Advanced or Expanded Nursing Practice?
Discussion of an “in-between-solution” for the need of new nursing roles in community nursing in rural areas in Germany

4th International ANP & APN Congress, Freiburg, 07.09.2017
Dr. Doris Arnold, UAS Ludwigshafen on the Rhine
Introduction

ANP/APN-Competencies

Scientific Certificates E^B

Conclusion & Perspective
Introduction

ANP/APN-Competencies

Scientific Certificates $E^B$

Conclusion & Perspective
Joint Project E\(^B\)

Scientific Further Education

Assessment of Needs and Research

Program Development

System Supervision

Development of Structures

Data- and Information Management

Region

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www.e-hoch-b.de
**EB**

*Education as exponent of individual and regional development*

*Evidence based needs assessment and linked development of competencies*

Western Palatinate
Westpfalz/ Western Palatinate

Fotograph: Doris Arnold
Project E\textsuperscript{B} – Nursing & Health

- Shortage of **Nursing Personnel**
- Shortage of **General Practitioners**
- Increase in **Nursing and Healthcare Needs**
- Threat of Bottleneck in Supply for Nursing and Healthcare Services

**Expanded Nursing Practice**

- Experienced and Scientifically Qualified Nurses

- **Answer to Healthcare Needs**
- Increase in Desirability of Careers in Nursing

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Feiks 2017
Few nurses with degrees in direct patient care in Germany!

“The ratio of nurses with an academic degree amounted to 1.7 % overall, and to 1.0 % in direct patient care. (...) There were significant variations among hospitals nationwide concerning pay rates with a current lack of reliable pay structures.”

Tannen et al. 2017: State of development of the role of academic nursing staff at German university hospitals in 2015
Hypothesis and Questions

Nurses with profound clinical experience in community care can contribute to answering challenges in the provision of healthcare!

- **What kind of qualification** is feasible to enable nurses without academic degrees for expanded roles?

- **Which competencies**
  - are desirable?
  - can be obtained?
Introduction

ANP/APN-Competencies

Scientific Certificates $E^B$

Conclusion & Perspective
## Preliminary Definition E^B
### Advanced Practice Nurse*

<table>
<thead>
<tr>
<th>Role</th>
<th>• Expert for complex situations in nursing and healthcare in the community setting</th>
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</thead>
<tbody>
<tr>
<td>Competencies</td>
<td>• Clinical competencies for extended nursing tasks, incl. medical tasks, evidence-based practice, research skills</td>
</tr>
<tr>
<td>Field of activity</td>
<td>• Community nursing and healthcare for chronically ill adult persons</td>
</tr>
<tr>
<td>Other attributes</td>
<td>• Autonomous, independent, innovative ...</td>
</tr>
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</table>

*Project E^B, Nursing & Health, Version: 31.05.2017*
ANP/APN-Education in Germany

Professional Nurses (RN)*
via
Vocational Training
3 Y.

BA/ BSc. Nursing
2 -3 Y.

Master APN

Postgrad. Education

Clinical Experience

Clinical Experience

Professional Nurses (RN)*
via
BA/ BSc. Nursing 3-4 Y.

Master APN

Postgrad. Education

*Pflegefachfrau/ Pflegefachmann

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Ullmann et al. 2015
How do experienced nurses get an APN-Master?

„Academic Speed Soling?“*

„Shortcuts“
Master without Bachelor

long, long way ...
Training + Experience + Bachelor + Master

*“Akademische Schnellbesohlung“
Introduction

ANP/APN-Competencies

Scientific Certificates E^B

Conclusion & Perspective
Assessment of Educational Needs

Quantitative Research

- Community nurses
  Western Palatinate (n=167)
- Head nurses in community nursing services
  Western Palatinate (n=28)
- General Practitioners
  Western Palatinate (n=97)
- Students in nursing programs in universities
  in Rhineland Palatinate (n=208)

Qualitative Interviews

- Community nurses (11), head nurses (10),
  directors of community nursing services (3)
- Relatives (6); General Practitioners (4)
- Lecturers in Nursing (4), representatives of
  nursing organizations (4)
- other experts (7)

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Helbig et al. 2017; Scheipers & Arnold 2017
Results: Areas of Activities

- dementia care
- counseling, informing, teaching
- extended community nursing + healthcare for chronically ill adult persons
- inter professional communication
- ethical + legal deliberation
- wounds
- palliative care
- prevention + health promotion
- case- and care management
- intensive care
- psychiatric care
- competition
- prescriptions (e.g. dressings, nursing supply)
- referrals (e.g. chiropodist)
- medical tasks (diabetes, dementia, wounds, hypertension)
- legal reasons

