



NATIONAL COUNCIL FOR THE PROFESSIONAL DEVELOPMENT OF NURSING AND MIDWIFERY

Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts

4th Edition



*National Council for the
Professional Development
of Nursing and Midwifery*

*An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranais agus
an Chnáimhseachais*

JANUARY 2008



A Celebration of Life

By Catherine Barron

Mission Statement of the National Council

The purpose of the Council is to promote and develop the professional roles of nurses and midwives in partnership with stakeholders in order to support the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment.

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FRAMEWORK FOR THE ESTABLISHMENT OF ADVANCED NURSE PRACTITIONER AND ADVANCED MIDWIFE PRACTITIONER POSTS

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Introduction

Advanced practice in nursing and midwifery has developed internationally and nationally. The Commission on Nursing recognised that promotional opportunities should be open to nurses and midwives wishing to remain in clinical practice and accordingly recommended a clinical career pathway leading from registration to clinical specialisation and to advanced practice (Government of Ireland 1998 6.26). The development of this career pathway serves to develop clinical nursing and midwifery expertise in the interests of holism and excellence in patient/client care.

The establishment of this clinical career pathway is a function vested in the National Council for the Professional Development of Nursing and Midwifery. The National Council has developed a definition, core concepts and competencies for the role of the Advanced Nurse Practitioner/Advanced Midwife Practitioner (ANP/AMP) and determines the requirements for nurses and midwives to be accredited as ANPs/AMPs.

To date a number of ANP/AMP posts have been developed by services and approved by the National Council and ANPs/AMPs have been accredited. The posts established reflect service needs in the specific areas and their development has required creativity and leadership on behalf of all those involved. The development of these initial posts has paved the way for other service providers to use advanced nursing and midwifery expertise to respond to patient/client and service need.

The National Council has undertaken research to provide a preliminary evaluation of the role of the ANP as part of its role in monitoring the ongoing development of specialist and advanced practice in nursing and midwifery (National Council for the Professional Development of Nursing and Midwifery 2005a). The findings of the study indicate that the introduction of the role of the ANP in Ireland has been successful. The ANPs' contribution to clinical patient/client care is clear. They are effective in delivering good quality, timely, holistic, and comprehensive care that is acceptable to patient/clients. They have been successful in implementing the role within the four core concepts (autonomy in clinical practice, expert practice, professional and clinical leadership and research) of advanced nursing/midwifery practice as defined by the National Council. This has been largely as a result of the enthusiasm, commitment, leadership and professionalism of the nurses who have been the first cohort of ANPs in Ireland and the nurse managers and multidisciplinary teams who have supported them. The majority of their time is spent in clinical practice and in associated activities and because of the overwhelming need for their services they reported finding time to undertake research difficult. The roles are spread over a wide variety of care areas indicating that roles have developed in response to health service need and that the definition and core concepts developed by the National Council for Ireland have been sufficiently comprehensive to support the development of nursing practice to respond to evolving needs. There has been wide acceptance of the ANP roles in the services where these first posts have been developed and this has been as a result of tireless working on the part of the nurses and other members of the multidisciplinary teams who have led practice. The strong clinical focus of the ANP role identified in this study suggests that one of the original aims of the Commission on Nursing (Government of Ireland 1998), namely to retain expert nurses in direct patient care, has been achieved.

This document, building on the framework outlined in previous editions (National Council for the Professional Development of Nursing and Midwifery 2001, 2004, 2007), outlines the background to the development of ANP/AMP posts in Ireland. It defines ANP/AMP roles and outlines the criteria that organisations must meet to in order to have ANP/AMP posts approved. It also provides guidance for managers, nurses and midwives who are working through the processes. Templates are provided to assist in the application process. This fourth edition has been updated to reflect health service reform and developments in National Council processes, however, the fundamental processes of development of ANP/AMP roles are unaltered. The development of ANP/AMP roles and services is part of the strategic development of the overall health service and needs to take place in the context of contemporary health and social policy, the requirements of population health and the service planning process. The National Council endeavours to provide support to those involved in service development. For organisations that have identified a need for an ANP/AMP service and are committed to its development, the officers of the National Council in conjunction with the directors of nursing and midwifery planning and development units (NMPDUs) are available at each stage of the process to provide advice and support.

The Health Service Reform Programme and the transformation programme offer an exciting new opportunity through which a quality service will be delivered to consumers in a streamlined way. The development and enhancement of nursing and midwifery roles is a key factor in the implementation of this reform. The development of ANP/AMP roles is a significant part of this and has been recognised as an ongoing and vital component of health service reform (Department of Health and Children 2003) and implementation of the Health Strategy (Department of Health and Children 2001).



