



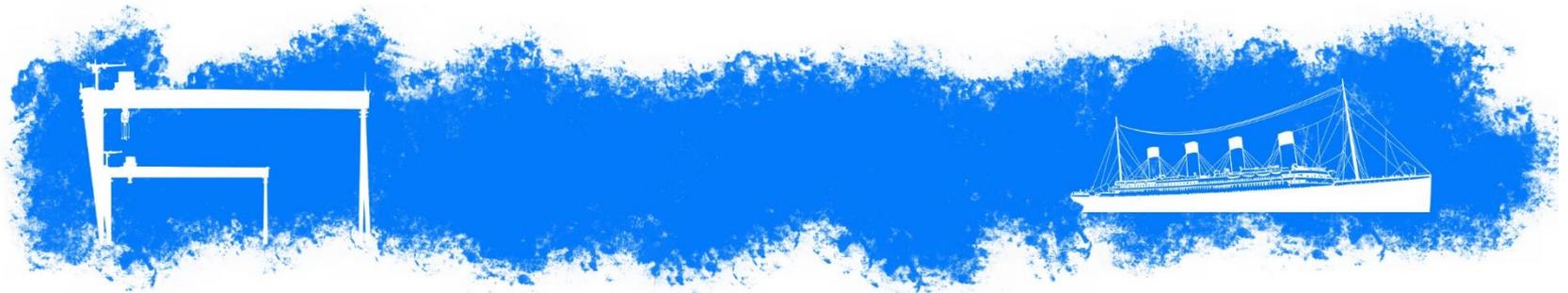
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“A navigable route to advancement”

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Overview of today's presentation

- Background
- Defining questions
 - Our Propositions
- Confusion to Clarity
- Conceptual Framework
 - Over to you



Background

- Manchester SAM Conference (September 2015)
- Delegates and their contributions
- 'Experience is being amassed'



There is a
storm
building

Key issues:

- Confidence to start and knowing where to start
- How to advance their practice?
- How to integrate advanced practice in the nursing?



Defining questions

- What might help nurses in such a position move forward and advance?
- How can we mobilize their experiential learning?
- How do we quantify their tacit knowledge?
- Then, how can we limit the loss of experienced nursing knowledge from nursing, into medical /rota?
- How can we help perhaps to pull it all together?



Propositions

- Nurses gain experience in acute medicine (some over many years) but in order to achieve advancement requires judicious educational choices to practice at a higher level.
- Successful, contributory factors in the pursuit of individual advancement necessitate being assertive, self-aware, and actively 'seeking out' educational opportunities.
- Clinical advancement for nurses tends to be inhibited by the nursing career structure in acute medicine compounded by a lack of clarity surrounding role transition/progression points.
- Nurses amass tacit knowledge/expertise, which needs recognition and integration into advanced career structures.
- Advancement of nursing practice in acute medicine is about defining the skills gap between experienced and advanced nurses.
- There is often a chasm between advanced clinical roles and the day to day budgetary, leadership and management responsibilities on AMU.
- Advance Practitioners and Consultant Nurse roles are ideally positioned to be the role models for effective clinical leadership.

