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Is there a future for Advanced Practice Nurses in South Africa? A situational analysis.



Background:

- A need arose to introduce Advanced Practice Nurses due to the rapidly evolving specialist health care services
- Nursing specialists to be prepared at postgraduate diploma or Masters degree level
- Currently specialist nurses do exist; prepared at an advanced diploma level – no clear career pathway



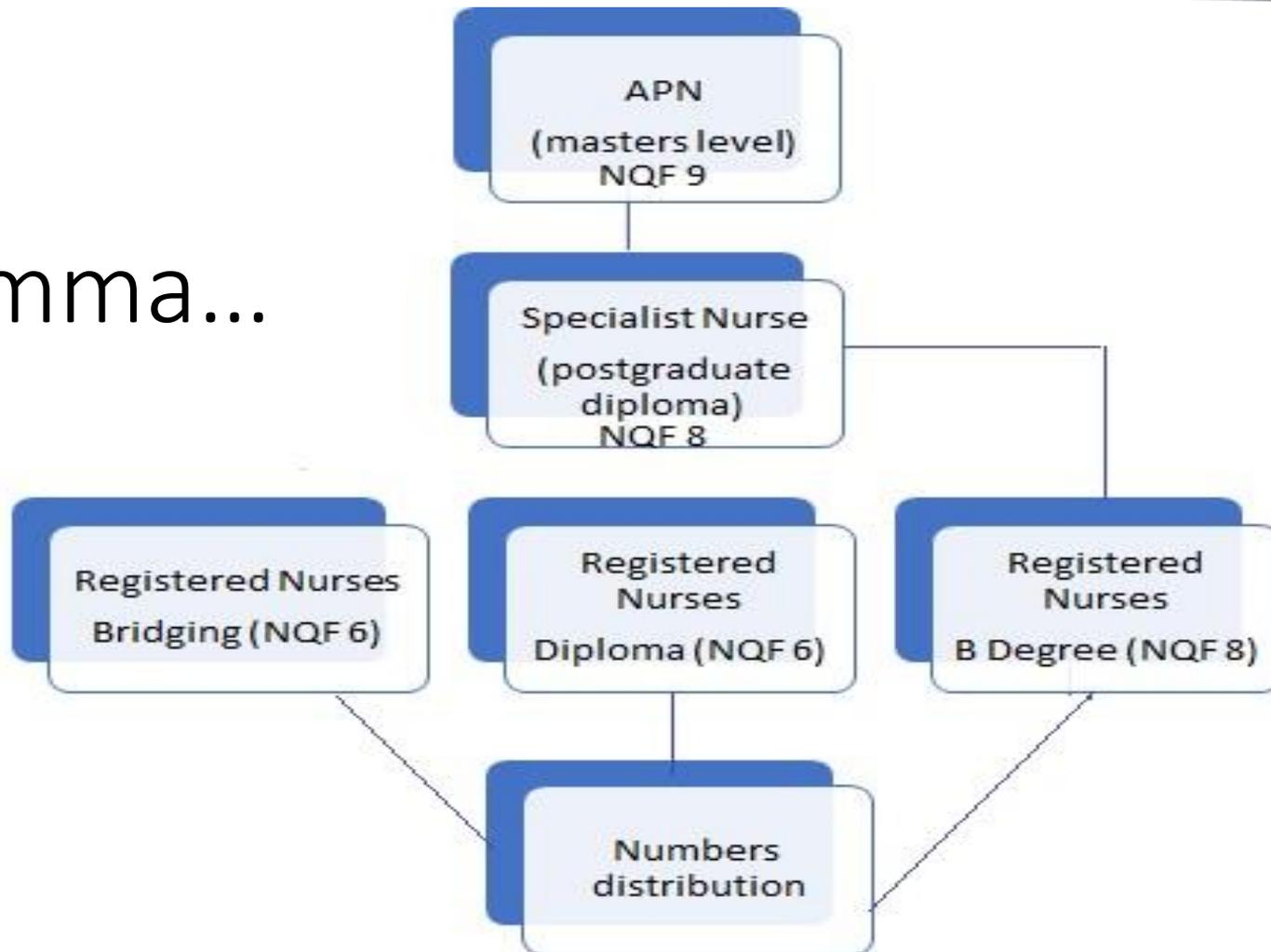
South African Context:

- Nursing programmes moving into Higher Education
- National qualification Framework – level 5 - 9

Levels	Eight levels of NQF (2000)	Ten levels of NQF (2010)
5	National certificate (120 credits)	Higher certificate (120 credits)
	National diploma (240 credits)	
6	National certificate(120 credits)	Advanced certificate(120 credits)
	National diploma (120 credits)	Diploma (360 credits)
	Bachelors degree (360 credits)	
7	National certificate (120 credits)	Bachelors degree (360 credits)
	National diploma (240 credits)	Advanced diploma (120 credits)
	Bachelor's degree (Professional 480 credits)	
	B Tech (480 credits)	
	Bachelor's / Honours (120 credits)	
8	National certificate (120 credits)	Bachelors degree (professional) (480 credits)
	National diploma (240 credits)	Bachelor's / Honours degree (120 credits)
	Master's degree (180 credits)	Post graduate diploma (120 credits)
	M Tech (180 credits)	
	Doctoral degree (360 credits)	
	D Tech (360 credits)	
	Post-doc	
9	Not applicable	Master's degree (180 credits)
10	Not applicable	Doctoral degree (360 credits)



Dilemma...



Aim

- Conduct a situational analysis of the feasibility of introducing an Advanced practice nurse curriculum in South Africa
- Explore international literature on roles, competencies and standards to guide the development of a curriculum for Advanced practice nurses