INTRODUCTION

Definition of Advanced Nursing Practice/Advanced Midwifery Practice

ANPs/AMPs promote wellness, offer healthcare interventions and advocate healthy lifestyle choices for patients/clients, their families and carers in a wide variety of settings in collaboration with other healthcare professionals, according to agreed scope of practice guidelines. They utilise advanced clinical nursing/midwifery knowledge and critical thinking skills to independently provide optimum patient/client care through caseload management of acute and/or chronic illness. Advanced nursing/midwifery practice is grounded in the theory and practice of nursing/midwifery and incorporates nursing/midwifery and other related research, management and leadership theories and skills in order to encourage a collegiate, multidisciplinary approach to quality patient/client care.

Advanced nursing and midwifery practice is carried out by autonomous, experienced practitioners who are competent, accountable and responsible for their own practice. They are highly experienced in clinical practice and are educated to masters degree level¹ (or higher). The postgraduate programme must be in nursing/midwifery or an area which is highly relevant to the specialist field of practice (educational preparation must include substantial clinical modular component(s) pertaining to the relevant area of specialist practice).

ANP/AMP roles are developed in response to patient/client need and healthcare service requirements at local, national and international levels. ANPs/AMPs must have a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and a commitment to the development of these areas.

¹A master's degree is a major award, level 9 on the National Qualification Authority of Ireland Framework of Qualifications (2003). www.nqai.ie



Core Concepts of Advanced Nursing Practice/Advanced Midwifery Practice

Autonomy in Clinical Practice

An autonomous ANP/AMP is accountable and responsible for advanced levels of decision-making which occur through management of specific patient/client caseload. ANPs/AMPs may conduct comprehensive health assessment and demonstrate expert skill in the clinical diagnosis and treatment of acute and/or chronic illness from within a collaboratively agreed scope of practice framework alongside other healthcare professionals. The crucial factor in determining advanced nursing/midwifery practice, however, is the level of decision-making and responsibility rather than the nature or difficulty of the task undertaken by the practitioner. Nursing or midwifery knowledge and experience should continuously inform the ANP's/AMP's decision-making, even though some parts of the role may overlap the medical or other healthcare professional role.

Expert Practice

Expert practitioners demonstrate practical and theoretical knowledge and critical thinking skills that are acknowledged by their peers as exemplary. They also demonstrate the ability to articulate and rationalise the concept of advanced practice. Education must be at master's degree level (or higher) in a programme relevant to the area of specialist practice and which encompasses a major clinical component. This postgraduate education will maximise pre- and post-registration nursing/midwifery curricula to enable the ANP/AMP to assimilate a wide range of knowledge and understanding which is applied to clinical practice.

Professional and Clinical Leadership

ANPs/AMPs are pioneers and clinical leaders in that they may initiate and implement changes in healthcare service in response to patient/client need and service demand. They must have a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and a commitment to the development of these areas. They provide new and additional health services to many communities in collaboration with other healthcare professionals to meet a growing need that is identified both locally and nationally by healthcare management and governmental organisations. ANPs/AMPs participate in educating nursing/midwifery staff, and other healthcare professionals through role-modelling, mentoring, sharing and facilitating the exchange of knowledge both in the classroom, the clinical area and the wider community.

Research

ANPs/AMPs are required to initiate and co-ordinate nursing/midwifery audit and research. They identify and integrate nursing/midwifery research in areas of the healthcare environment that can incorporate best evidence-based practice to meet patient/client and service need. They are required to carry out nursing/midwifery research which contributes to quality patient/client care and which advances nursing/midwifery and health policy development, implementation and evaluation. They demonstrate accountability by initiating and participating in audit of their practice. The application of evidence based practice, audit and research will inform and evaluate practice and thus contribute to the professional body of nursing/midwifery knowledge both nationally and internationally.



