

# ICN NP/APN Network Bulletin

## November 2022

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## Welcome to the November Network Bulletin



A very warm welcome to the ICN NPAPN November 2022 Network bulletin. Inside this bulletin you will find details about the 2022 Network Conference in Dublin, the 2024 Network Conference in Aberdeen, Scotland, recent awards, and international Advanced Practice Nursing developments. We hope you enjoy reading this bulletin!

If you are interested in contributing to the bulletin, please contact the editor: [Colette Henderson](#)

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## ICN NP/APN Network Conference 2022

### ICN Nurse Practitioner/Advanced Practice Nurse Network Conference 2022: 'Advanced Practice Nursing Shaping the Future of Healthcare- We Learn, We Innovate, We Advance' Conference Highlights

*Ms Joshi Dookhy, RANP*

The 12th conference of the International Council of Nurses (ICN) Nurse Practitioner/Advanced Practice Nurse Network (ICN NP/APNN) 2022 opened with a hearty Irish welcome from Karen McGowan, President of the Irish Nurses and Midwives Organisation (INMO), and Taoiseach Micheál Martin, Prime Minister of Ireland. We received many virtual and face-to-face greetings and 'food for thought' from renowned international leaders including Dr Pam Cipriano President of ICN; Dr Tedros Adhanom Ghebreyesus Director General of WHO; Dr Daniela Lehwaldt, Chair of the ICN NP / APN Network; and Dr Michelle Acorn ICN Chief Nurse. An important statement from Dr Cipriano emphasised the theme of Advanced Practice Nursing in the future "*Nurses are asking for a new normal where they are better equipped, protected, treated with fair and equitable pay, and involved in decision-making*".

The first day also showcased numerous workshops about Advanced Practice Nursing in the context of leadership, certification, mental health in Europe, regulations, shared nursing care and advocacy.





Rachel Kenna, the Chief Nursing Officer for Ireland, opened the morning session on day 2 with shaping the future of healthcare and Dr. Michelle Acorn continued the afternoon session with her keynote presentation titled '*A global APN voice, a local system and patient choice*'. Dr Acorn revealed her APN journey, along with the importance of being a clinician, leader, educator, and innovator. Day 3 opened with Dr Lewaldt's address on '*Global Development of APN Roles & Global Perspectives*'. She advised that great improvements had been made since 2000 with NP/APN members coming from 121 countries in 2022, compared to 25 countries

in 2000. Dr Melanie Roger's powerful talk about how APNs adapted during the covid pandemic, the struggles APNs faced, and stories of APN practices was inspiring.

The conference theme was thoroughly highlighted throughout the eight plenary sessions which lasted until the final day.

All presentations addressed key elements for APNs: Dr Emily Lockwood discussed the benefits of clinical autonomy in practice; Shirley Ingram reasoned on everyday leadership, innovation and caseload expansion; Dr Kate Huffling's talk on NP/APNs' role due to climate action; Dr Karen Bjoro's mission to shape the future of APNs in Europe; Roisin McKeown-Carter's expertise on neonatal services; Maurice Healy's person-centered perspective on intellectual nursing; Valerie Small's revolution of APN in Ireland and Vivien Lusted's hope, resilience and humanitarian work received a standing ovation.

This conference brought international delegates from clinical practice, research, education, health policy, leadership, and management together to explore and discuss the importance of cross-cultural understanding and global cooperation in advancing



nursing. There was a myriad of oral presentations and posters detailing the impactful works carried out by delegates under the themes such as 'Building a NP/APN workforce', 'Building a global workforce', 'Impact of APN Clinical Practice', 'Leading Innovation' and 'Policy and Regulation'.

Delegates were able to easily connect and network with each other through the Event App, which also allowed for easy navigation of the daily programme and sessions. The silent auction, providing aid to low-middle income delegates, proved popular among many delegates. The final day saw a keynote presentation from Professor Mabel Magowe about APNs' role evolution in Botswana. We were honoured to have Phil Ní Sheaghda, General Secretary INMO, and Howard Catton, ICN CEO, deliver the closing keynote. The future of APN was summarised by Mr. Catton as *Now is the time for nurse led models of care to improve global health* and the essence of the nursing conference was captured by Ms Ní Sheaghda's *Together We Can*.

