

# Haemoglobinopathies Specialist Nurse Consultant Role, Benefits & Career Pathway

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### 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.

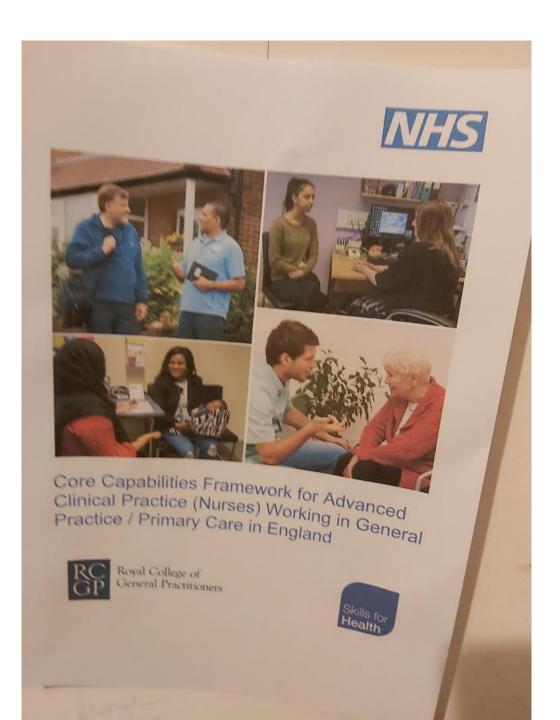
The clinical framework sets a standard and offers the opportunity for practitioners to develop and **evidence** their knowledge and skills, enabling the highest standards of practice as well as providing a structure for career and role development ... enabling clinicians to develop new capabilities and 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 <u>clinical practice</u> 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 <u>clinical practice</u> 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 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 <a href="https://doi.org/10.12968/bjon.2010.19.8.47633">https://doi.org/10.12968/bjon.2010.19.8.47633</a>

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

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

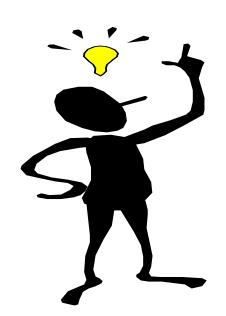
Academic attachment to the university - monthly NC meetings providing learning & support and teaching opportunities

# 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 <u>executive</u> level"

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

# Should NC Roles be promoted in Haemoglobinopathies



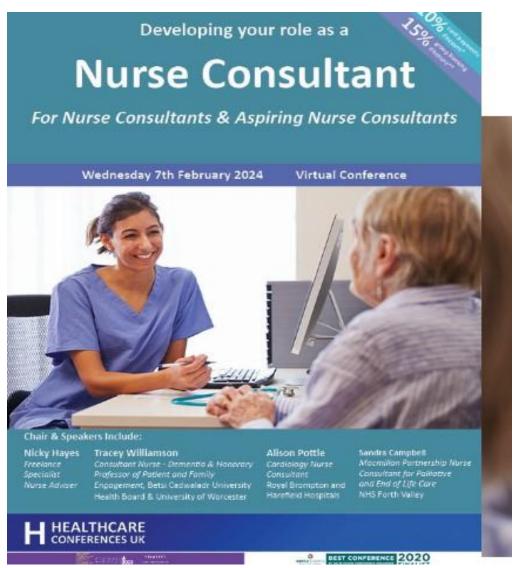
- > Enables development & use of higher level skills
- Support acquisition of knowledge & skills of junior staff
   reduces poor care & consequences
- > Improves patient satisfaction & outcome
- Greater autonomy increases job satisfaction and staff retention
- ➤ Enable strategic planning and development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

# Haemoglobinopathies needs NC



#### www.healthcareconferencesuk.co.uk

Tel: 01932 429933



#### Useful websites

- https://www.england.nhs.uk/publication/nhs-long-term-workforceplan/
- CoreSkills.Framework@skillsforhealth.org.uk
- https://www.skillsforhealth.org.uk

# Thank you