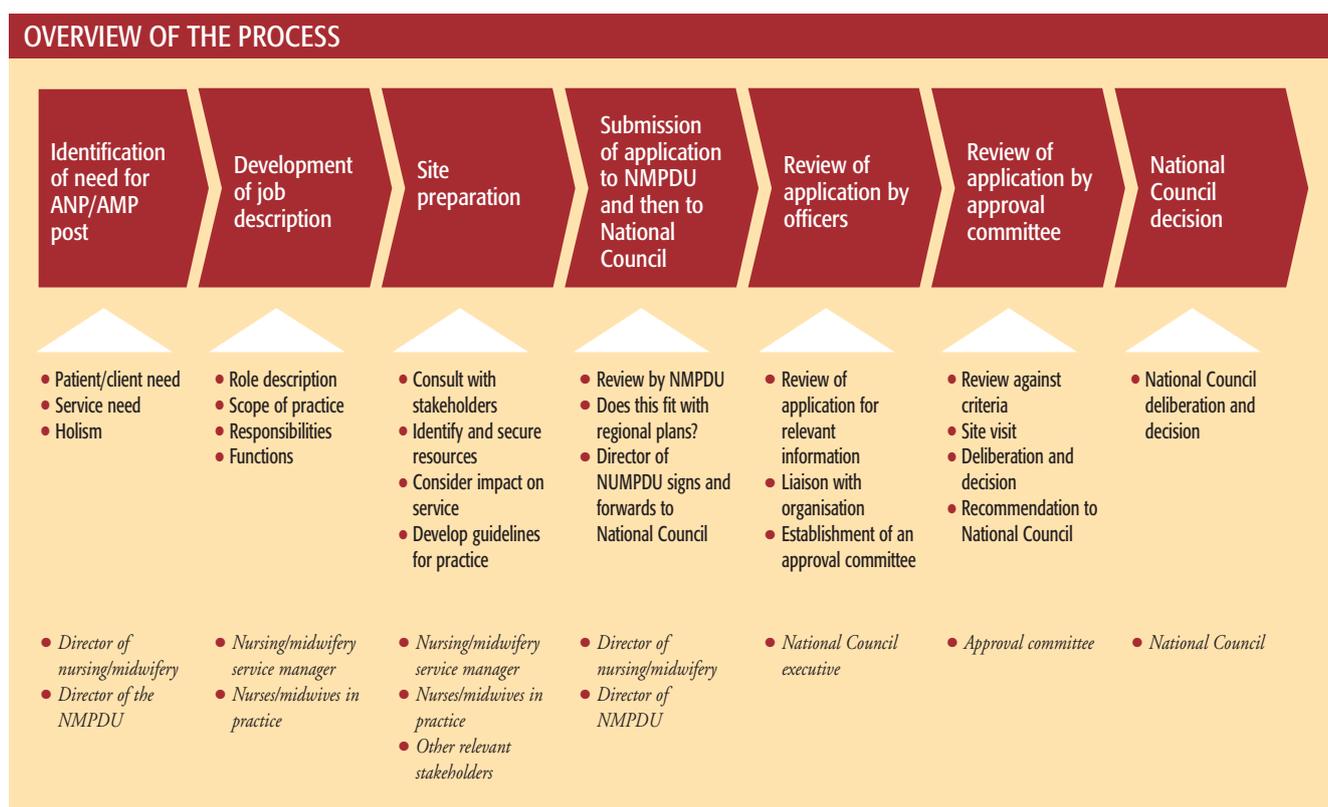
Process for the Establishment of Advanced Nursing Practice/Advanced Midwifery Practice Posts

The process for the establishment of ANP/AMP posts involves the development of a job description and the preparation of the site for the proposed posts.

Application by the health care organisation for approval of job description and site preparation

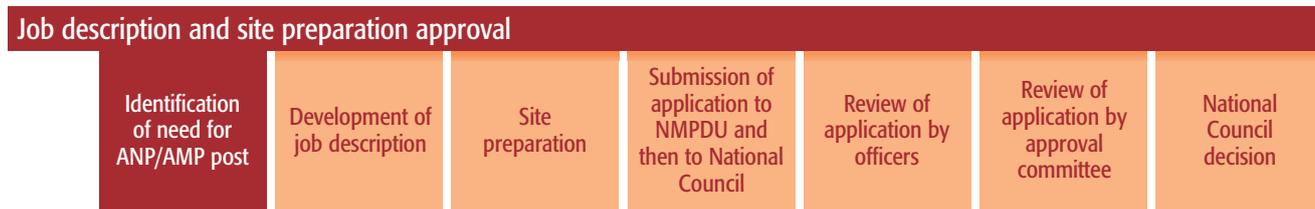
The job description and site preparation must be approved by the National Council before a nurse or midwife can be offered the post.

An application can be made for approval of more than one post in a particular speciality or area of practice at a time.





Application by the health care organisation for approval of job description and site preparation

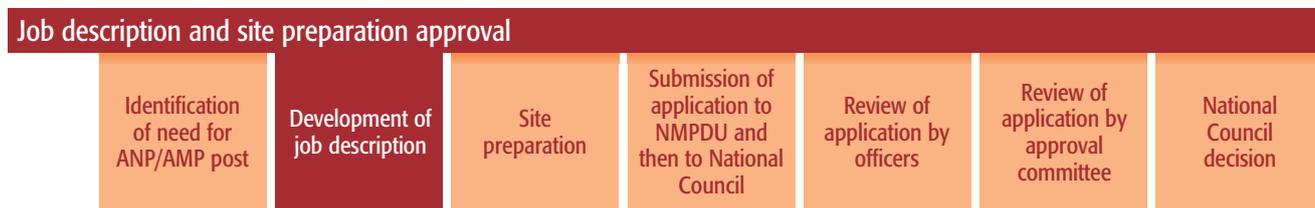


The identification of the need for ANP/AMP role(s) is the first vital step in the process of establishing an ANP/AMP post or service. This takes place at both regional and local level and involves a review of:

