“A navigable route to advancement”

Liz Lees-Deutsch
liz.deutsch@postgrad.manchester.ac.uk
liz.lees@heartofengland.nhs.uk
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’

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.
Publication: Journal of Acute Medicine
In Press: Published, July 2016

Request – Download – Cite!