



# Nurses in specialties and advanced roles, the positions, roles, and responsibilities

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**International  
Council of Nurses**

**NP / APNN**

Nurse Practitioner /  
Advanced Practice Nurse  
Network

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**Intensiv-&Anaesthesiepflege**

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**Nurse Practitioner Cardio-Thoracic Surgery**

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**Chair International Council of Nurses (ICN) Nurse Practitioner / Advanced Practice Nurse Network**

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**President Subgroup 'International' Deutsches Netzwerk APN & ANP g.e.V.**

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**Academic Member Irish Association for Advanced Nurse and Midwife Practitioner**

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**Member - European Specialist Nurses Organisation (ESNO)**

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**Founding Member Ireland-Africa Alliance for Non-Communicable Diseases**

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**Senior Fellow Higher Education Authority (SFHEA)**

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**Certified Global Nurse Consultant (CGFNS)**

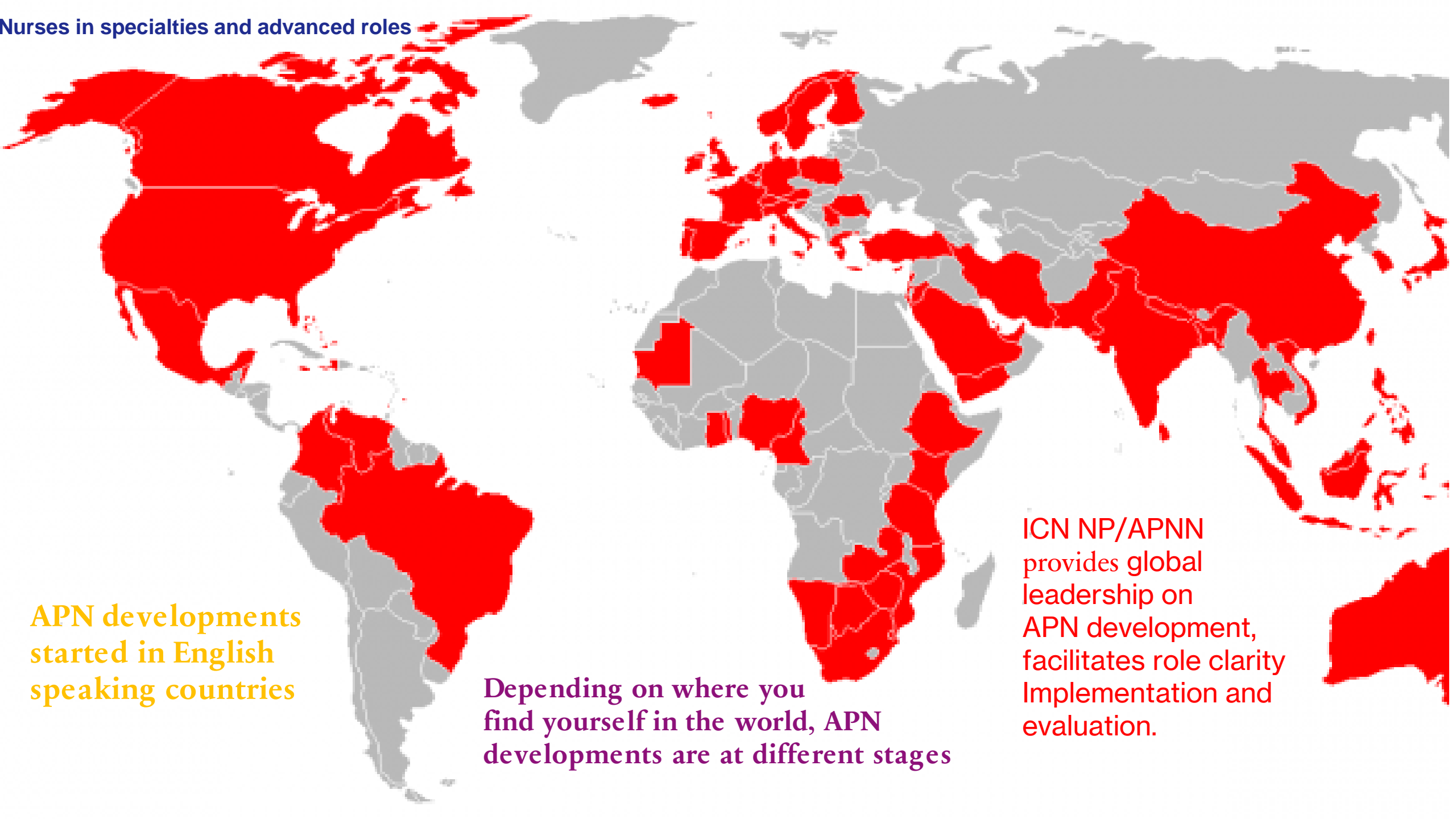
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**Nurses in specialties and advanced roles**