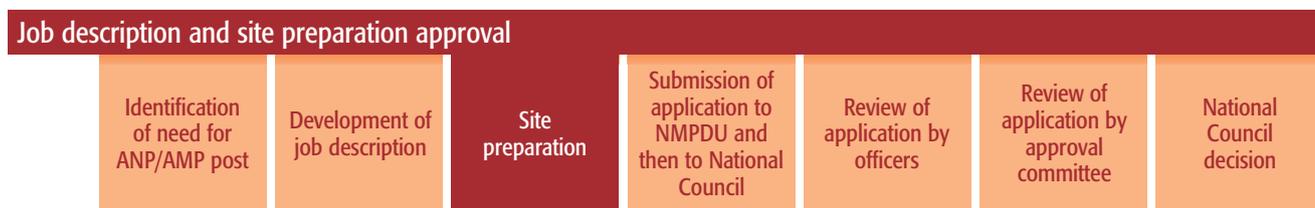
- epidemiology or disease patterns
- population health/demographics
- hospital/service data
- relevant regional and national health policy documents
- geographic context of service provision
- current roles and potential areas for development of services to patients/clients.

Where a need for new roles is identified it is useful to examine national and international experience concerning the effectiveness and appropriateness of similar roles. On the basis of this evaluation and if the service deems ANP/AMP post(s) necessary it is the responsibility of the local manager to use the service planning process to seek funding and work closely with the director of the NMPDU regarding parameters of the role and regional developments.

For detailed guidance on undertaking service needs analysis see *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (National Council for the Professional Development of Nursing and Midwifery 2005b).



A detailed job description should be devised containing details of the role and the responsibilities of the post, the appropriate reporting relationships for the post-holder and reflecting the required experience and education as specified by the National Council. The job description should incorporate the core concepts and definition of the ANP/AMP role, together with the core competencies for ANPs/AMPs and the specific competencies required for the post. The job description should be developed in line with the service plan and in consultation with the NMPDU. A template outlining the required information for job descriptions is provided in the template for Part 1 application on pages 17-19 of this document.



The integration of the ANP/AMP into a practice setting will have implications for patients/clients, individual nurses/midwives, the nursing and midwifery professions, other healthcare providers and other healthcare professionals in the setting that the new role is to be introduced. The National Council advises that due consideration be given to assimilating the post and post-holder into the organisation in a manner beneficial to patients/clients, individual ANPs/AMPs, the nursing and midwifery professions, the healthcare providers and other healthcare professionals.

In preparation, employers need to articulate both the practice expectations of the ANP/AMP and their willingness to provide the necessary support to ensure successful integration of the role, giving due consideration the definition and core concepts of the ANP/AMP role.



Having identified the need for a specific area of care provision, the organisational manager must consider how an ANP/AMP might fit the service requirement, and how the introduction of a new role will impact on the service as a whole, in terms of benefit to the patient/client group, the workload of other healthcare professionals, the culture of the service and the distribution of resources within the service. Consideration should also be given to the sustainability of the ANP/AMP role and to the ongoing development of the individual ANP/AMP.

It is crucial that the development of the ANP/AMP role is carried out within the context of the service planning process. This includes obtaining funding for the post and the associated site development. Evidence of this is required by the National Council through the completion of the Financial Approval Form (available on page 22 of this document).

The organisational manager must:

- Ensure that the healthcare need to be addressed by the introduction of the ANP/AMP has been identified from health service need, from patient/client feedback and/or in service plans;
- Have a clear understanding of the legislation, rules, regulations and guidelines that govern nursing/midwifery practice (both directly and indirectly) and their implications for the proposed ANP/AMP service;
- Ensure that the service insurance arrangements incorporate all relevant aspects of the post. Insurance cover is provided for Advanced Nurse/Midwife Practitioner posts in hospitals or other organisations which have medical malpractice indemnity under the terms of the Clinical Indemnity Scheme;
- Ensure that guidelines for good practice are developed collaboratively;
- Determine how the patient/client will benefit from the ANP/AMP service;
- Ascertain that the service to be provided by the ANP/AMP is consistent with the service/organisation philosophy;
- Project how the change will help to meet the goals of the service plan;
- Give consideration to the optimal location of the service;
- Ensure that processes are in place to establish baseline measurements against which the service can be evaluated in the future;
- Give consideration to managing the integration of the ANP/AMP into the multidisciplinary team and the effect of the new role on the work of other healthcare professionals;
- Define the role content of the ANP/AMP service within a framework of nursing/midwifery practice, identifying areas of responsibility, levels of authority and channels of accountability (these should be contained within the job description); and
- Identify resource implications (see Box 1).

The site preparation details should outline all the measures taken to develop the post and integrate it into the overall service. A template for submission of site preparation details is provided in the template for Part 1 on pages 20-21 of this document.

BOX 1 IDENTIFICATION OF RESOURCES

The ANP/AMP must be enabled to work as effectively and efficiently as possible from the time of taking up the post. This may be achieved by identifying and securing the necessary resources in advance of his/her taking up the post. Furthermore, it must be ensured that the ANP/AMP, who is assuming new responsibilities and developing new skills in new territory, will have appropriate support and feedback so that motivation and commitment is maintained.