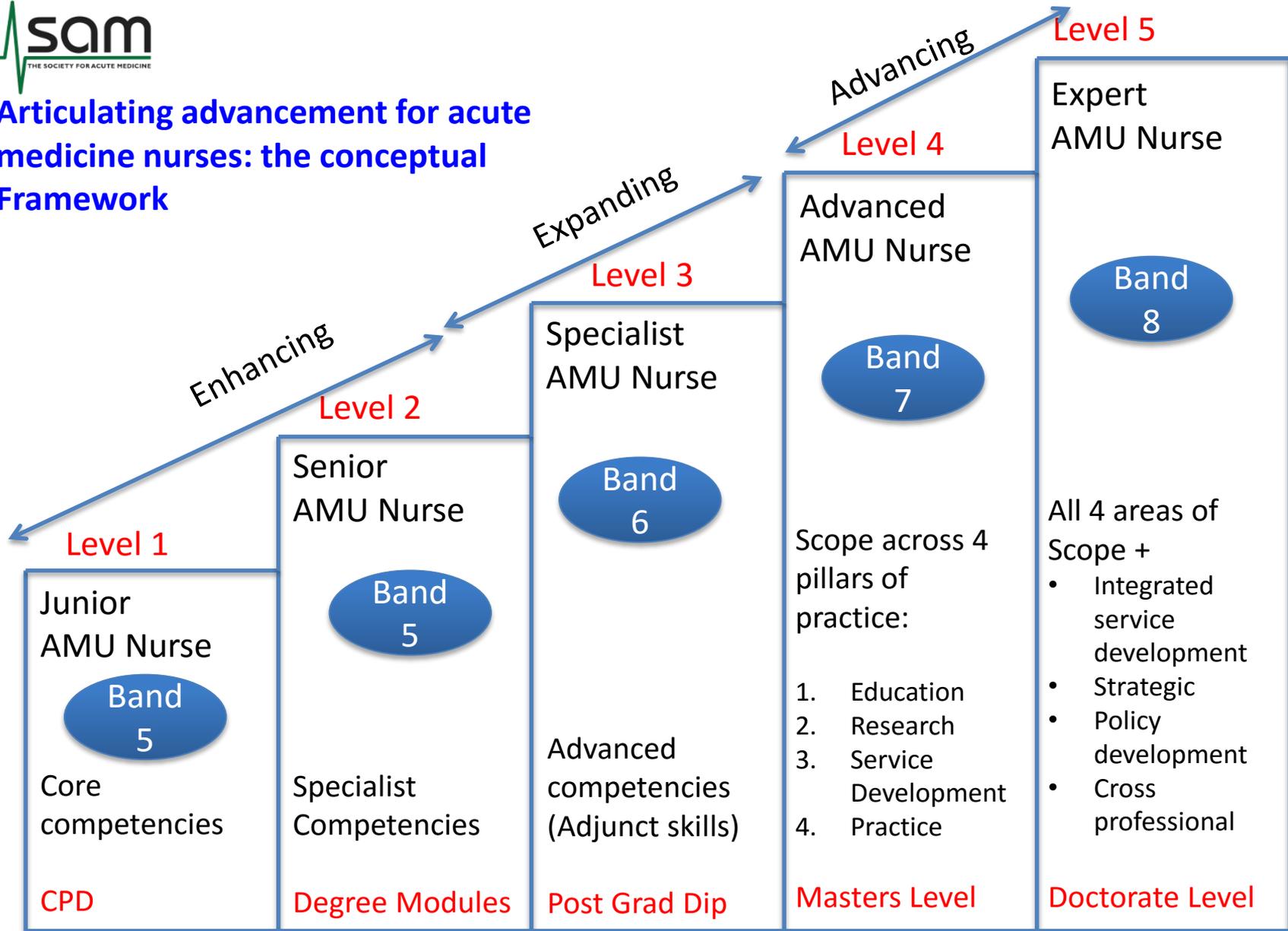


“Confusion to Clarity”

- Generalist
- Specialist
- Enhancing
- Expanding
- Advancing



Articulating advancement for acute medicine nurses: the conceptual Framework



In Summary

Antecedents:

- Core competencies (skills)
- Determining the tacit knowledge
- Abilities you bring to the role

Critical attributes:

- Links with an Appraisal
- Developing a practice portfolio
- APEL Verification process

Consequences:

- Advancement through distinct levels
- Distinction between experienced and advanced
- Retention of junior and senior workforce



Over to you

“Providing a navigable route for acute medicine nurses to advance their practice: a framework of ascending levels of practice”.

Authors: Deutsch-Lees, L., Christian, J., & Setchfield, I.

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