**APN developments started in English speaking countries**

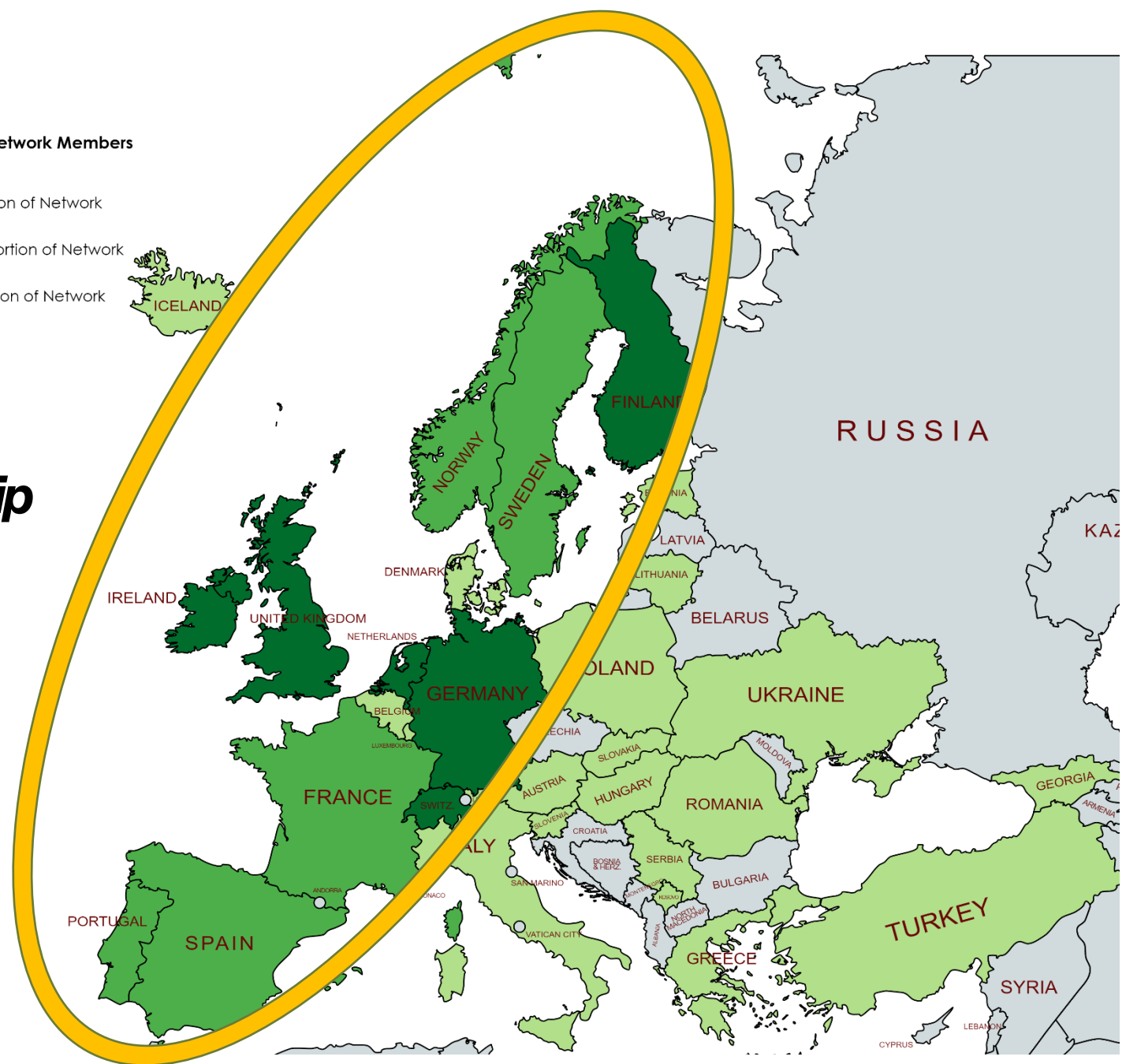
**Depending on where you find yourself in the world, APN developments are at different stages**