Resources that will enable the ANP/AMP to make effective use of his/her time and to undertake the responsibilities associated with the core competencies of his/her role include:

- Adequate staffing, in terms of secretarial and administrative support;
- Equipment and facilities, such as clinical space, diagnostic and treatment equipment and office space, computer, other information technology and appropriate furnishings;
- Access to research and other evidence applicable to the area of practice, including access to library resources and/or access to a third level institution and internet access;
- Opportunities for networking;
- Opportunities for engaging in continuing professional development; and
- Facilities to audit and evaluate his/her work, to undertake research, and to develop and provide evidence-based services. This should include a liaison arrangement with an appropriate department of a third-level educational institution.



Job description and site preparation approval



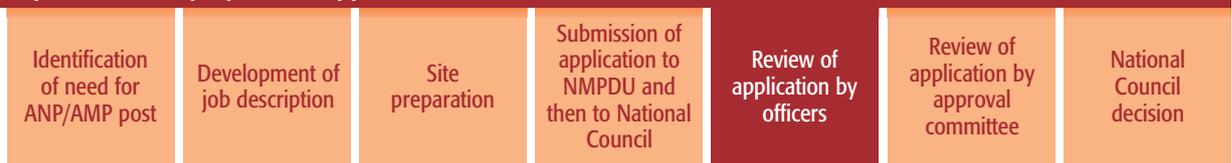
The documentation for Part 1 application comprises²:

1. Application Form for ANP/AMP Post Approval
2. Job Description
3. Details of the site preparation
4. Financial Approval Form.

A Template for Part 1 Approval of ANP/AMP Post-Organisational Application is provided on pages 15-22 of this document.

The application document is submitted by the Director of Nursing/Midwifery³ to the Director of the NMPDU who reviews it and then forwards the application to the National Council.

Job description and site preparation approval



On receipt of the application officers of the National Council review the documentation to ensure that all the necessary details are included. If there are areas requiring clarification the officers liaise with the service manager(s) and or other appropriate personnel.

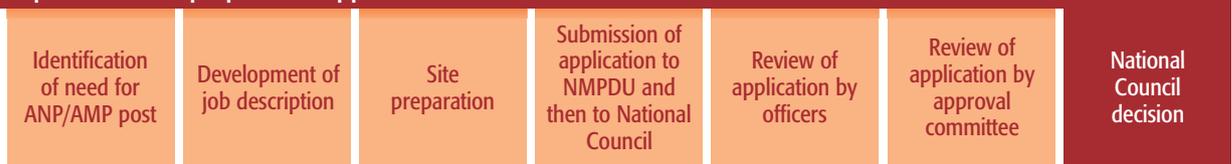
Job description and site preparation approval



The approval committee will comprise National Council members, invited experts, an accredited ANP/AMP and executive staff.

The approval committee reviews the application against the criteria for ANP/AMP posts in the context of the particular area of nursing or midwifery and against the recommended considerations for site preparation. The applicants may be required to provide additional information or clarification at this stage in the process. A site visit may be carried out by members of the accreditation committee to facilitate this. The accreditation committee makes a judgement and recommends a decision to the National Council.

Job description and site preparation approval



The final decision is taken by the National Council. The Chief Executive Officer of the National Council advises the Director of the NMPDU and the Director of Nursing/Midwifery in writing of the outcome.

Where approval is granted it is expected that site preparation is maintained to at least the level approved by the National Council.

² Application can be made for more than one post at a time.

³ In the absence of a nursing/midwifery management structure this step can be undertaken by organisational management in consultation with the Nursing and Midwifery Planning and Development Unit.



In cases where approval is not granted recommendations will be made for areas requiring development. Re-application may be made following development of identified areas.

Employment of Nurses or Midwives in ANP/AMP Posts.

When the post is approved the next stage is to identify and recruit a suitably qualified nurse/midwife who could fill the post subject to accreditation by the National Council⁴. It is only following accreditation by the National Council that a nurse or midwife can use the title ANP/AMP. This should be reflected in recruitment processes for the posts.

As with any job application process a nurse or midwife applying for a ANP/AMP post must demonstrate on application and at interview that they have the competencies necessary to fulfil the job description as detailed in the person specification. These competencies are gained through formal education, continuing professional development, supervised clinical practice at advanced practice level and clinical experience. These competencies must be relevant to the context of practice. Therefore the individual's formal education (at level 9 post registration on NQAI framework), continuing professional development and clinical experience must also be relevant to the context of practice.

Monitoring the development of ANP/AMP posts

The National Council is responsible for monitoring the development of ANP/AMP posts. This involves monitoring posts at service, regional and national level.

