

ICN NP/APN Network Bulletin

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Update from the Network Core Steering Group Chair: Daniela Lehwaldt



Welcome everybody to this update. I hope you are keeping well. It's a pleasure to connect with you again through the Bulletin. Today, I will update you mainly on the Core Steering Group purpose, membership changes and activities.

The Core Steering Group (CSG) is the management board of the Network. Its purpose is to guide and support Subgroup and Network activities as well as supporting ICN work related to Advanced Practice Nursing. The Core Steering Group consists of 12 long-standing Network members. There are some recent changes to the CSG of which we wish to inform you. CSG members rotate out of the group every four years. The members who are rotating out at this time are all leaders in their own fields and their expertise and leadership has assisted the Network to continue to grow. We thank them for their contributions and are looking forward to keeping them on the books in the Alumni Group! Due to the rotations, the CSG has appointed two new members: one of whom is taking the post of Secretary. Dr Melanie Rodgers has become Past Chair and she continues to lead the Network's Academy of Research & Enterprise. The new Chair of the Network is Dr Daniela Lehwaldt, the Deputy Chair is Josette Roussel. The ICN Liaison has also changed recently from David Stewart, ICN Director Nursing & Health Policy to Dr Michelle Acorn, ICN Chief Nursing Officer. A massive thanks to David for the years of support and inspiration! A warm welcome to Michelle, we are looking forward to working with you!

We are continuing to develop our new website and communication platform – we will be in touch with you shortly about the updates relating to this!

A huge 'thank you' to all of you who were able to attend the virtual ICN NP/APN Network Conference 2021 hosted by the Nurse Practitioner Association of Nova Scotia. Personally, I was a bit worried that the technology could let us down, but the conference secretariat, Venue West, led by Anne Keller, was just amazing and all went completely smoothly – thanks Anne & co.! A huge thanks also to the Executive Organizing and Scientific committees! You did an amazing job – I learned so much about where we can develop further and how to get there, and I am inspired by all the practice and research that APNs from around the globe presented at the conference. We gave away free 'Registration Awards' to three APNs from low-middle income countries: Mr. Abdoulaye Mounmie Fokoue from Cameroon, Mrs. Dwi Kartika Rukmi from Indonesia, and Mr. Harunur Gazi from Bangladesh. Many congratulations again! The next 12th ICN NP / APNN conference will take place from 21-24 August 2022 in Dublin in Ireland. You can find more details on the conference hosted by the Nurse Practitioner Association of Nova Scotia and the upcoming conference in Dublin Ireland further on in this bulletin.

Recent awards

Congratulations to Dr. Annette Kennedy, ICN President, awarded the WHO Director General's Health Leaders Award and Doctor of Philosophy (Honoris Causa)

By Sini Hämäläinen, MHC, NP, RN



ICN President Annette Kennedy received a special award from World Health Organization (WHO) Director General Dr Tedros Adhanom Ghebreyesus, in recognition of her life-long contribution to the nursing profession.

The Director General's Health Leaders Award for Outstanding Leadership in Global Health was awarded at the ICN Congress on the last day of Ms Kennedy's four-year term as President of ICN. During the pandemic, Ms Kennedy provided leadership for the organisation and the world's 27 million nurses as they were confronted by a deadly global pandemic and mounting staff shortages.

Presenting the award in person on the final day of the ICN Congress, Dr Tedros said, "I would now like to personally thank you, President Kennedy - Annette - for your outstanding and passionate leadership of the global nursing community. We began our respective roles around the same time. And we have worked closely our entire tenure. Your leadership, values, and clear voice have played a crucial role in strengthening nursing these past four years. You have inspired and will continue to inspire generations of nurses and women globally. You will be greatly missed. I wish you every success in your next adventure. For your leadership, partnership, and dedication, it is therefore my great honour to present you with the Director-General's Leadership Award, on behalf of WHO."

The ICN president also received the honorary award of Doctor of Philosophy (Honoris Causa) from Dublin City University on 7 May 2021. This award has previously been given to the former US President Bill Clinton and the former President of Ireland Mary Robinson.