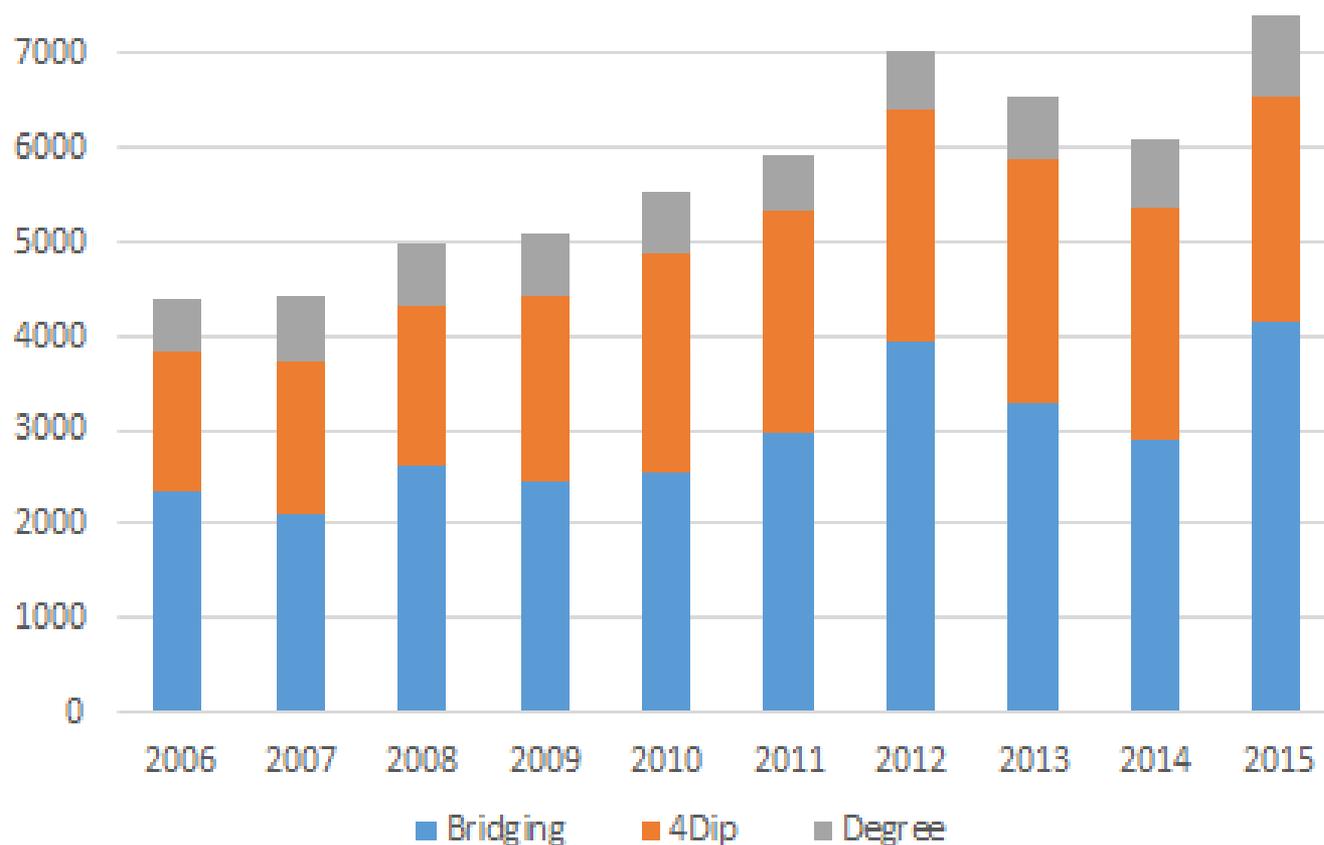


Methods:

- Situational analysis of the data of the South African Nursing Council was done
- Able to do projections to determine future needs for Advance practice nurses



