Nursing Career Pathways & Practice

Contact with clinicians → Collation of what already exists → Further information gathering → ???
So many questions…

Are there career pathways?

Do career pathways mean competence?

Is competence preferred over capability?

Does capability lead to quality care?

Will quality of care be improved by a standardised approach?

Is a standardised approach on the wish list of clinicians?

Is the wish list achievable?
Do Career Pathways Exist?

Matrix
Clinical Nurse Pathway
Requisite Education Framework
Orientation
Career Pathway

Career Progression
Education Pathway
Progression Training

Skills Tree
Transition Guidelines
<table>
<thead>
<tr>
<th>Clinical Location</th>
<th>Novice to expert</th>
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<tr>
<td>What needs to be achieved to obtain</td>
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<td>Workshops to complement stage</td>
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<td>Equipment usage</td>
<td>Ongoing/reoccurring education requirements</td>
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<td>Work place procedures</td>
<td>Requires an educator to sign off to progress</td>
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<tr>
<td>Workbooks</td>
<td>Orientation days</td>
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**Advanced Beginner Registered Nurse For the Emergency Department**

- Signed off in Paeds
- Comprehensive patient assessment and documentation
- Discharge planning
- Safe patient handover utilising A-G communication skills
- Oxygen administration and mask ventilation
- Chest drain management skills
- Perform and interpret spirometry

**Advanced practice skills**

- EPN / Fast Track course
- CIN manual
- Abdominal Assessment
- Respiratory Assessment
- Upper-limb Assessment
- Lower-limb Assessment
- Nurse initiated pharmacological treatment

**Achievement**

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Details</th>
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<tr>
<td>Comprehensive Head to Toe and A-G component skills</td>
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<tr>
<td>Vision minimisation skills</td>
<td></td>
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<tr>
<td>Fluid electrolyte management competent</td>
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<tr>
<td>Assist and perform procedures:</td>
<td></td>
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<tr>
<td>Cannulation and Venepuncture</td>
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<tr>
<td>Nasogastric tube insertion and management</td>
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**Consolidation:**

- Completes Acute work book
- Understands and implements the HIRAID assessment framework on common types of emergency department presentations
- Demonstrates time management skills and ability to prioritise workload
- Competent in cannulation and venepuncture
- Is able to detect deterioration and escalate appropriately
The greater issues...

Nurse A:
- Rigid Career Framework
- Resuscitation Level
- Competent

Nurse B:
- No Framework
- 15 years at Resuscitation Level
Reality...
Capability or Competence?

• How many years in ED means you are an experienced nurse?
• Are we focused on
  • Capability?
  • Competence?
Competency

A specific range of skill, knowledge, ability to do something successfully, being adequately or well qualified, the condition of being capable of to meet demands, requirements.
The universal, collaborative and dynamic model of specialist and advanced nursing and midwifery practice: A way forward?

Laserina O’Connor PhD, RANP, RNP, Mary Casey, Rita Smith, Gerard M Fealy, Denise O’ Brien, Denise O’Leary, Diarmuid Stokes, Martin S McNamara, Mary Ellen Glasgow, Andrew Cashin

First published: 19 July 2017 | https://doi.org/10.1111/jocn.13964

THE EXPERIENCE OF ADVANCED PRACTICE NURSES IN US EMERGENCY CARE SETTINGS

Authors: Lisa A. Wolf, PhD, RN, CEN, FAEN, Altair M. Delao, MPH, Cydne Perhats, MPH, Michael D. Moon, PhD, RN, CNS-CC, FAEN, and Margaret J Carman, DNP, ACNP-BC, ENP-BC, FAEN, Des Plaines, IL, San Antonio, TX and Durham, NC
Does location matter?
What makes a resuscitation level nurse?

Intermediate Registered Nurse
For the Emergency Department

Paediatric Proced
Resuscitation Phase:

Roles of the Resuscitation Team
Nurse Resuscitation Team Leader

Senior Nurse

RESUSCITATION ROOM

Prep:
- Hand in completed Paediatric workbook to CNE
- Get Resus and Trauma Workbook from CNE

RN Level 2
1-2 years

12-14 MONTHS
RESUS
What education is required to work at resuscitation level?

Courses:
- Triage Nursing Course
- MIMMS
- Graduate Diploma in Emergency or Critical Care Nursing (optional)

Pre-reading as allocated by ED CNE

Resuscitation course, ACFC, ALS, TNP/TNCC/EMST, Post graduate courses
Competency/Accreditation/Consolidation/Credentialing

Consolidation:
- Completes resuscitation room work book
- Is competent to care for a range of unwell patients
- Competent in mechanical ventilation, BIPAP, and CPAP
- Competent with invasive monitoring and lines used for resuscitation patient’s
- Has an approach and understanding to ABG/VBG interpretation
- Understands and implements the team roles required for resuscitation situations
- Can provide leadership and communicate effectively within resuscitation situations

Demonstrate high quality skills:
- Negotiation skills
- Preceptorship and mentorship skills
- Management skills
- Education skills
- Critical thinking and analysis
- Ability to incorporate evidence based practice

Higher level problem solving, critical thinking skills, advanced clinical reasoning skills
Who is out there?
What does your process look like?

Formalized process with points of assessment

ALS, ETEK
Recent experience in large facility

Tertiary study

R4K, PALS
Experienced RNs

FLECC
Transition to ED Practice

Capability/Competence

No Process
Responsibility for progression?

RESEARCH PAPER

The personality of emergency nurses: Is it unique?

Belinda Kennedy, RN, Grad Cert Emergency
Kate Curtis, RN, GDip Crit Care, MN (Hons), PhD
Donna Waters, RN, MPH, PhD
Who assesses nursing staff?
Nurse Initiated X-Ray (NIX) in the Rural EI

NURSE/MIDWIFE INITIATED MEDICINE PROTOCOL
Glucagon for hypoglycaemia when oral intake is not possible
Recognition of Prior Learning (RPL)
Standardisation benefits?

“It is crucial that nurses are not made to repeat basic training – this may make another department more appealing in terms of a new position if they know they won’t be set back”
“There needs to be a remote component though. For facilities that are 24 hour ED with no MO and where there is usually 1 RN on duty. The resources and pathways don’t assist the ‘remote’ staff across the state. When looking at designing pathways, you either need to have representation from remote sites or send someone out to do a week or so in one of them to gauge the scope of work required by remote RN’s”

“Consider the difference between rural and remote. Many rural/remote nurses would not consider themselves “emergency nurses” as they wear many hats”
And next?

what are other words for standardisation?

calibration, standardization, normalization, normalisation, uniformity, order, regulation, adjustment, sameness
What a framework needs to do is...

- transferable
- guide
- flexible
- assessment
- integration
- motivated
- positively challenged
- best practice
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Suggest clinical scope
Go, Next Step v Start/Finish

Level

Preparation Required

Education

How to assess

Working Towards…

Professional Characteristics

Clinical Ability

Suggest clinical scope
“Novice”

Next Step

Next Step

Next Step

“Advanced”

“...moving to the capability for flexible and responsive practice...”
“Novice”

Next Step

Next Step

Next Step

“Advanced”
So what is the answer?

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Discussion Panel