At service level approval of a post is granted for as long as the post is required to meet an identified and continuing service need. The National Council recognises that it is inevitable and desirable that role descriptions change in line with service and patient/client need. As roles and scope of practice develop job descriptions should also be up-dated. It is a requirement of the continuing approval of posts that the National Council is informed of any substantial changes to the job description of approved ANP/AMP posts. Directors of Nursing or Midwifery should, when relevant, submit amended job descriptions of approved posts to the National Council. Providing the core concepts of ANP/AMP roles continue to be fulfilled approval will be ongoing. The organisation must ensure that it continues to support ANP/AMP posts with the appropriate resources necessary to enable the role to fully respond to the service need and the development needs of the post-holder. The National Council may, as part of its monitoring function, require services to supply details of continued development of the site and the progress of the ANP/AMP service as appropriate.

At regional and national level the National Council will liaise and work in partnership with the Directors of Nursing/Midwifery and the Directors of the NMPDUs in this process. This will include a review of the geographical spread of posts, national and local developments and appropriateness of ANP/AMP role development (Government of Ireland 1998 6.62).

⁴Refer to Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners (National Council for the Professional Development of Nursing and Midwifery 2008)

References

- Department of Health and Children (2001) *Quality and Fairness – A Health System for You*. Stationery Office, Dublin.
- Department of Health and Children (2003) *Report of the National Taskforce on Medical Staffing*. Stationery Office, Dublin.
- Government of Ireland (1998) *Report of the Commission on Nursing A Blueprint for the Future*. Dublin, Stationery Office.
- National Council for the Professional Development of Nursing and Midwifery (2001) *Framework for the Development of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts*. NCNM, Dublin.
- National Council for the Professional Development of Nursing and Midwifery (2004) *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts*. NCNM, Dublin.
- National Council for the Professional Development of Nursing and Midwifery (2005a) *A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner*. NCNM, Dublin.
- National Council for the Professional Development of Nursing and Midwifery (2005b) *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts*. NCNM, Dublin.
- National Council for the Professional Development of Nursing and Midwifery (2007) *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts*. NCNM, Dublin.
- National Council for the Professional Development of Nursing and Midwifery (2008) *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners*. NCNM, Dublin.
- National Qualifications Authority of Ireland (2003) *Outline National Framework of Qualifications-Determinations Made by the National Qualification Authority of Ireland. NQAI Qualifications-Determinations Made by the National Qualification Authority of Ireland*. NQAI, Dublin.

Template - Approval of Advanced Nurse Practitioner/Advanced Midwife Practitioner Post - Organisational Application

The application should comprise:

1. Application Form for ANP/AMP Post Approval
2. Job Description
3. Details of Site Preparation
4. Financial Approval Form

Collation and Submission of Application

- One loose leaf copy of the application should be submitted (suitable for photocopying).
- All pages including appendices should be numbered (with the exception of the Application and Financial Approval Forms).
- A table of contents should be included. It should list in sequence, indicating page numbers, all relevant divisions and sub-divisions of the documents.
- References should be in the Harvard Style.
- The title page of the application should contain the following information:
 - Name of Organisation
 - Title of Post
 - Date of Submission.

Applications should be submitted to the Director of the Nursing and Midwifery Planning and Development Unit in your Health Region and submitted by them to the:

Chief Executive Officer
National Council for the Professional Development of Nursing and Midwifery
6/7 Manor Street Business Park
Manor Street,
Dublin 7

This template is available electronically on the National Council website (www.ncnm.ie) to facilitate ease of documentation.

Application Form for ANP/AMP Post Approval

Title of Post(s)

Advanced Nurse/Midwife Practitioner

Title of speciality

Name of Organisation

HSE Area

Job description enclosed:

Yes

Site preparation details enclosed:

Yes

Financial approval form enclosed:

Yes

Name of contact person in service for liaison purposes regarding this application

(if different from Director of Nursing/Midwifery)

Signature of Director of Nursing and Midwifery:¹

Signature of Director of Nursing and Midwifery
Planning and Development Unit:

Date of submission of application to National Council:

¹In the absence of a nursing/midwifery management structure this step can be undertaken by the management of the service in consultation with the appropriate Nursing and Midwifery Planning and Development Unit.

ANP/AMP Job Description Template

Role Description

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
Job title	<ul style="list-style-type: none">• Advanced Nurse Practitioner (title of specialty)• Advanced Midwife Practitioner (title of specialty)
Grade	<ul style="list-style-type: none">• Assistant Director of Nursing/Midwifery (hospital band)
Whole time equivalent hours	<ul style="list-style-type: none">• Must be the equivalent of at least 19.5 hours per week
Reporting relationships	<ul style="list-style-type: none">• Professionally accountable to Director of Nursing/Midwifery²• Clinically accountable to Senior Nurse/Midwife Manager or another named professional member of the healthcare team as appropriate
Location	<ul style="list-style-type: none">• Department/Centre/Unit• Hospital/Service/Organisation• Health Region
Background to post	<ul style="list-style-type: none">• Description of the service in which the post is placed including details of the roles of nurses/midwives and professionals related to the ANP/AMP role• How and why has the post been developed with reference to service need
Purpose of post	<ul style="list-style-type: none">• What are the main aims of this post?