The citation for the award praises Ms. Kennedy's leadership throughout her nursing career, and her ability to bring people together and empower them. Delivering the citation for Annette Kennedy at this virtual ceremony, Dr Daniela Lehwaldt from DCU School of Nursing, Psychotherapy and Community Health, said, "Annette has



always been a leader, from her days as a nurse tutor, to her time as head of the Irish Nurses and Midwives Organisation, to her current position as President of the International Council of Nurses, representing around 27 million nurses in 130 countries worldwide." In addition, her contribution to healthcare, including her membership of the influential World Health Organization Independent High-level Commission on Noncommunicable Diseases and Slaintecare Advisory Implementation Committee, the latter of which is charged with advising on the transformation of Ireland's healthcare system, were mentioned in her honour.

Accepting her honorary doctorate, Ms. Kennedy said: "I am delighted to accept this honorary doctorate on behalf of the world's nurses and midwives, who have shown extraordinary courage during this pandemic. It is a fitting tribute to the 27 million nurses I am honoured to represent, and I thank Dublin City University for leading the way in recognising nurses at this most difficult time."

Ms. Kennedy also mentioned nursing as the central force of fighting against the pandemic. The lesson to be learnt from this pandemic is that the world needs strong, resilient health systems that are prepared for the unknown and will maintain a healthy society. The simple fact is that healthy people contribute to healthy economies. She states that it is imperative that Governments act now to mitigate the risks of increased turnover and improve nurse retention. Investment, improved pay and conditions, and retention strategies are essential if we are to save global health systems.

In her closing statement, Ms. Kennedy pointed out the immense commitment and courage that nurses have demonstrated during 2020 and 2021, the Year of the Health and Care Worker, makes her optimistic for the future. She urges nurses to seize the opportunity and make their voices heard, despite the serious challenges ahead. Together, as a society, those challenges can be beaten. "We can work together to build a better future and a better world. I have seen the courage of our nurses and I am impressed: nursing is in safe hands."

ICN Nurse Practitioner/Advanced Practice Nurse Network Conference 2021: 'Envisioning advanced practice nursing beyond 2021: Wider reach, bigger impact' Conference Highlights

By Colette Henderson RN, NISP, RNT, MSc, PgCert NP, BSc (Hons) NP, FHEA and Sini Hämäläinen, MHC, NP, RN

The keenly awaited 11th conference of the International Council of Nurses (ICN) Nurse Practitioner/Advanced Practice Nurse Network (ICN NP/APNN) 2021 began on 29 August with an introduction from Dr Ruth Martin-



Misener co-chair of the Executive Organizing Committee. Dr Martin-Misener provided some initial information about the virtual format for the conference from Halifax, Nova Scotia, home to the Mi'kmaq people. We received many greetings and welcomes to the conference which included Catherine Martin, Director of Indigenous Community Engagement who provided a traditional prayer and greeting. Justin Trudeau, Prime Minister of Canada, delivered a warm Canadian welcome and Dr. Kevin Orrell, Deputy Minister of Health and Wellness for the province of Nova Scotia,

thanked the Nurse Practitioners Association of Nova Scotia for hosting the conference. Tim Guest, President of the Canadian Nurses Association, and Annette Kennedy, President of ICN, also welcomed us and encouraged us all as Advanced Practice Nurses to get involved with leading the development of advanced practice.

The keynote presentation was delivered by Dr Barbara Stilwell whose presentation topic was '*Advanced Practice Nursing: Taking Us into the Future*' which was both inspiring and well received. The conference enabled presentations from around the world with a focus on clinical, educational, research and leadership of

advanced practice. We heard about the work undertaken by the ICN NP/APNN network sub-groups who strive to further progress Advanced Nurse Practice globally and we also heard from many practitioners around the globe working to do the same.

The conference theme 'Wider reach, bigger impact' was highlighted in Dr Zayna Khayat's lecture, focusing on health care in the future. Dr Khayat is Future Strategist with SE Health (formerly, Saint Elizabeth Health Care) a Canadian health and social impact enterprise with a major focus on keeping older adults healthy in their homes. Zayna is Faculty of Singularity University' Exponential Medicine stream and is adjunct faculty in the Health Sector Strategy stream at the Rotman School of Management at the University of Toronto. In the lecture, '*How will Advanced Practice Nurses need to respond?*' Dr. Khayat discussed the changes required for health care in the future. APNs must specially design services for the client/patient to ensure the focus is on the client/patient instead of seeing them as an object of care who will move through the health care chain. This requires a clear vision, but APNs must be capable of developing and adjusting health care delivery to fit future needs.