Although this conference has come to an end, if you attended the conference and wish to apply for the ICN CE points please contact [iaanmp2022@gmail.com](mailto:iaanmp2022@gmail.com) for a certificate.

## Save the Date!

North of Scotland Advanced Practice Academy wins bid to host 2024 ICN NP/APN Network Conference in Aberdeen, Scotland



Further details will follow in future bulletins about the progress of the conference. In the meantime, the web address for the network conference is: <https://www.delegate-reg.co.uk/icn-npapn-2024> and the Twitter account is @NPAPN2024.

**Please follow us and please visit the website for a chance to win a place at the conference!**



## Recent Awards

Deborah Gray selected to be Inducted as a Fellow of the American Academy of Nursing



The ICN NP/APN Network is pleased to announce that Deborah Gray, DNP, FNP-C, RN, FAANP, has been selected to be a Fellow of the American Academy of Nursing (Academy). Dr. Gray is Deputy Director of the Global Academy of Research and Enterprise for the ICN NP/APN Network and a Clinical Associate Professor in the School of Nursing at Old Dominion University in Norfolk Virginia, USA. She was selected for her significant global contributions to public health and the nursing profession.

The Academy serves the public by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge. The Academy is an honorific society that recognizes nursing's most accomplished leaders worldwide in policy, research, practice, administration, and academia. Academy Fellows, from nearly 40 countries, hold a wide variety of influential roles in health care and are inducted into the organization for their extraordinary contributions to improve health locally and globally. Induction into the Fellowship represents more than recognition of one's accomplishments within the nursing profession. Fellows contribute their collective expertise to the Academy, engaging with health leaders nationally and globally to improve health and achieve health equity by impacting policy through nursing leadership, innovation, and science.

Dr Gray is one of the new Fellows selected from 35 US states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, and 17 countries. The 2022 inductees were recognized for their outstanding contributions to health and health care at the Academy's annual [Health Policy Conference](#), on 27-29 October 2022, in Washington, DC.

## **Development of the Advanced Practice Nursing and Advanced Practice Midwifery Scope of Practice in Kenya**

*Authors: Eunice Ndirangu-Mugo, Edna Tallam, Beatrice May, Catherine Bikeri, Anne Mukuna, Benard D. Mutwiri, Christopher Maero.*

### **Background**

With the increasing societal healthcare needs, the World Health Organization (WHO) recommends that countries develop rational scopes of practice to enable health workers to operate within the full range of their profession and avoid underutilization of skills (WHO, 2008, 2021). Advanced Practice Nursing (APN) and Advanced Practice Midwifery (APM) need an enabling environment equipped with appropriate and adequate resources and within a legally recognized framework (ICN, 2020; Schober et al., 2020). However, while most of the nursing and midwifery workforce in Kenya perform several roles associated with advanced nursing and midwifery practice (East, Arudo, Loeffler, & Evans, 2014), the Nursing Council of Kenya (NCK) has no advanced training guidelines, professional regulations, or regulatory systems to reflect their advanced role in healthcare service delivery. With the existing health workforce shortage, and implementation of the task-sharing policy in Kenya, the introduction of APN and APM scope of practice in Kenya would be fundamental to the achievement of universal healthcare and improvement in the delivery of cost-effective healthcare (East et al., 2014; MOH, 2015; NCK, 2012). Over the last two years, the NCK partnered with the Aga Khan University School of Nursing and Midwifery with support from the Johnson and Johnson Foundation in propelling the initiative of developing a comprehensive scope of practice and training guidelines for APN and APM. The study team adopted a systematic and participatory process towards a clear

role definition, training guidelines, and accreditation of the much-needed APN and APM to expand the provision of primary care services in Kenya.

