



ANP in CH

Where are we?

Where should we head?

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Anja Ulrich, MSN
Acute geriatric Unit, USB



APN
Gero-psychiatry
T. Hirsbrunner
Solothurn



Giovanna Jenni, MSN
Concept Palliative Care
Nursing home, Laupen



APN
Pediatrics
KIPSI



Valérie Gardaz, MSN
Intensive care HUG



APN-
palliative
care - Biel
B. Hengartner

Advanced
Practice
Nurses (CH)



Dunja Nicca, PhD
HIV-care



APN-SPITEX
S. Jäggi



Betty Callens, MSN & Colleague
Refugee outpatient-clinic, CHUV

APN-Nursing
homes
Bulach



DELSA/ELSA/WD/HEA(2004)8



OECD HEALTH WORKING PAPERS NO. 17

**SKILL-MIX AND POLICY CHANGE IN THE HEALTH WORKFORCE:
NURSES IN ADVANCED ROLES**

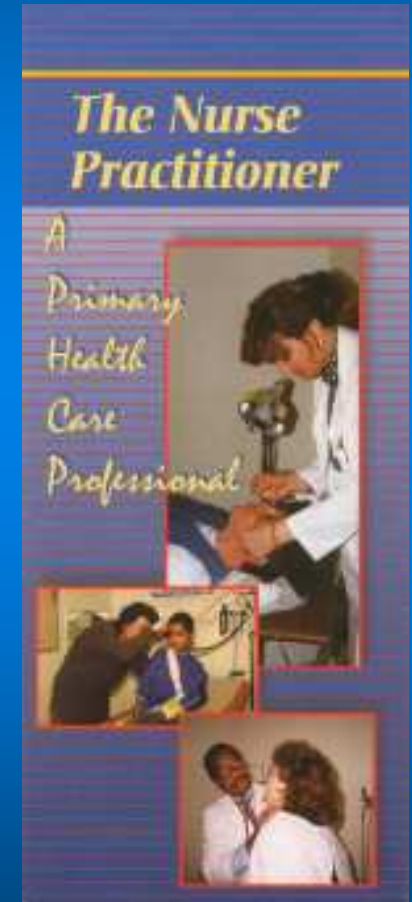
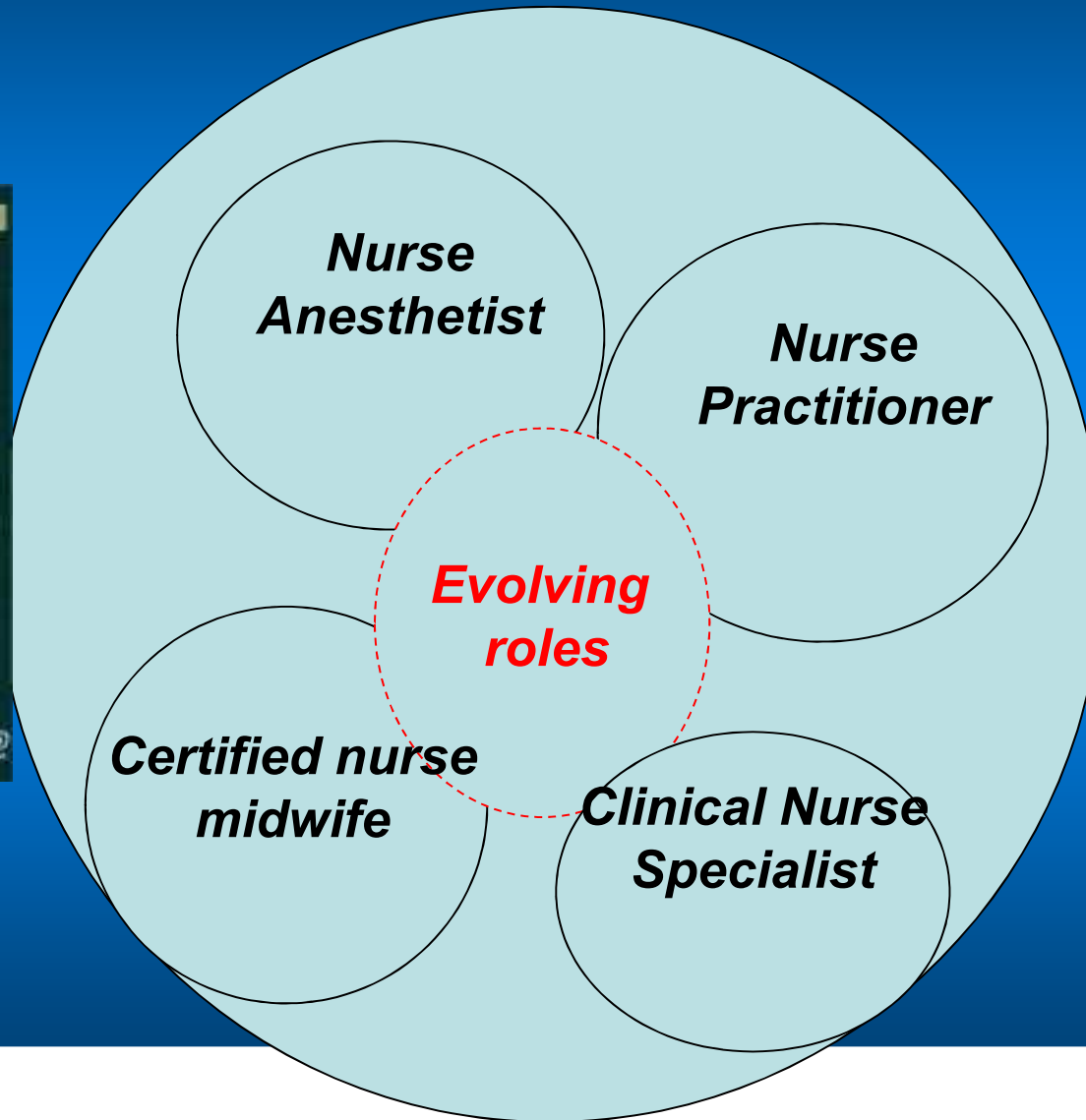