We were honoured to have Dr Alba DiCenso deliver the closing keynote and conference highlights which are summarised below. The global growth of interest in this conference, alongside the growing development of APNs globally, was welcomed and Alba thanked the ICN NP/APN Network who lead several international initiatives. Guidelines developed by the ICN NP/APN Network supported role clarity for APNs, but barriers persist. Of importance to note first is that numerous systematic reviews confirm APNs are safe, effective practitioners.

Some of the barriers were identified as: limited scope because of legislation or regulation; imbalance of power and opportunities to influence health care policy and decision making; lack of stakeholder awareness of APN roles; funding and reimbursement challenges; and poor access or inadequate education for APNs. Alba encouraged us to focus on these to further promote APN development. Alba referred to the 'carequake', branded by Dr Barbara Stilwell in her opening speech, which supports the crucial demand for APNs and APN leadership across many areas of practice. A 'call to action' from both international and national nurse leaders was identified. Pandemic effects on practice were highlighted with the spotlight on APN contributions which have supported the advancement of this profession.

Alba identified a key theme across the conference presentations of 'finding our voices' aligning with APNs developing a leadership role. Alba continued to advise how we might do this, indicating we need to get involved politically, engage with policy makers, support the team approach to health care, develop competence in policy arenas and skills to influence and impact developments. The [Economic and Social Research Council impact toolkit](#) was promoted as relevant for encouraging advancement of some of these skills. Alba finished by encouraging us not to be disheartened if progress is slow and she promoted the global solidarity for APNs through sharing resources, successes, and challenges. In terms of health policy, we were directed to the ICN NP/APN health policy sub-group who have agreed to be a conduit for collating shared resources.

There was strong support from ICN from the inaugural chief nurse Dr Michelle Acorn who is herself an Advanced Practice Nurse, being both a primary health care and adult nurse practitioner. Howard Catton, the ICN Chief Executive Officer, delivered a strong closing speech and encouraged governments to capitalise on advanced nurse roles now to augment the efficacy of healthcare systems worldwide and he commended nurses working in advanced practice roles. One of the great benefits from this virtual conference was identified by Dr Denise Bryant Lukosius and Dr Minna Miller co-chairs for the scientific committee for the conference, who confirmed that the aim of 'wider reach' had indeed been realised. The virtual conference had increased attendance as registrations were received from 750 people across 48 countries. In addition, for those who found it challenging to attend all sessions, the ability to access the recordings for review later was welcomed. This was the *first ever* virtual ICN NP/APNN conference which was inspirational, professionally conducted and highly evaluated. There were many benefits to this virtual conference, but I think we were all delighted to hear that the 2022 conference will be face to face in Ireland.

Hold the date! ICN NPAPN Conference 21-24 August 2022 Dublin, Ireland.



International Council of Nurses Guidelines on Prescriptive Authority

By Colette Henderson RN, NISP, RNT, MSc, PgCert NP, BSc (Hons) NP, FHEA

The recently published 'Guidelines on Advanced Practice 2020) confirmed prescriptive authority is a core for Advanced Practice Nurses.

In September 2021, ICN published their 'Guidelines on Authority for Nurses'. The publication of these guidelines on-going appeal from the ICN to governments across the invest in the nursing profession. The Guidelines provide a ensure appropriate education and regulation is in place to safe development of prescribing by nurses through five components:

- Completion of an accredited education
- Recognition by the appropriate regulatory the competence to prescribe
- Authorization to prescribe
- Prescriptive authority within the scope of practices
- Continuing professional development to maintain competence to prescribe

Members of the ICN NP/APN network were actively involved with the development of these guidelines which further support nurses advancing their roles and enabling the achievement of access to healthcare for all.