## Approach

The process of developing the scope of practice and training guidelines for APN and APM involved several steps (See Fig.1): a conceptualization and consensus-building meeting by nursing and midwifery leaders, the regulator, training institutions, associations, and the Ministry of Health; a gap analysis that identified opportunities and threats to the institutionalization of APN and APM in the country; a vision board which highlighted core competencies for the uptake of advanced roles; and stakeholders' sensitization forum involving various players in the healthcare delivery sector. The latter was followed by the constitution of a technical working group (TWG) with both training and practice expertise to advise and draft the Scope of Practice and Training guidelines based on the inputs from the stakeholders' engagements, gap analysis, and vision board. The United Kingdom model for APNs was adopted to inform the development of the draft scope of practice and training guidelines (Phillips, 2012; Sheer & Wong, 2008). The stakeholders, experts, and council inputs on the drafts were integrated by the TWG into the final APN/APM Scopes of Practice. The revised scope and training guidelines drafts were subjected to final review and validation through consensus before adoption by the NCK and launch.



**Fig. 1:** *Participatory Process of Developing APN and APM Scopes of Practice in Kenya*

## Participatory Process Findings

The final APN and APM scopes of practice defined the roles of nurses and midwives in diagnostics, therapeutics, and clinical decision-making for effective patient management, conducting training, supervision, coaching, preceptorship, and mentorship of midwives, nurses, and other healthcare team members. Training guidelines detailed the admission requirements, programme goals, mode of learning, programme duration, indexing, regulations and licensure, and the minimum theoretical and laboratory experiences or courses, while detailing the core competencies that the nurses and midwives need to acquire during the programmes.

## APN and APM Scopes Launch

The NCK supported by the Nursing Platform project dubbed '*Nurse & Midwife Alliance*' that brings together diverse Nursing and Midwifery professionals, convened by Aga Khan University, and supported by Johnson & Johnson and the UNFPA, organized the launch of the APN and APM scopes of practice.

The Alliance was mainly tasked to develop a National Nursing and Midwifery Policy and Scheme of Service to profile, specify duties, and grade all levels of the nursing and midwifery function, as well as generate a Scope of Practice to guide APN and APM on the roles and responsibilities in Kenya.

The launch was a culmination of several months of stakeholders' engagements aimed at gaining consensus and reviewing respective documents for the profession. The event which provided a visibility and publicity platform, availed the final products to stakeholders for their subsequent use and incorporation, particularly towards enhancing practice through advanced studies.

Approximately 400 guests attended the event, both physically and virtually, which was graced by the presence of the Cabinet Secretary for Health and other government officials drawn from the health sector.

Professor Eunice Ndirangu-Mugo — who wears two hats as the Chairperson of the Nursing Council of Kenya and as the Associate Professor and Dean of the Aga Khan University, School of Nursing and Midwifery — acknowledged the milestone track towards ensuring that the increased need for specialized Nursing and Midwifery services are efficiently relayed. The Cabinet Secretary and the Dean's Speech reiterated that the delivery of the APN and APM training guidelines and scopes documents aligned with the theme for the 2022 International Day of the Midwife, which is "100 Years of Progress" as well as the ICN theme for the International Nurses Day which encourages healthcare leaders to invest in nursing and respect nurses' rights as we seek to secure global health.

Ideally, it is important to note that the launch of the scoping documents, placed the profession at the height to clarify the critical roles and responsibilities of nurses and midwives in Kenya, integrate everyone within the nursing and midwifery profession, improve intersectoral collaboration as well as enhance the image and professional standing of nursing and midwifery practice in the country. It is also a step closer to universal health coverage since the scopes will facilitate improved access to quality healthcare and health outcomes for the populations served.

### **Implications**

The development of a scope of practice for advanced practice nursing and advanced practice midwifery in Kenya is beneficial to the professions, the country's healthcare delivery system, and the population (East et al., 2014). Achieving universal health coverage depends on a workforce that is trained and practicing at their optimum and in tandem with education and training to deliver care to rural and marginalized populations. Evidence of the effectiveness and efficiency of the advanced role has been documented widely despite the challenges and threats to its institutionalization (Jennings, Clifford, Fox, O'Connell, & Gardner, 2015; Newhouse et al., 2011; Nursing & Midwifery, 2009). Further, regulatory mechanisms and policies that enable advanced practice nurses and midwives to practice at their optimum will enhance the work of the APN and APM cadres to the extent of their training (ICN, 2020; Schober et al., 2020). Training, recognition and authority of APNs and APMs to diagnose, prescribe medications, order diagnostic testing,

and therapeutic intervention, admit, discharge and refer patients is critical in steering primary health care and universal health coverage.