**ICN NP/APNN provides global leadership on APN development, facilitates role clarity Implementation and evaluation.**

# ICN NP / APN Network Membership across Europe

## ICN NP / APN Network Members EUROPE

- Low proportion of Network members
- Middle proportion of Network members
- High proportion of Network members





# NP/APN

International  
Council of Nurses  
*The global voice of nursing*

13th Network Conference, Aberdeen, Scotland, UK

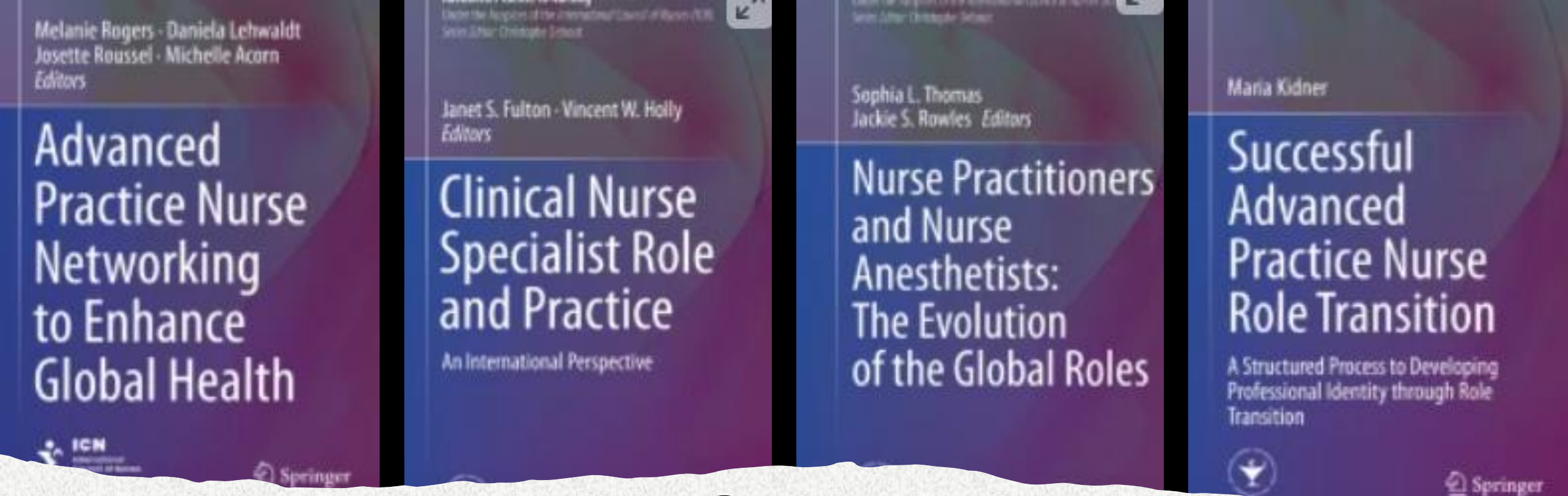
9–12 September 2024



# ICN NP / APN Network Conference



<https://www.delegate-reg.co.uk/icn-npapn-2024/>



Springer APN book series – published under the Auspices of ICN



**International  
Council of Nurses**  
**NP / APNN**  
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Advanced Practice Nurse  
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- <https://www.springer.com/series/13871>





The role and scope of nurses in primary and community care in British Columbia, *Canada*

Other Research **JAANP**

**Visual analysis of global comparative mapping of the practice domains of the nurse practitioner/advanced practice nursing role in respondent countries**

Patricia Gentry-Pulliam, PhD, RN, MS (Registered Nurse)<sup>1</sup>, Deborah C. Gray, DNP, RN, ANP-BC, FAANP, FAANP (Associate Professor, Program Director, Clinical Associate Professor)<sup>2</sup>, Andrea Caplan, PhD, MS, RN, FAANP, FAANP (Associate Professor, Director, Nurse Practitioner, PhD, MS, RN, FAANP (Associate Professor)<sup>3</sup>, Lorena Urbaniaga, PhD, MS, FAANP, ACNP-C, ACNS-BC, FAANP, FAANP (Communication)<sup>4</sup>, Alejandra Gomez, MEd, RN, PhD (RN-Advanced Practice)<sup>5</sup>, Bernadette Reid, MEd, RN (Associate Professor)<sup>6</sup>, Erica Burt, PhD, RN, MS, FAANP (Associate Professor)<sup>7</sup>, A. Rosemary Bond, PhD, RN, MS, FAANP, FAANP (Associate Professor)<sup>8</sup>

PLoS One. 2023 Jan 24;18(1):e0280726. doi: 10.1371/journal.pone.0280726. eCollection 2023.