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The Network's Academy of Research and Enterprise

By Dr Melanie Rogers Director ICN Nurse Practitioner/Advanced Practice Nurse Network Global Academy of Research and Enterprise and Colette Henderson RN, NISP, RNT, MSc, PgCert NP, BSc (Hons) NP, FHEA

In 2020, a new unit of the ICN NP/APN Network known as the Global Academy of Research and Enterprise was launched. The focus of the academy will be on research and enterprise which will facilitate the development of Advanced Practice Nursing globally. The unit was developed primarily to supervise and facilitate larger network and collaborative projects and international research and has four fundamental priority areas.



Priority 1: To support the increase and uptake of Advanced Practice Nurses around the world and to increase the awareness of and enhance clarity with regards to APN roles and functions.

Priority 2: To foster ICN NP / APN Network research and enterprise (projects and initiatives) in Advanced Practice Nursing through coordination both within the Network and with outside partners.

Priority 3: To support the development of a highly skilled and capable APN workforce through the contribution of Network-related research.

Priority 4: To oversee and support the development of research, projects and initiatives that assist the Network in strengthening the APN role, to push boundaries, challenge inequalities, take a strategic advisory role in regional, national and international health policy, and practice developments

The Academy focuses on research and enterprise that informs and facilitates the ongoing development of Advanced Practice Nursing. It endeavours to bolster role clarity, key competencies and integration within health systems and health workforces. Current projects include supporting the development of advanced practice nursing in Africa and a global study into the emotional and spiritual wellbeing and resilience of APNs during the COVID-19 pandemic. This study is open for responses, please do participate at:

https://slu.az1.qualtrics.com/jfe/form/SV_396Ok1f8aAARyg6

Leadership of the International Academy is provided by the Director of the Academy Dr Melanie Rogers and the Deputy Directors Dr Elissa Ladd and Dr Deborah Gray.

Exploration of workplace violence experience among nurses at a University Teaching Hospital in Rwanda

By Valens Musengamana, Prof.Oluyinka Adejumo, Gilbert Banamwana

Highlighted as a concern at the 2021 ICN NPAPNN Conference was the issue of increasing workplace violence towards nurses. The summary below provides detail about research undertaken in Rwanda. The full journal submission access is provided at the end of the narrative.

The main points from this study are highlighted below.

- This study was led by two Rwanda-based advanced practice nurses and one South Africa-based advanced practice nurse researching workplace violence among nurses.

- In advanced practice nursing, the findings will be used to practice nursing in a safe environment without violence. Workplace violence (WPV) is a worldwide hospital issue affecting health care workers' job satisfaction and performance globally.
- A quantitative descriptive cross-sectional design research approach was utilized.
- (58.5%, n=114) of nurses have experienced some types of WPV in the twelve months preceding the study, among them (44.6%, n=108) of nurses were verbally abused.
- The nurses providing emergency care, working in the emergency department, and nurses working in settings with vulnerable patients had a significant association with workplace violence Chi-square(1, n=195), $P < 0.001$).
- Psychological harm was found to be a significant consequence of workplace violence.
- Nurse leadership, advanced practice nurses and nurses needs to be aware of workplace violence, in order to develop and implement appropriate policies and strategies. These strategies aim to strengthen the nursing profession and reduce workplace violence.

The full article can be accessed [here](#):

Clinical Autonomy in Advanced Practice Nursing

By Joshi Dookhy MSc. PG Diploma (Advanced Practice)

The role and scope of practice, as well as the independence and clinical practice of advanced practice nurses, have evolved in the The concept and different dimensions of autonomy, specifically in practice nursing, have often been the subject of intense discussion. the variation of advanced practice nursing from country to country confusion of clinical autonomy. Clinical autonomy in nursing has nurses' discretion to make clinical nursing judgments related to the context of an interdependent practice, and consequently decisions made within their existing professional, regulatory, and rules (Weston 2008). Clinical autonomy in advanced practice nursing relies on sound clinical judgement, critical thinking and advanced clinical decision making. Put simply, clinical autonomy is a term best used to describe decision making within the milieu of a clinical practice.



autonomy in the last decades. advanced Furthermore, adds to the been defined as patient care in involves organizational

A recent narrative review by Lockwood *et al.* (2021) shone new understanding to the meaning of 'clinical autonomy' and also highlighted the confusion behind the meaning of 'autonomy' in advanced practice nursing. The authors identified four key themes. The 'stepping up' theme demonstrated how nurses evolved into their advanced practice role by expanding their clinical responsibilities and scope of practice. The 'living it' and 'bounce back ability' themes depicted the advanced practice nurses' abilities or inabilities to work through challenges that limited their clinical autonomy, such as career-long supervision or collaborative agreement with other health professionals. Improving delivery of services for optimum patient care was identified as 'setting in motion'. An important outcome from this review was a necessity to elucidate the different terminologies when exploring autonomy- such as professional autonomy, personal autonomy, clinical autonomy, and patient autonomy- all important concepts in advanced practice nursing.