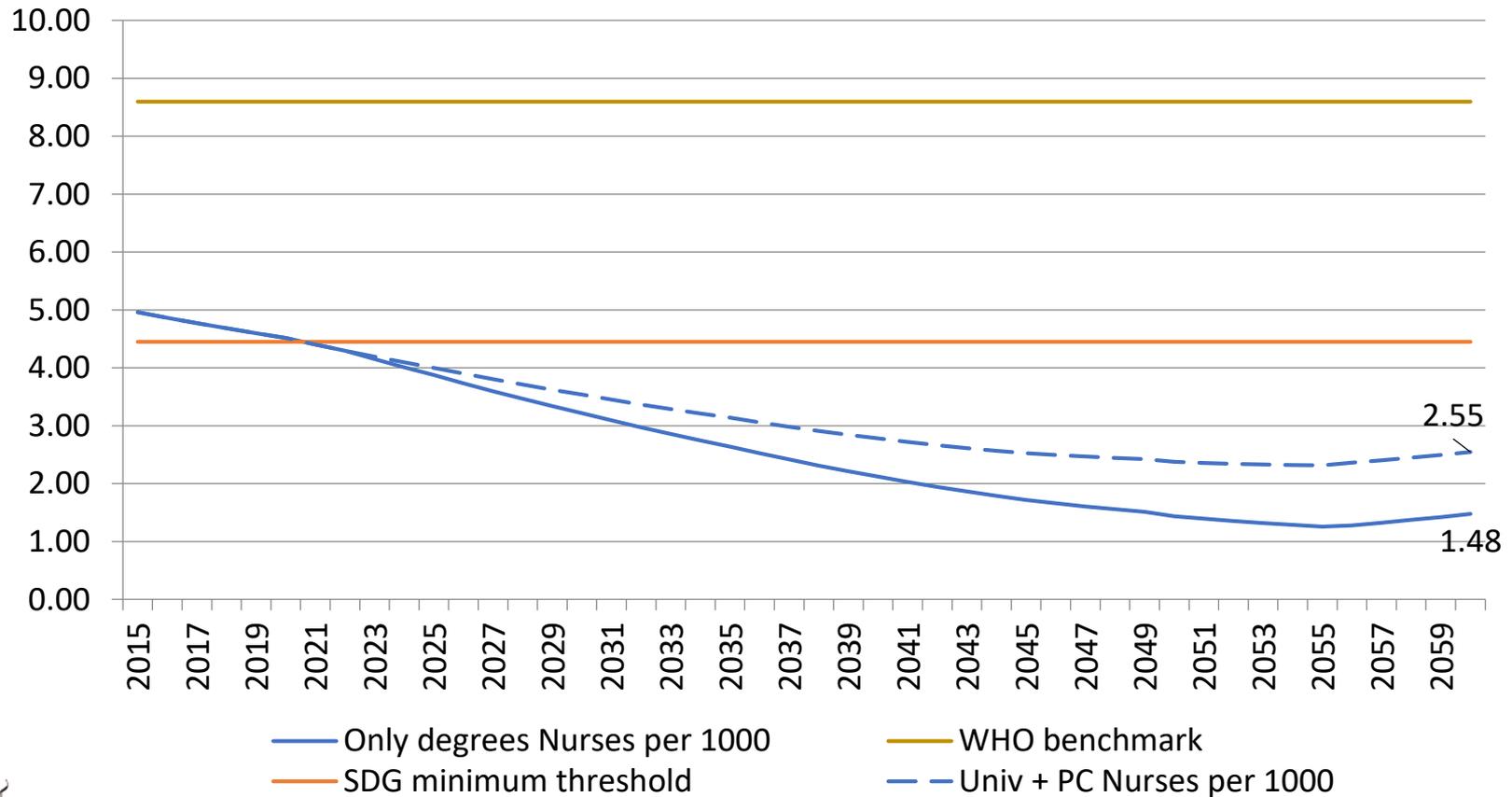
Situational analysis - Results



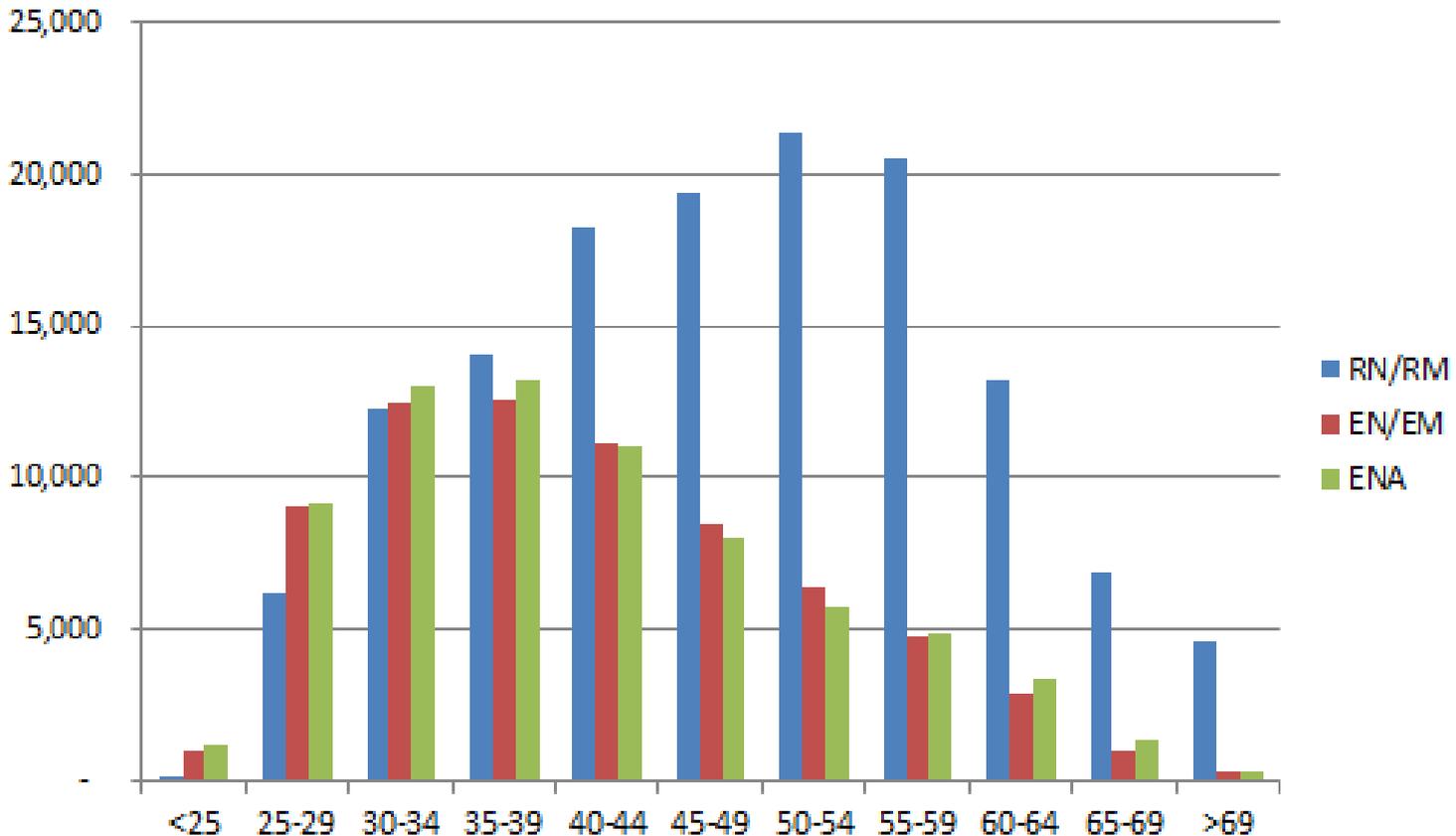
Registered Nurses



Projections once 'legacy' courses stop



Aging nursing population





How
many
need a PG
diploma?

- Currently 140598 Professional nurses in RSA
- 55.7% from bridging course
- 32.2% from 4 year diploma course
- 12.1% from degree course

Therefore >87% will need upgrading in order to specialise.

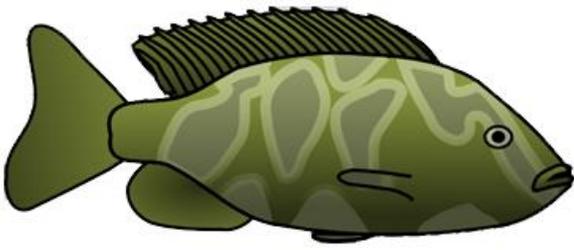
But not all will want to / need to specialise.



How many need a PG diploma?

- If consider 47% of all professional nurses are between ages 30 and 49 and assume 10% of them wish to specialise, there are >12 000 in the country needing to upgrade.