**A global perspective of advanced practice nursing research: A review of systematic reviews protocol**

Kelley Kiputrick <sup>1,2</sup>, Isabelle Savard <sup>3</sup>, Li Anne Aulet <sup>3</sup>, Abby Eka-Friedman <sup>4,5</sup>, Rania Alalakh <sup>3</sup>, Mira Jabbar <sup>3</sup>, Wentao Zhou <sup>6</sup>, Kelly Wheeler <sup>7</sup>, Elissa Ladd <sup>8</sup>, Deborah C Gray <sup>9</sup>, Colette Henderson <sup>10</sup>, Lori A Spies <sup>11</sup>, Heather McGrath <sup>12</sup>, Melanie Rogers <sup>13</sup>

Affiliations + expand  
PMID: 36683961 PMCID: PMC971052 DOI: 10.1371/journal.pone.0280726

International Nursing Review **WILEY**

EXPERIENCES FROM THE FIELD

**Advanced practice nursing initiatives in Africa, moving towards the nurse practitioner role: Experiences from the field**

Deborah C. Gray RN, FNP-C, ANP-BC, MS, DNP, FAANP, FAANP<sup>1</sup> | Melanie Rogers RN, ANP, BC, MS, PhD, FHEA, Queen's Nurse<sup>2</sup> | Ximara K. Miller RN, NP-F, FNP-BC, MSN, DNP, FAANP<sup>3</sup>

**Advanced Practice Nursing Roles, Regulation, Education, and Practice: A Global Study**

EMERY J. WHITZER  
KENNA KELLEN  
JOYCE PULLINE  
DEBORAH GRAY  
ELISSA LADD  
MARTY KAY BAYERS

Qualitative Research **JAANP**

**Evaluation of an international program for nurse practitioner students**

Mary K. Steinke, RN, ANP-BC, FNP-C, DNP (Adjunct Faculty) & Melanie Rogers, RN, ANP, PhD (University Teaching Fellow)

International Nursing Review

ORIGINAL ARTICLE

**Country-level mentoring for advanced practice nursing: A case study**

Lori A. Spies PhD, APRN, FNP-C | Helen Fox-McClay DNP, MSN, CNMP, Kelley Kiputrick PhD, RN, CNSRN, MSN, MEd, PhD, MEd, MPH, Mary K. Steinke DNP, ANP-BC, FNP-C ... See all authors

First published: 28 April 2022 | <https://doi.org/10.1111/inr.12735> | Citations: 1

**JAN**  
Leading Global Nursing Research

ORIGINAL RESEARCH: EMPIRICAL RESEARCH – MIXED METHODS

**Global emotional and spiritual well-being and resilience of Advanced Practice Nurses during the COVID-19 pandemic: A cross-sectional study**

Melanie Rogers | Kimberley Lamarche | Mirna Miller | Karen S. Moore, Lori A. Spies, John Taylor, Sabina Stamm

First published: 04 March 2022 | <https://doi.org/10.1111/jan.15164> | Citations: 2

International Nursing Review

Experience from the Field

**An examination of advanced practice nurses' job satisfaction internationally**

M.K. Steinke RN, ANP-C, DNP | M. Rogers RGN, ANP, PhD, D. Lefswaldt RGN, RNT, PhD, K. Lamarche RN NP, DNP