Researchers and indeed health professionals, managers, and nurses themselves must differentiate between the different dimensions of autonomy in advanced practice nursing. Research has shown that greater clinical autonomy empowered nurses to practice to their full scope, which sequentially improved patient care, created mutual respect for each provider's role in interdisciplinary care delivery, and made services more efficient (Rao *et al.* 2017). Thus, leaders in health organizations must take care to encourage rather than constrain autonomous clinical practice of advanced practice nurses, by levelling rather than reinforcing hierarchical structures.

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Important milestones for the development of Advanced Practice Nurse in Anglophone Africa

By Colette Henderson RN, NISP, RNT, MSc, PgCert NP, BSc (Hons) NP, FHEA, Bongi Sibanda DNP(c) MSc ANP FHEA RN, Executive Board Member - AfroPHC & Corporate Lead for Advanced Practice Education - Epsom and St Helier University Hospitals NHS Trust and Prof Shabir Moosa, MMed, MBA, PhD, Executive Coordinator AfroPHC, President Wonca Africa

In 2016, a conceptual policy framework for advanced practice nursing was published by Schober, Gerrish and McDonnell. One of the key concepts of this framework is to address significant areas required for APN practice such as policy and legislation that will support identification of impediments to APN role development. This framework informed the work led by Ms. Bongi Sibanda to develop of the Anglophone Africa Advanced Practice Nurse Coalition (AAPNC).

The AAPNC was established in 2018 with the goal of developing a global strategy to enable the integration of Advanced Practice Nurses into the healthcare workforce in Africa. This coalition served to provide educational leadership and create the network and collaboration required to develop a regional Family Nurse Practitioner Curriculum Framework in Africa. Subsequently, this coalition work culminated in the development of a proposal to the World Health Organization (Africa) to ensure the development of the APN role in Africa was a policy priority (Sibanda and Stender 2018).

Family Nurse Practitioners (FNP) are now seen to be a key priority in terms of workforce development as they are considered vital to support African Primary Health Care (PHC) and the progression to achieve the United Nations' sustainable development goal of universal health coverage in Africa.

Another idea emerged from the awareness of the FNP role to support primary care in Africa. The development of an African Forum for Primary Healthcare (AfroPHC) was proposed in 2019 to enable more dialogue (Moosa 2021). In 2020 this idea became a reality and AfroPHC was formed. The vision for AfroPHC is to promote appropriate primary healthcare and universal health coverage in Africa and be the voice for both primary care and the primary healthcare team in Africa (Moosa 2021).

In 2020, the International Council of Nurses Nurse Practitioner/Advanced Practice Nurse Network collaborated with Afro PHC, the World Organization of Family Doctors Africa, Jhpiego, CGFNS, WCEA, the National University of Science and Technology (NUST) Zimbabwe, Stellenbosch University South Africa, New York University Nursing Faculties, the Nurses Council of Kenya and National Nursing Association- Rwanda to hold a virtual symposium focusing on Africa APN educational leadership and Family Nurse Practitioner development. The main objectives of this symposium were to provide insights into APNs in primary care, the standards, education, and regulation required and to review existing APN programmes in Africa. To support this, it is anticipated that a plan could be developed to enable the implementation of the regional curriculum framework,

identify stakeholders to promote APN role development and encourage valuable collaborations between academia and clinical areas to facilitate this role development.

Some of the important outcomes from the symposium are the development of a draft framework which will be progressed by key stakeholders and a strategy document which will be used to initiate policy dialogue. In addition, a database of APN programmes across Africa was established which can be used to inform not only the support needed but, also the workforce challenges.