²In the absence of a nursing/midwifery management structure there must be formal links established with an agreed nurse/midwife manager with regard to professional matters. This may be organised on a local basis as appropriate and could be through the Nursing and Midwifery Planning and Development Units.

Role Description cont

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
<p>RESPONSIBILITIES</p> <p>Clinical Practice</p> <ul style="list-style-type: none"> • Autonomy • Expert Practice 	<p><i>It should be clear in this section what the post specifically entails. Information should be supplemented by diagrams, flowcharts, and protocols for practice, etc.</i></p> <ul style="list-style-type: none"> • Outline the caseload • Outline referral pathways to and from the ANP/AMP together with referral criteria (a flow chart may be useful here) • Outline the level of clinical decision making • Outline the scope of nursing/midwifery practice (i.e. the range of illnesses/conditions/health needs that the ANP/AMP can care for and the range of therapeutic interventions to be provided by the ANP/AMP) (it may be useful to include as appendices details of the scope of practice for other nursing/midwifery roles in the area). • Outline the level of autonomous decision making attached to the role (e.g. admission, discharge, comprehensive health assessment, prescription and provision of treatment/care options and diagnostic procedures, including where relevant role in medication management) • Outline the range of clinical and theoretical knowledge relevant to advanced nursing/midwifery practice that will be required for the role • Outline the specific area of expert nursing/midwifery practice that the ANP/AMP will provide for patients/clients • Outline how the role will involve co-working with other team members on specific patient's/client's problems/needs using evidence based interventions • Outline how the ANP/AMP should maintain competence through engagement in clinical supervision and other forms of professional development
<p>Professional and Leadership</p>	<ul style="list-style-type: none"> • Identify areas of nursing/midwifery practice requiring development within and beyond the usual scope of practice of a nurse/midwife and lead this development (specify the particular areas of practice, give examples if appropriate) • Outline how the role will develop nurse/midwife led innovations in clinical practice which can be disseminated to nursing/midwifery and other colleagues to improve patient care • Outline how the role will facilitate service and multi-professional practice developments in relation to the area of practice based on relevant research, clinical audit and educational activity • Outline how the role will develop and maintain multi-agency and inter-professional relationships and networks to influence and develop current systems of care delivery • Outline how the role will promote and develop nursing/midwifery practice at national and international level • Outline how the role will provide new and additional health services, in collaboration with other healthcare professionals, to various communities in response to locally/nationally/internationally identified need • Outline how the role will participate in and develop educational programmes for the education of nursing/midwifery staff and other healthcare professionals, in the classroom, the clinical area and the wider community (specify what staff and level of involvement is required) • Outline how the role will provide supervision and mentoring to nurses/midwives and other professionals • Outline how the role will provide leadership by contributing to annual service reports and service plans in the interest of high quality patient/client care
<p>Research</p>	<ul style="list-style-type: none"> • Outline how the role will identify nursing/midwifery research supporting best practice relating to specific patient/client and service needs • Identify how the role will identify research priorities for the area of practice • Identify how the role will integrate, incorporate and disseminate research into clinical practice influencing the practice of the ANP/AMP and other team members thus advancing nursing/midwifery and clinical practice • Outline how the role will initiate, co-ordinate and conduct nursing/midwifery research • Outline how the role will initiate, co-ordinate and conduct clinical audit



Person Specification

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
Qualifications	<p>The applicant must:</p> <ul style="list-style-type: none"> • Be a registered nurse or midwife on An Bord Altranais' live register • Be registered in the division of An Bord Altranais' register for which application is being made • Have a masters degree (or higher) in nursing/midwifery or an area which is relevant to the specialist field of practice. This educational preparation must include a substantial clinical modular component(s) pertaining to the relevant area of specialist practice
Experience	<p>The applicant must:</p> <ul style="list-style-type: none"> • Have extensive experience in the relevant specialist area (i.e, at least 7 years post-registration experience, which will include 5 years in the chosen area of specialist practice)
Competencies	<ul style="list-style-type: none"> • Identify the core and specific competencies required to fulfill the role description • The core competencies for ANP/AMP as defined by the National Council should be included together with specific competencies for the role as defined by the employer and should relate to the specific responsibilities outlined in the job description
Terms of service	<ul style="list-style-type: none"> • In accordance with local/organisational/national policy • Because this is a new and developing role, it is important to specify that the job description and person specification may be subject to review in accordance with local/national policy and guidelines and in consultation with the post-holder

ANP/AMP Site Preparation Template

This part of the application is intended to demonstrate that the service has given sufficient consideration to the implications of the integration of the ANP/AMP role into the overall service and that sufficient resources are available (and will continue to be) to the ANP/AMP to fulfill all aspects of the role. The National Council criteria are outlined below and suggestions for evidence that may be submitted to demonstrate compliance are given.