**Peer-reviewed publications – based on projects carried out in the ICN NP/APN Network**



INTERNATIONAL COUNCIL OF NURSES

**GUIDELINES  
ON ADVANCED  
PRACTICE NURSING  
2020**



INTERNATIONAL COUNCIL OF NURSES

**GUIDELINES ON ADVANCED  
PRACTICE NURSING  
NURSE ANESTHETISTS  
2021**



INTERNATIONAL COUNCIL OF NURSES

**GUIDELINES ON PRESCRIPTIVE  
AUTHORITY FOR NURSES  
2021**

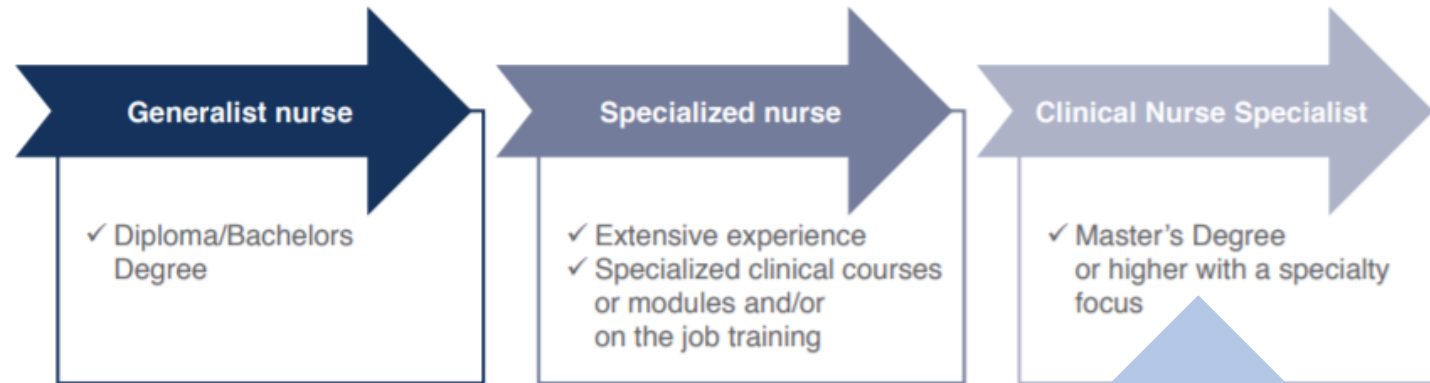


**The positions**



# Nurses in specialties and advanced roles

Figure 1: Progression from Generalist Nurse to Clinical Nurse Specialist



**Nurse Practitioner**

Entry at Master's level – specific APN focus with at least 500 hours of supervised clinical practice

A designated role... (as CNS)

- Extended and broader range of clinical autonomy (varies by country context and clinical setting).
- Advanced assessment, decision-making and diagnostic reasoning skills.
  - Prescribing rights

A designated role that has its focus on illness prevention, care and cure, beyond the scope of practice of a generalist or specialised nurse (ICN 2020).

Need to allow for bridging programmes in countries where APN Education at MSc level is ambitious (ICN 2020).

# Master's degree at entry level



- Implies that this is the required level of education at the beginning of the APN career
- Doctor of Philosophy (PhD)
- Doctor of Nursing Practice (DNP)
- 40,271 nurses in the USA held a DNP, while 6,994 nurses held a PhD in Nursing (American Association of Colleges of Nursing 2019)
- DNP is supposed to become the entry level requirement for Nurse Practitioners in the USA by 2025 (National Organization of Nurse Practitioner Faculties 2018)
- [https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/dnp/v3\\_05.2018\\_NONPF\\_DNP\\_Stateme.pdf](https://cdn.ymaws.com/www.nonpf.org/resource/resmgr/dnp/v3_05.2018_NONPF_DNP_Stateme.pdf)



# What hinders APN development?

## The EUROPE bug: Professional 'Tug of War'



## Blocking in Nursing



- Lack of role clarity
- Lack of legislation
- Lack of regulation
- Lack of appropriate education
- Inadequate Funding
- No job opportunities or progression
- Medical or other health care resistance

# Roles & Responsibilities

## Core Concepts of Advanced Nursing Practice/Advanced Midwifery Practice

### Autonomy in Clinical Practice

An autonomous ANP/AMP is accountable and responsible for advanced levels of decision-making which occur through management of specific patient/client caseload. ANPs/AMPs may conduct comprehensive health assessment and demonstrate expert skill in the clinical diagnosis and treatment of acute and/or chronic illness from within a collaboratively agreed scope of practice framework alongside other healthcare professionals. The crucial factor in determining advanced nursing/midwifery practice, however, is the level of decision-making and responsibility rather than the nature or difficulty of the task undertaken by the practitioner. Nursing or midwifery knowledge and experience should continuously inform the ANPs/AMP's decision-making, even though some parts of the role may overlap the medical or other healthcare professional role.