Information about the symposium and links to relevant documents and recorded lectures, can be found [here](#).

There is continued leadership and work from the AANPC to develop the APN role in primary care in Africa. Thanks to a visionary group of nurses and leaders from Africa this work is continuing. More information on the AANPC can be found [here](#).

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Spotlight on Communications Steering Group Member Ivy Muya

By Varsha Singh DNP, APN, CT-CP, NEA-BC, FAHA

Ivy Muya, BSN Mali, South Africa, is an the Communication subgroup of ICN NP/APN has actively contributed to this committee for Ivy has gained a wealth of experience during specialises in emergency nursing with an remote site nursing and aviation/aeromedical/flight nursing. Ivy's clinical management of victims of insurgence such as road traffic accidents and also primary health developed skills in resiliency and flexibility experiences gained working in multi-cultural work-settings.



integral part of Network and past two years. her career but, emphasis on

role includes blast injuries, care. Ivy has through the and diverse



V. Singh: How has your role in ICN NP/APN communication subgroup has nurtured your leadership skills?

I. Muya: The communication sub-group has been a channel for sharing information between local, regional and international nurses. Mentoring in nursing is one of the key areas that has provided a motivation factor especially where novice nurses are concerned. Having said that, the COVID-19 pandemic has created a paradigm shift in the approach to patients in different settings where nurses are in the frontline. In this regard, I believe this group has been instrumental in providing information, guidelines, sharing of experiences within and out of the network.

V. Singh: What do you envision as a progressive change in your work environment?

I. Muya: If, and only if, the entire medical fraternity/teams would approach a patient holistically instead of 'in segments', where each person only focuses on their specialty, I believe the outcome would be far much better in the end.

V. Singh: What is one message that you would like to share with the global nursing community?

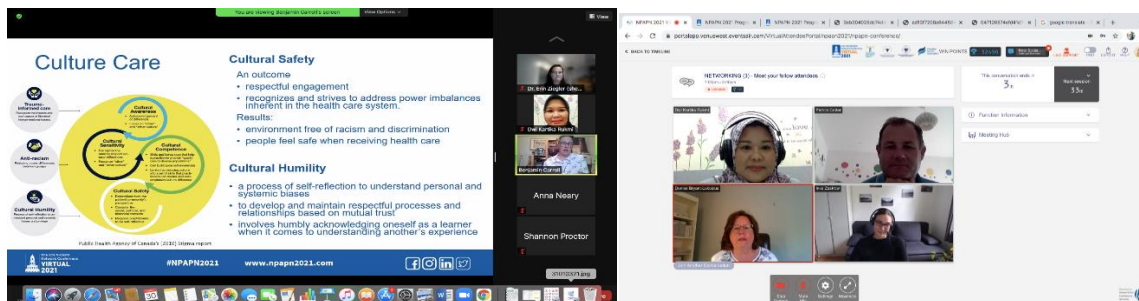
I. Muya: In this very complex world where everything is changing so rapidly, sometimes a nurse should take a pause and remove themselves from thinking of themselves as "Just A Nurse" and acknowledge that "I Am A Nurse", then and only then is when individual nurses' will appreciate the value that they have contributed to the society as a whole.

Dwi Kartika Rukmi's Experience of the ICN NP/APN Conference

By Dwi Kartika Rukmi, Lecturer of Medical Surgical Nursing, Jenderal Achmad Yani University



"My insight has become wider regarding the practice of NP/APN."



Dwi is also a member of the International Council of Nurses' NP/APN Network Communication Subgroup and was lucky to get a registration grant for the 11th ICN NP/APN Network Conference. After going through a four-day conference with 10 hours' difference from her home country's time zone, Indonesia, Dwi shared her experience that 'this is one of the most extraordinary conferences I have attended. High-quality topics with competent speakers I met here. My knowledge of the roles, practices and developments of the nursing world related to APN has become more open. The learning and discussions with NP/APNs from around the world that I have gotten from the conference successfully spurred me to improve my competence as an APN. Then I will support nurses/ nursing students around me to be better so that the quality of Indonesian nursing in the future will be better and more effective.

Once again, thank you NP/APN and hopefully we will see again in NP/APN 2022 conference in Ireland, see you. '