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## Perception about Patient Safety Culture among Nurses at University Teaching Hospital of Kigali

Valens Musengamana RN, MScN

### Background

Patient safety is a serious global public health concern. It is estimated that 421 million hospitalizations take place in the world annually, and approximately 42.7 million adverse events occur in patients during those hospitalizations. Approximately two-thirds of all adverse events happen in low- and middle-income countries. It is estimated that 64 million disability-adjusted life years are lost every year because of unsafe care worldwide.

### Objectives

The general objective of the study was to explore the perception about patient safety culture among nurses at Kigali University Teaching Hospital.

### Significance of the study

The study offers essential information that can serve as a call to improve patient safety culture. Also, the hospital may be aware of the patient safety culture (PSC) results and develop and implement appropriate policies and strategies. In nursing research, the findings from the present research may further contribute to the existing literature. In

addition, the study should offer the baseline information for future research related to patient safety culture among nurses in the Kigali University Teaching hospital.

### **Methodology**

A descriptive cross-sectional design using quantitative approach was used. In this study, non-probability sampling technique was used to select study participants. The population was 99 registered nurses working in surgical department and the sample size was 79 nurses. The data were collected using a structured, validated, and self-administered questionnaire adapted from the Hospital Survey on PSC (HSOPSC). Descriptive statistics were used for analyzing frequencies and percentages.

### **Findings**

The perception of the PSC related to the nurses was at 56.7% and the perception of the PSC related to the organization was 50.0%.

### **Conclusion and recommendations**

Improve communication openness and feedback, implement handoffs and transition strategies such as SBAR (situation, background, assessment, and recommendation); implement a continuous in-service training based on identified patient safety problems with emphasis on root causes, provide adequate resources to improve patient safety monitor and evaluate implemented strategies.

### **What this study adds to Advanced Practice Nursing?**

We discovered the perception of the PSC related to the nurses was at 56.7% and the perception of the PSC related to the organization was 50.0%. It may be argued that the research is not robust because we did not manage to survey all hospital departments due to financial limitations, but the study sets the stage for further studies in the field and will inform policy makers.

### **The significance of the study specifically for Advanced Practice Nursing**

Exploration of PSC among nurses in the surgical department at Kigali University Teaching Hospital may serve to enhance a different component of hospital education, management, practice and research.

The study offered essential information that can serve as a call to improve PSC in ten dimensions in order to enhance knowledge and skills of healthcare workers and decrease patient harm. Also, the hospital may be aware of the PSC results, develop and implement appropriate policies and strategies, and improve patient safety.

In advanced practice nursing in research, the findings from the present research may further contribute to the existing literature on PSC. In addition, the results from this study offered the baseline information for future research related to PSC among nurses in the University Teaching hospital of Kigali.

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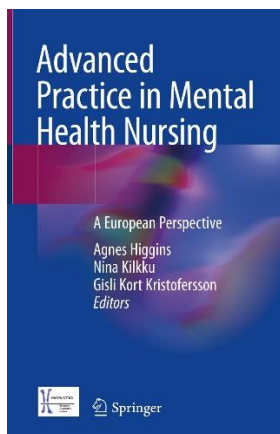
## Research Sub-Group Co-Chair Book Publication

Our newest Co-Chair Maria Kidner (DNP, RN, Leap Consulting) just published her book *Successful Advanced Practice Nurse Role Transition* under the auspices of the International Council of Nurses. The research subgroup is really happy to share the joy of Maria's achievement for her book publication, which we believe will be a very useful professional development guide for successful APN role transition.

The happy moment is captured in the images below with Dr Madrean Schober and with AANP President April Kapu.



## Advanced Practice in Mental Health Nursing Book Publication



[Advanced Practice in Mental Health Nursing. A European Perspective](#) has been edited by Dr Nina Kilku, Dr Agnes Higgins and Dr Gísli Kort Kristófersson. and will be of interest to ICN NPAPN network members. Details about this latest publication in the Springer APN series can be found [here](#)