### Expert Practice

Expert practitioners demonstrate practical and theoretical knowledge and critical thinking skills that are acknowledged by their peers as exemplary. They also demonstrate the ability to articulate and rationalise the concept of advanced practice. Education must be at master's degree level (or higher) in a programme relevant to the area of specialist practice and which encompasses a major clinical component. This postgraduate education will maximise pre- and post-registration nursing/midwifery curricula to enable the ANP/AMP to assimilate a wide range of knowledge and understanding which is applied to clinical practice.

### Professional and Clinical Leadership

ANPs/AMPs are pioneers and clinical leaders in that they may initiate and implement changes in healthcare service in response to patient/client need and service demand. They must have a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and a commitment to the development of these areas. They provide new and additional health services to many communities in collaboration with other healthcare professionals to meet a growing need that is identified both locally and nationally by healthcare management and governmental organisations. ANPs/AMPs participate in educating nursing/midwifery staff, and other healthcare professionals through role-modelling, mentoring, sharing and facilitating the exchange of knowledge both in the classroom, the clinical area and the wider community.

### Research

ANPs/AMPs are required to initiate and co-ordinate nursing/midwifery audit and research. They identify and integrate nursing/midwifery research in areas of the healthcare environment that can incorporate best evidence-based practice to meet patient/client and service need. They are required to carry out nursing/midwifery research which contributes to quality patient/client care and which advances nursing/midwifery and health policy development, implementation and evaluation. They demonstrate accountability by initiating and participating in audit of their practice. The application of evidence based practice, audit and research will inform and evaluate practice and thus contribute to the professional body of nursing/midwifery knowledge both nationally and internationally.

CORE CONCEPT	ASSOCIATED COMPETENCIES
Clinical focus	<p>The CNS/CMS:</p> <ul style="list-style-type: none"> <li>• Articulates and demonstrates the concept of nursing and midwifery specialist practice within the framework of relevant legislation, the <i>Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000a)</i>, <i>The Code of Professional Conduct (An Bord Altranais 2000c)</i> and <i>Guidelines for Midwives (An Bord Altranais 2001)</i>.</li> <li>• Possesses specially focused knowledge and skills in a defined area of nursing or midwifery practice at a higher level than that of a staff nurse/midwife.</li> <li>• Performs a nursing/midwifery assessment, plans and initiates care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centered outcomes and evaluates their effectiveness.</li> <li>• Identifies health promotion priorities in the area of specialist practice.</li> <li>• Implements health promotion strategies for patient/client groups in accordance with public health agenda.</li> </ul>
Patient/client advocacy	<ul style="list-style-type: none"> <li>• Enables patients/clients, families and communities to participate in decisions about their health needs.</li> <li>• Articulates and represents patient/client interests in collaboration with the interdisciplinary team.</li> <li>• Implements changes in healthcare service in response to patient/client need and service demand.</li> </ul>
Education and training	<ul style="list-style-type: none"> <li>• Provides mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and midwives and other healthcare workers.</li> <li>• Educates patients/clients, families and communities in relation to their healthcare needs in the specialist area of practice.</li> <li>• Identifies own Continuing Professional Development (CPD) needs and engages accordingly.</li> </ul>
Audit and research	<ul style="list-style-type: none"> <li>• Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of specialist practice.</li> <li>• Initiates, participates in and evaluates audit.</li> <li>• Uses the outcomes of audit to improve service provision.</li> <li>• Contributes to service planning and budgetary processes through use of audit data and specialist knowledge.</li> </ul>
Consultancy	<ul style="list-style-type: none"> <li>• Provides leadership in clinical practice and acts as a resource and role model for specialist practice.</li> <li>• Generates and contributes to the development of clinical standards and guidelines.</li> <li>• Uses specialist knowledge to support and enhance generalist nursing/midwifery practice.</li> </ul>



