



Haemoglobinopathies Specialist Nurse Consultant Role, Benefits & Career Pathway

UK Forum 22nd November 2023

**Dr Lola Oni OBE FRCN
Specialist Nurse Consultant/ Lecturer**

NHS Long Term Plan 2019

We will expand multi-professional **credentialing** to enable clinicians to develop new capabilities formally recognised in specific areas of competence. This will allow clinicians to shift or expand their scope of practice to other areas more easily, creating a more adaptable workforce. With partners, we have already developed several credentials, for example the Royal College of Nursing's Advanced Level Nurse Practitioner credentialing scheme

NHS Plan 2019: 86

Nurses with advanced clinical practice knowledge and skills will be able to both lead and work within and across multi-professional teams to provide excellent prevention and care for people accessing their services.

The clinical framework sets a standard and offers the opportunity for practitioners to develop and **evidence** their knowledge and skills, enabling the highest standards of practice as well as providing a structure for career and role development ... enabling clinicians to develop new capabilities and gain credentials that formally recognise their specific areas of competence

Advanced clinical practice

Health Education England (HEE) in association with multi-disciplinary partners definition ...

- *Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a **master's level award** or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.*
- *Advanced clinical practice embodies the ability to manage clinical care in partnership with individuals, families and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improve outcomes.*

The intention is to apply this definition across professional boundaries and clinical settings.



Core Capabilities Framework for Advanced
Clinical Practice (Nurses) Working in General
Practice / Primary Care in England



Royal College of
General Practitioners



Core capabilities framework for ACP (nurses) working in primary care

<https://www.skillsforhealth.org.uk/info-hub/core-capabilities-framework-for-advanced-clinical-practice-nurses-working-in-general-practice-primary-care>

Health Education England ACP Domain in Primary Care Nursing



Qualities of ACP

Healthcare professionals educated to Master's level or equivalent and have developed the skills and knowledge to allow them to take on expanded roles and scope of practice caring for patients.

ACP pillars of clinical practice include:

- Leadership

- Management

- Education

- Research

ACP Process

- Individual submits an application of Expression of Interest (EOI) to Centre for Advancing Practice
- Clinical practice or area of expertise minimum one day a week in role
- Provide evidence to demonstrate achievement of the capabilities

How did Role of NC Evolve?

- **Initial proposal by RCN in 1970s**

In 1999 Prime Minister Tony Blair, leader of the Labour Party announced the introduction of the nurse consultant (NC) role in response to a lack of clinical career pathways for senior nurses and the need to keep expertise at the bedside and in clinical settings ... NC were introduced as part of the modernising strategy outlined in the NHS

National Plan (2000)

Qualifications & experience

Registered nurse

**Undergraduate degree or in some cases Apprenticeship
(But increasing tendency towards – MSc, PhD)**

Work experience (average minimum 5 years post registration)

**Additional training – accreditation in chosen specialist field
e.g. haemoglobinopathy level 6 or 7 degree/ MSc genetics**



Qualities of NC

Nurse Consultants are qualified Nurses who have advanced, extensive clinical experience, specialised in a chosen area of practice, have pursued post registration academic study. They typically demonstrate advanced level expertise in patient care, management, education and or administration.

Qualities of NC

Royal College of Nursing outline “four pillars” of NCs practice, which was endorsed by DoH:



Facilitation of learning
Leadership in clinical practice
Research
Development (service)



Qualities of NC is it different to ACP?

Mitchell et al (2013) **The consultant nurse — expert practitioner and so much more**
<https://doi.org/10.12968/bjon.2010.19.8.47633>

NCs demonstrate higher order skills that surpass usual requirements of
'expert' or 'advanced' practice, emerging themes from study included

Demonstrable Skills

Emerging themes from the study included:

- Clinical autonomy

- Entrepreneurial activity (consultancy / business etc)

- Political acumen

- Innovation

- Role dynamism

- Influential national and international inc. research conduct

- Consultancy and education across discipline boundaries

Components of NC role

- Advanced competences, attitudes and skills
- Reflects on national developments and apply to clinical practice and learning environment
- Enhanced Clinical Leadership skills
- Sets up and lead nurse led services
- Develop strategies to advance service and apply to multidisciplinary working environment

- Drive agenda for quality improvement
- Develop skills in research practice
- Reflects on the strategic development of a dynamic clinical practice and environment
- Mentoring and coaching
- Self assess and reflective of own practice

My personal journey!



Academic & Professional Journey

Registered Nurse

Registered Midwife

Public Health Nurse (Health Visiting)

BEd (Hons) – Nurse Tutor & Lecturer in Public
Health Nursing

MSc

PhD

Clinical Journey

Staff Nurse (ITU) – Kent & Canterbury Hospital

Staff Midwife – Guy's Hospital

Midwifery Sister (Labour Ward) – Guy's Hospital

Health Visitor (HV) – Wandsworth Health Authority

Specialist HV Haemoglobinopathies

– Lambeth Centre, King's College Hospital /Camberwell Health
Authority

Nurse Tutor Lecturer in Nursing & Health Promotion/ Haemoglobinopathy

ENB N08 Module leader – Normanby College / Kings College

London University

Clinical Lead Nursing - Central Middlesex Hospital (LNWUHT)

& Regional Lead Newborn Screening programme



Journey to becoming a NC

Application to University of West London

Action learning Training programme – 3 months
cohort meeting days/ reflection on practice/
workshops

Development of personal portfolio

Accreditation/ Certification

Appointment in academic institution & clinical practice

Academic attachment to the university - monthly NC meetings
providing learning & support and teaching opportunities

Challenges of NC Role

Balancing act between:

Manager's VS Staff expectations

Clinical Vs Managerial

Education of others

Research/ publications

Family life

Self care

Career development





Value of Nurse Consultants

Nurse consultant roles aim to provide better outcomes
for patients by improving services and quality
Department of Health in RCN (2012)

Value of Nurse Consultants

“It is important to build on funding for more NCs...their expertise in a range of skills will be a powerful force in creating and sustaining change at the patient-provider interface...(policy makers need to) understand and recognise NC’s value and contribution at **executive** level”

(Manley & Titchen “Becoming and being a nurse consultant RCN 2012: 12 - 13)

Should NC Roles be promoted in Haemoglobinopathies



- Enables development & use of higher level skills
- Support acquisition of knowledge & skills of junior staff
– reduces poor care & consequences
- Improves patient satisfaction & outcome
- Greater autonomy increases job satisfaction and staff retention
- Enable strategic planning and development of specialist service at local, national and international level

Haemoglobinopathies needs NC



Relay Race

www.healthcareconferencesuk.co.uk


Tel: 01932 429933

Developing your role as a

Nurse Consultant

For Nurse Consultants & Aspiring Nurse Consultants

Wednesday 7th February 2024 Virtual Conference



Chair & Speakers Include:

Nicky Hayes Freelance Specialist Nurse Advisor	Tracey Williamson Consultant Nurse - Dementia & Honorary Professor of Patient and Family Engagement, Betsi Cadwaladr University Health Board & University of Worcester	Allison Pottle Cardiology Nurse Consultant Royal Brompton and Harefield Hospitals	Sandra Campbell Macmillan Partnership Nurse Consultant for Palliative and End of Life Care NHS Forth Valley
--	---	--	--

H HEALTHCARE
CONFERENCES UK

ISC Clinical 2024

BEST CONFERENCE 2020

10% early payment
15% early booking
at conference

Useful websites

- <https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/>
- CoreSkills.Framework@skillsforhealth.org.uk
- <https://www.skillsforhealth.org.uk>

Thank you

