The Advanced-level Nurse Practitioner Cohort study

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on behalf of the SRA
Why study ANPs?

• Role Ambiguity
• Protected title in some countries
• Regulation/credentialing?
Methods
Results – Job titles

143 on the cohort, 86 completed the full questionnaire

45 different job titles
Cohort demographics

- 85% female
- 92% white British
- 85% over 40
- 91% heterosexual
- 19% with a long standing health condition or disability
Pay bands

42.5%
AfC band 8a

£42,169
difference in pay between bottom of band 6 and top of band 8c
## Staff Survey Key Findings

<table>
<thead>
<tr>
<th>Key finding</th>
<th>NHSE 5-year national trend mean</th>
<th>2017 NHS staff survey nurses mean</th>
<th>ALNP cohort mean (SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>KF1 Staff recommending the organisation as a place to work or receive treatment</td>
<td>3.70</td>
<td>3.76</td>
<td>3.94 (0.81)</td>
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<tr>
<td>KF2 Staff satisfaction with the quality of work and care they are able to deliver</td>
<td>3.91</td>
<td>3.79</td>
<td>4.03 (0.76)</td>
</tr>
<tr>
<td>KF4 Staff motivation at work</td>
<td>3.88</td>
<td>3.99</td>
<td>4.21 (0.52)</td>
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<tr>
<td>KF7 Percentage of staff able to contribute to improvements at work</td>
<td>69.18%</td>
<td>75%</td>
<td>71.0%</td>
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<tr>
<td>KF8 Staff satisfaction with the level of responsibility and involvement</td>
<td>3.87</td>
<td>3.97</td>
<td>4.09 (0.65)</td>
</tr>
<tr>
<td>KF9 Effective team working</td>
<td>3.73</td>
<td>3.88</td>
<td>3.74 (0.78)</td>
</tr>
<tr>
<td>KF14 Staff satisfaction with resourcing and support</td>
<td>3.31</td>
<td>3.30</td>
<td>3.44 (0.76)</td>
</tr>
<tr>
<td>KF17 Percentage of staff who have felt unwell as a result of work-related stress in the last 12 months</td>
<td>37.9%</td>
<td>41%</td>
<td>44.2%</td>
</tr>
<tr>
<td>KF32 Effective use of patient/service user feedback</td>
<td>3.68</td>
<td>3.77</td>
<td>3.76 (0.78)</td>
</tr>
</tbody>
</table>
Well-being (or not)

Workplace satisfaction predicts well-being
Future work
Discussion

- The diversity of roles found in this sample leads to serious questions about standardisation

- We will be recruiting again in the autumn!
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Questions

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