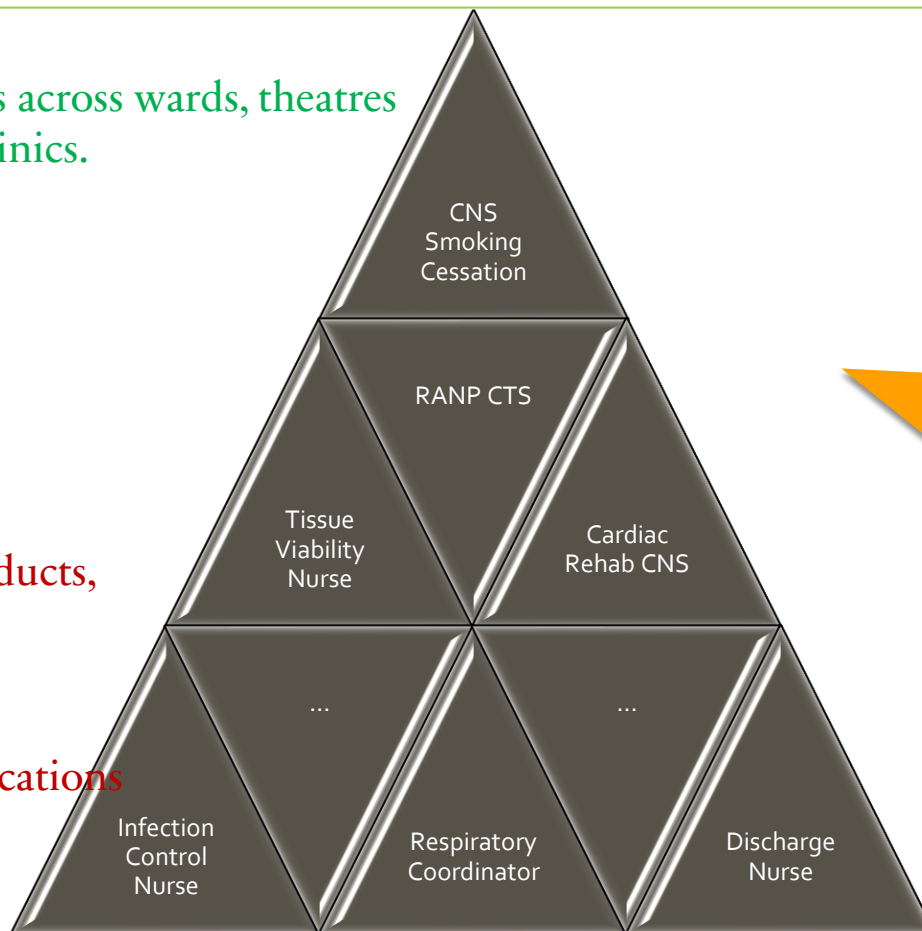
# Roles & Responsibilities – an example from cardio-thoracic surgery

CNS work with **already diagnosed specified patient populations** e.g. smokers to support them in their pathway to quitting smoking, they may prescribe nicotine-replacement products, they run patient education session / smoking cessation, etc.

NP CTS – bridges nursing and medicine, works across wards, theatres and clinics e.g. pre-admission, post-discharge clinics.

## Full episodes of care:

- Physical assessment, history taking
- Risk factor assessment & treatment, patient education / health promotion
- Autonomous vein harvesting in theatre – educate junior doctors to learn vein harvesting
- Prescribe medicinal and non-medicinal products, and ionizing radiation, order tests, evaluate test results, discharge patients including letters and prescriptions
- Manage undiagnosed post-operative complications
- ...
- ..



# Roles & responsibilities – direct patient care & cure

- Patients and their care / services

Patients can wait hours for pain relief or not receive it although their pain levels are reportedly high (Sinatra 2010, (Deslauriers et al. 2019)

**Timely care** e.g. no unnecessary waiting times

**Access to care** e.g. access to services for ALL i.e. gender, race, geographical area

**Efficient services** e.g. no unnecessary occupation of hospital beds, care for patients at home / in the community where possible

**Enhanced patient outcomes** e.g. no unnecessary clinical complications, enhanced patient satisfaction and involvement in decision making

Unnecessary cancellation of elective surgical cases leads to a waste of resources, financial burden, patient dissatisfaction, increased hospital stay, and unnecessary preoperative preparations (Man et al. 2021)

Patient wait prolonged periods of times in the emergency department

Patients who are discharged to the community – receiving care (Man et al. 2023)







## So what..?

- We need to keep creating awareness about what advanced nursing is, its value and impact on direct patient care and health service provision.
- Fasten Your Seat Belts—It's Going To Be a Bumpy Ride (Loretta Ford 2015)  
<https://www.sciencedirect.com/science/article/abs/pii/S1555415515003347>

- **More leaders needed!**

**Advanced nursing in every country has many layers and many players.. However, it needs those with a clear vision, courage, passion and integrity and those who are prepared to dedicate their professional lives to establishing advanced nursing in their country.**

Can it be you..?