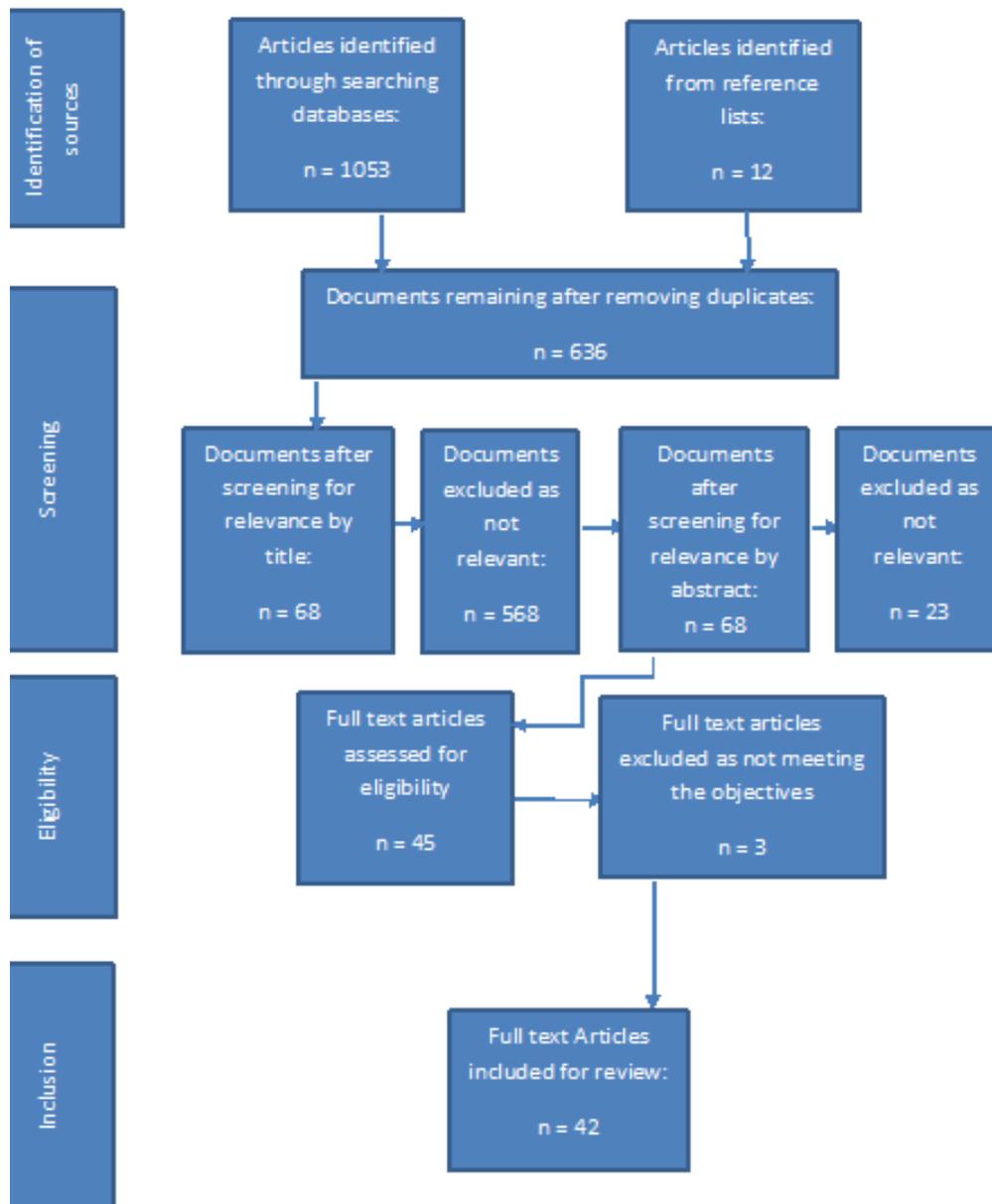




Scoping review:

- Key words: Advanced Practice Nurse and Roles
- Databases: CINAHL, Medline, ProQuest and ScienceDirect
- Inclusion criteria: Peer reviewed, English Journal articles
- Time period: 2012 - 2017





Scoping review results

Summative content analysis were done according to Hsieh and Shannon (2004)



Theme 1: Establishing the role

- Role ambiguity – no consensus or understanding of the role
- No “Rule-book” – areas of responsibility not clearly defined leading to becoming a “Lynchpin”
- Be prepared to become a “change agent”



Theme 2: Maintaining the role

- Improve the trust among healthcare team members
- Empower the APN to embrace their professional leadership role
- Management's understanding of the role will provide needed support and prevent ad-hoc implementation and under utilisation of APN.





Discussion:

- There is a marked deficit of registered nurses with the capacity to train at the level required for advance practice.
- International literature indicates that there is a great deal of role confusion and many challenges that go beyond teaching or preparing APN's for practice.
- Competencies should be aligned to establish an advance practitioner that can influence policy on a national and international platform
- Lessons learned indicate that this will be a difficult road to implement this category of nurse and curriculum development is only a small part of establishing advance practice nursing in South Africa



Conclusion



OR ...



If you think you are too small
to be effective, you have
never been in bed with a
mosquito!

Anita
Roddick