CRITERIA	POSSIBLE SOURCES OF SUPPORTING EVIDENCE
<p>The healthcare need to be addressed by the introduction of the ANP/AMP has been identified from health service need, from patient/client feedback and/or in service plans</p>	<ul style="list-style-type: none"> • Results of audits • Service reviews/evaluation • Health care policy documents • Nursing and midwifery literature • Epidemiological and demographic data • Caseload analysis • National and International developments in best practice
<p>Have a clear understanding of the legislation, rules, regulations and guidelines that govern nursing/midwifery practice and their implications for the proposed ANP/AMP service</p>	<ul style="list-style-type: none"> • Relevant legislation, rules, regulations and guidelines (national and local) that govern nursing/midwifery practice for the particular area • Areas of expansion of nursing/midwifery practice in the context of the above
<p>Ensure that the service insurance arrangements incorporate all aspects of the post</p>	<ul style="list-style-type: none"> • Insurance cover is provided for Advanced Nurse/Midwife Practitioner posts in hospitals or other organisations which have medical malpractice indemnity under the terms of the Clinical Indemnity Scheme. Other health service providers not covered by the scheme need to supply copies of correspondence indicating that service insurers have been made aware of the full scope of the role and written evidence that they are satisfied that the role is incorporated into the standard insurance arrangements (where the ANP/AMP service is provided in sites other than the organisation making the application, the insurers of other organisations will need to provide similar documentation)
<p>Ensure that guidelines for good practice are developed collaboratively</p>	<ul style="list-style-type: none"> • List of guidelines that have been developed to support the role, including process established for development and review of guidelines • It is sufficient to include a list of policies, protocols and/or guidelines (including where relevant those protocols concerning supply and administration of medications and a list of medications included in a collaborative practice agreement for prescribing) that support the post. This list must be accompanied by a statement, signed by the director of nursing/midwifery, indicating: <ol style="list-style-type: none"> 1. that they have been developed in accordance with HSE organisational policy, 2. by whom they have been approved, 3. that they will be reviewed as per HSE/organisational policy, and 4. where nurse/midwife prescribing is part of the proposed ANP/AMP role, that the Clinical Practice Agreement has been prepared as per An Bord Altranais requirements. • Details of the key stakeholders affected by these guidelines and their involvement in their development
<p>Determine how the patient/client will benefit from the ANP/AMP service</p>	<ul style="list-style-type: none"> • Identification of key projected outcomes in patient/client service • Indication of level of service currently provided • Projected level of service provided with implementation of the role



CRITERIA	POSSIBLE SOURCES OF SUPPORTING EVIDENCE
Ascertain that the service to be provided is consistent with service/organisation philosophy	<ul style="list-style-type: none"> • Account of service and departmental philosophy/mission • Outline of how the role fits into the overall philosophy/mission
Project how the change will help to meet the service plan	<ul style="list-style-type: none"> • Outline of the part of the service plan that relates to this overall service and details of how the role will support the stated aims in the service plan
Give consideration to the optimal location of the service	<ul style="list-style-type: none"> • Rationale for location of service in the context of optimizing service provision
Give consideration to managing the integration of the ANP/AMP into the multidisciplinary team and the effect of the new role on the work of other healthcare professionals	<ul style="list-style-type: none"> • Statement indicating the relationship of the role to other members of multidisciplinary team including referral mechanisms, communication channels and areas of responsibility • Statement indicating areas of the role development that required negotiation and how this was/is managed • Job descriptions of other roles in the team including staff nurses/midwives and CNSs/CMSs with details of how the workload is managed
Define role content within a framework of nursing/midwifery practice, identifying areas of responsibility, levels of authority and channels of accountability	<ul style="list-style-type: none"> • Indicate how the role fits within nursing/midwifery framework
Identify resource implications Resources likely to be required include: <ul style="list-style-type: none"> • Staff, e.g. secretarial and administrative support • Equipment and facilities, e.g. clinical space, • Diagnostic and treatment equipment and office space, computer, other information technology and appropriate furnishings • Access to research applicable to the area of practice, including access to library resources and/or access to a third level institution and internet access opportunities for networking • Opportunities for engaging in continuing professional development • Facilities to audit and evaluate his/her work, to undertake research, and to develop and provide evidence-based services • Liaison arrangement with an appropriate department of a third-level educational institution 	<ul style="list-style-type: none"> • Statement enumerating the resources required to develop and maintain the role and how the role will continue to be resourced taking into consideration developments in the role and service • Financial Approval Form

Financial Approval Form for ANP/AMP Posts

Title of ANP/AMP post

Whole Time Equivalent (WTE)

Name of Organisation

Has funding for this post been approved at level of Assistant Director of Nursing/Midwifery?

Yes No

Authorised budget holder's signature:

Title:

Date:



National Council for the
Professional Development
of Nursing and Midwifery

An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranais agus
an Chnámhseachais

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