-regulated





Background

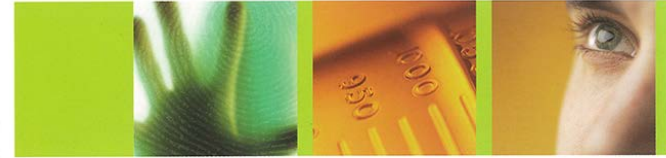
- Competency (professional practice) standards articulate the scope of practice of a nurse.
- Purposes of Standards
 - a framework for curricula development
 - assessment of student performance
 - communicate scope of practice to others
 - assess an individuals' competence to practice.



Background

- Australian general practices are largely small businesses where the GP Practice owner employs staff.
- The nursing workforce in Australian general practice has grown exponentially in the last decade.
- A major barrier to teamwork has been role confusion & role ambiguity relating to the nurses' role & scope of practice.





- Aim: To revise the competency standards for Australian general practice nurses.
- Funded by the Australian Government Department of Health.
- Managed by Australian Nursing & Midwifery Federation.
- Research Partner: University of Wollongong.



Methods

1. Focus Groups - 200 participants in 14 groups
2. Online Survey – 561 responses across two surveys
3. Advisory Group – key experts & stakeholders
4. Reference Group – experienced general practice nurses





Focus Groups

- 14 focus groups

Canberra	Albany
Wollongong	Perth
Sydney	Cairns
Hobart	Mackay
Ulverstone	Brisbane
Melbourne	Adelaide
Busselton	Clare





On-line Surveys

- 561 responses across two surveys
- Survey 1 - identified perceived gaps in current Standards.
- Survey 2 - tested the Revised Standards.
 - All standards received a mean rating ≥ 3.5 indicating a perceived very good fit





Key Findings

1. Language of the Current Standards

- Wording not accessible to the target audience
- UK standards - clearer wording but list tasks

2. Focus of Standards

- how do they convey the breadth of the nurses' role and the role of others?
- current best practice, usual practice or be aspirational?





Key Findings

3. Need to distinguish “levels of performance”

- Not all nurses perform at the same level

4. EN Role

- Lack of understanding around role differentiation
- Supervision requirements unclear



Professional Practice Standards

- Intended to provide guidance around the nursing role specific to the general practice setting.
- Aimed at Registered & Enrolled Nurses.
- Assist in differentiating the roles between Enrolled Nurses, Registered Nurses & Registered Nurses (Advanced Practice).



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Structure

- Domains
 - *Domain 1: Professional Practice*
 - *Domain 2: Nursing Care*
 - *Domain 3: General Practice Environment*
 - *Domain 4: Collaborative Practice*
- Standards – 22 Practice Standards
- Performance Indicators – for EN, RN, RN (Advanced Practice)





STANDARD 2

Provides nursing care consistent with current nursing and general practice standards, guidelines, regulations and legislation.

Performance Indicators

Enrolled Nurse [EN]	Registered Nurse [RN]	Registered Nurse Advanced Practice
<p>2.1 Identifies current NMBA EN standards for practice.</p> <p>2.2 Practises within individual scope of practice.</p> <p>2.3 Undertakes delegated clinical tasks under the supervision of an RN.</p> <p>2.4 Seeks advice from the supervising RN when</p>	<p>2.1 Identifies current NMBA RN standards for practice.</p> <p>2.2 Practises within individual scope of practice.</p> <p>2.3 Identifies current NMBA EN standards for practice</p> <p>2.4 Provides appropriate supervision and delegation of clinical</p>	<p>2.10 Critically evaluates how standards, guidelines, regulations and/or legislation can be translated and integrated into practice.</p> <p>2.11 Mentors other nurses and health professionals in the application of specific standards, guidelines, regulations and/or</p>





- Professional Development
 - Self-assessment / peer appraisal tool
 - Professional development plan and CPD record
- Practice Resources
 - Sample position descriptions
 - Sample advertisements
 - Sample interview questions





REGISTERED NURSE SELF-ASSESSMENT/ PEER APPRAISAL TOOL

Name: Date:

Standards	Standard met	Standard not yet met	Further development required	N/A	Comments
Standard 1 Demonstrates an understanding of primary health care principles and nursing in general practice					
1.1 Identifies the core principles of primary health care.					
1.2 Integrates the principles of primary health care into their practice.					
1.3 Understands current national health priorities.					
1.4 Recognises the impact of the social determinants of health on consumers and integrates this understanding in the planning and delivery of nursing care.					
1.5 Identifies the broad health and social needs of the Practice community.					
1.6 Articulates the various roles and responsibilities of the general practice team, in particular the RN and EN scopes of practice and EN supervision requirements.					



Conclusion

- Defining scope of practice is a key strategy to reduce role confusion & ambiguity.
- Nurses work best when facilitated to work to their full scope of practice.
- Understanding nursing roles can improve service delivery, job satisfaction, recruitment & retention of nurses.
- Work needs to go beyond developing standards to include explicit strategies for embedding these in the workplace.





National Practice Standards for Nurses in General Practice

<http://anmf.org.au/pages/competency-standards>





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