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## Qualification Scenarios

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Description</th>
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<tbody>
<tr>
<td>Consecutive Master</td>
<td>• not possible without bachelor degree</td>
</tr>
<tr>
<td>„Shortcut“ to Master</td>
<td>• too expensive</td>
</tr>
<tr>
<td></td>
<td>• opposition from faculty</td>
</tr>
<tr>
<td>Bachelor APN</td>
<td>• lack of resources</td>
</tr>
<tr>
<td>Scientific Certificates</td>
<td>• financially feasible</td>
</tr>
<tr>
<td></td>
<td>• first step to APN</td>
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Scientific Certificates

EB – Nursing & Health

counseling, informing, teaching

BIS

inter professional communication
in community healthcare

strategies for treatment and psychosocial support for living at home with
dementia

ethical + legal issues in community health care

Scientific Certificates

EB

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Certificates E^B Framework

**Basis**
- needs for Expanded Nursing Practice in community healthcare

**Target group**
- working nurses

**Workload**
- 15 ECTS/ Certificate (consideration for consecutive master possible)

**Basic points**
- supervision by mentor + IT-facilitator
- practice project (app. 4 ECTS; E-Portfolio)
- min. one course in blended learning format

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Graphic: colourbox.de
"But persons suffering from dementia, why do psychologically ill persons or persons suffering from dementia act like that? What persons can least accept is behavior. Illness is easier, because we know this person is ill. He is not responsible. But SPURIOUS actions. He urinates somewhere into the corners. Why? How come? And so on. Why does he do THAT? Or why does he do those spurious actions?"* (PDL09w_26.07.16)

# Strategies for treatment and psychosocial support for living at home with dementia

<table>
<thead>
<tr>
<th>Needs/Challenges</th>
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<tbody>
<tr>
<td>o Complex care situations with persons with dementia</td>
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<tr>
<td>o Coping with <strong>challenging behavior</strong></td>
<td></td>
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<tr>
<td>o <strong>Counseling</strong> for Persons with dementia in their social surroundings</td>
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</table>

<table>
<thead>
<tr>
<th>Features Content</th>
<th></th>
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<tbody>
<tr>
<td>o <strong>Advanced knowledge</strong> about dementia (nursing, sociology, medicine, gerontology)</td>
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<tr>
<td>o <strong>Advanced assessment</strong> and understanding clinical diagnostics</td>
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<tr>
<td>o <strong>Family oriented nursing concepts</strong> for dementia care</td>
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<tr>
<td>o <strong>Technological support</strong> for persons with dementia at home</td>
<td></td>
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<tr>
<td>o <strong>Reflection</strong> about personal nursing experience in dementia care</td>
<td></td>
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<tr>
<th>Blended Learning</th>
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<tr>
<td>o <strong>E-Portfolio</strong></td>
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<tr>
<td>o <strong>E-Learning</strong>: Advanced knowledge about dementia; online test with self evaluation</td>
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<tr>
<th>Practice Project</th>
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<tr>
<td>o E.g. reflection on clinical situation (in progress...)</td>
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ANP/APN-Competencies

Scientific Certificates $E^B$

Conclusion & Perspective
Conclusion

- Evidence suggests great demand for scientifically educated nurses with expanded skills in community nursing.

- “Proper” APN-Education for nurses with vocational training takes a long way to go ...
Conclusion

Answer: Certificates $E^B$

✓ Competencies for **expanded skills**
✓ **Feasible** and **need-based**
✓ **First step** in direction to ANP/ APN

Challenges to face:

➢ Until now, **community nurses**, who went to university, **left direct patient care**
➢ Need for **decently paid jobs** for community nurses providing expanded nursing tasks
Provision for needs of working nurses as students
- Distance learning / blended learning formats
- Counseling and supervision (tutors)

Creating possibilities for provision of expanded nursing tasks in community care

Participatory Action Research Project**
- Joint working groups
  - Consisting of head nurses, community nurses, GPs, relatives, patients, etc.
  - Facilitated by member of team EB
- Panel of experts to accompany working group

To Do – List
2nd Phase*: 2/18 to 7/20

* Proposal waiting for decision
** Cf. Bryant-Lukosius & DiCensio 2004
References


Ullmann, Peter; Schwendimann, René; Keinath, Elke; Eder, Karin; Henry, Morag; Thissen, Katrin et al. (2015): Visionen und Realitäten in der Entwicklung von APN & ANP. In: Advanced Practice Nurses MAGAZIN, S. 8–23.
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