



Statement by the New Zealand Nurses Organisation and the College of Nurses Aotearoa:

Articulating the difference between PDRP level 4 RN roles and those advanced practice roles requiring not only nursing expertise but also positional authority

July 2012

Background

The New Zealand Nurses Organisation (NZNO) and the College of Nurses Aotearoa (CNA[NZ]) have received a request for advice arising from the current Ministry of Health's working party on Models of Care for Medical Oncology. The request is for a statement from the profession articulating the differentiation between the PDRP level 4 RN roles and that of advanced nursing positions.

This joint statement is informed specifically by the

- *Report of the Safe Staffing/Healthy Workplaces Committee of Inquiry*, June 2006
- New Zealand National Nursing Organisation's *Many roles, one profession glossary of terms*, June 2009
- *District Health Boards/NZNO Nursing and Midwifery Multi-employer Collective Agreement (Appendix 1 (e))*, 1 March 2012 – 28 February 2015
- *National Framework for Nursing Professional Development and Recognition Programmes & Designated Role Titles*, July 2004, reviewed December 2005
- Nursing Council of New Zealand *Guideline: expanded practice for Registered Nurses*, September 2010

A range of literature has also been canvassed.

Statement

New models of care emerging within the health sector impact on the scope, roles and responsibilities of registered nurses (RN).

Professional Development and Recognition Programmes (PDRPs) articulate levels of knowledge and expertise and also provide an acknowledgement of additional responsibilities a RN may accept in addition to the position description within which they work. The national framework for PDRPs has been developed to apply to the general RN position description at the clinical interface. It provides information that will assist nurses in their career development and also sets the criteria for professional and employer recognition of their growing knowledge, expertise and acceptance of additional responsibilities in their practice setting.

Advanced nursing practice positions have become an increasing feature within health service provision. A range of titles have been developed and within the public sector the titles have been consolidated, with role descriptors, into the DHBs/NZNO MECA (2012). Clinical Nurse Specialist and Specialty Clinical Nurse titles relate directly to the positions



referred to in this statement. The MECA does facilitate the opportunity to identify new titles for positions that do not fit into the categories currently within the MECA. These can then be job sized through the Job Evaluation Review Committee (JERC).

The National Framework for Nursing PDRPs and Designated Role Titles (2005) describes designated advanced clinical roles as providing “specialist nursing care, teaching and co-ordination of care to a specific client population across health care settings. There is also accountability for promoting, developing and implementing evidence-based practice for nursing in the specified specialties.” Examples of role titles for such positions are provided. Advanced practice positions differ from those RN positions which have an extended practice component which is defined as “the addition of a particular skill or area of practice responsibility” (NZNNO Glossary of Terms, 2011) in that their composition is multifaceted requiring a complex and broad range of responsibilities.

NZNO and CNA[NZ] believe that where nursing service delivery by an individual RN requires the following, a designated advanced practice position description (designated senior nurse level in the MECA) is required.

- The RN is a service broker as well as a service provider
- Holds responsibility for the case management of a specified patient population. This may include scheduling own case load, triaging, running clinics
- The breadth of the role includes case management and care co-ordination across services and/or sectors and managing the complex relationships between providers and within teams
- The RN position requires authority, autonomy and flexibility to act on assessment and planning decisions which may result in ordering investigations, altering medications (under standing orders or as a designated prescriber) and other treatments, making referrals, admission to services, identification of unique solutions
- Mentoring, advising, teaching, supervising or directing other nurses

The knowledge, skills, attitudes and behaviours required for such roles will include

- Expert knowledge within the specialty demonstrated at PDRP level 4 plus
- Relevant experience
- Qualifications at post-graduate level or equivalent
- Advanced assessment and clinical reasoning skills
- Expert management of interpersonal relationships across disciplines and at a high organisational level
- Sound written skills
- Time management and planning skills

Once the position description has been prepared and the title determined (reference: DHBs/NZNO MECA designated senior nurses job titles appendix 1 (e)) new positions may be job sized or scoped through the JERC process.