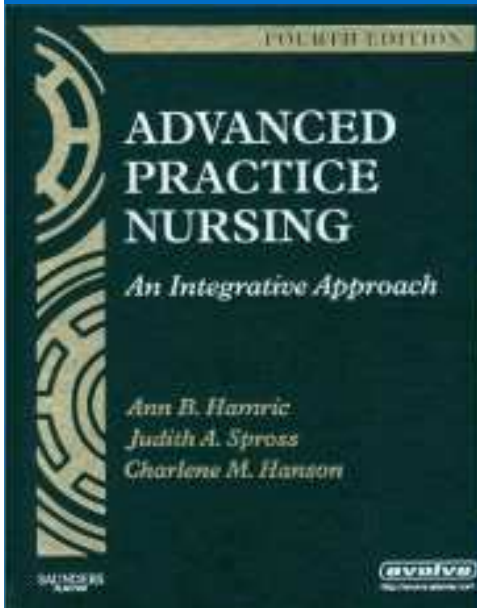
James Buchan and Lynn Calman

ANP in 12 countries:

- Australia
- Belgium
- Canada
- Cyprus
- Czech Republic
- Finland
- France
- Ireland
- Japan
- Poland
- United Kingdom
- United States



Advanced Practice Nurses (Master's oder Doctorat)





ICN APN/NP definition.

“An *advanced practice nurse* is a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for *expanded practice*, the characteristics of which are shaped by the context and / or country in which s/he is credentialed to practice. A Masters degree is recommended for entry level.”



- **What is/are the relevant APN-role(s) for CH?**
- **How do we define this/these roles?**

Drivers influencing ANP development

Workforce
issues

Outcomes research ANP

Legal and policy
context



Education

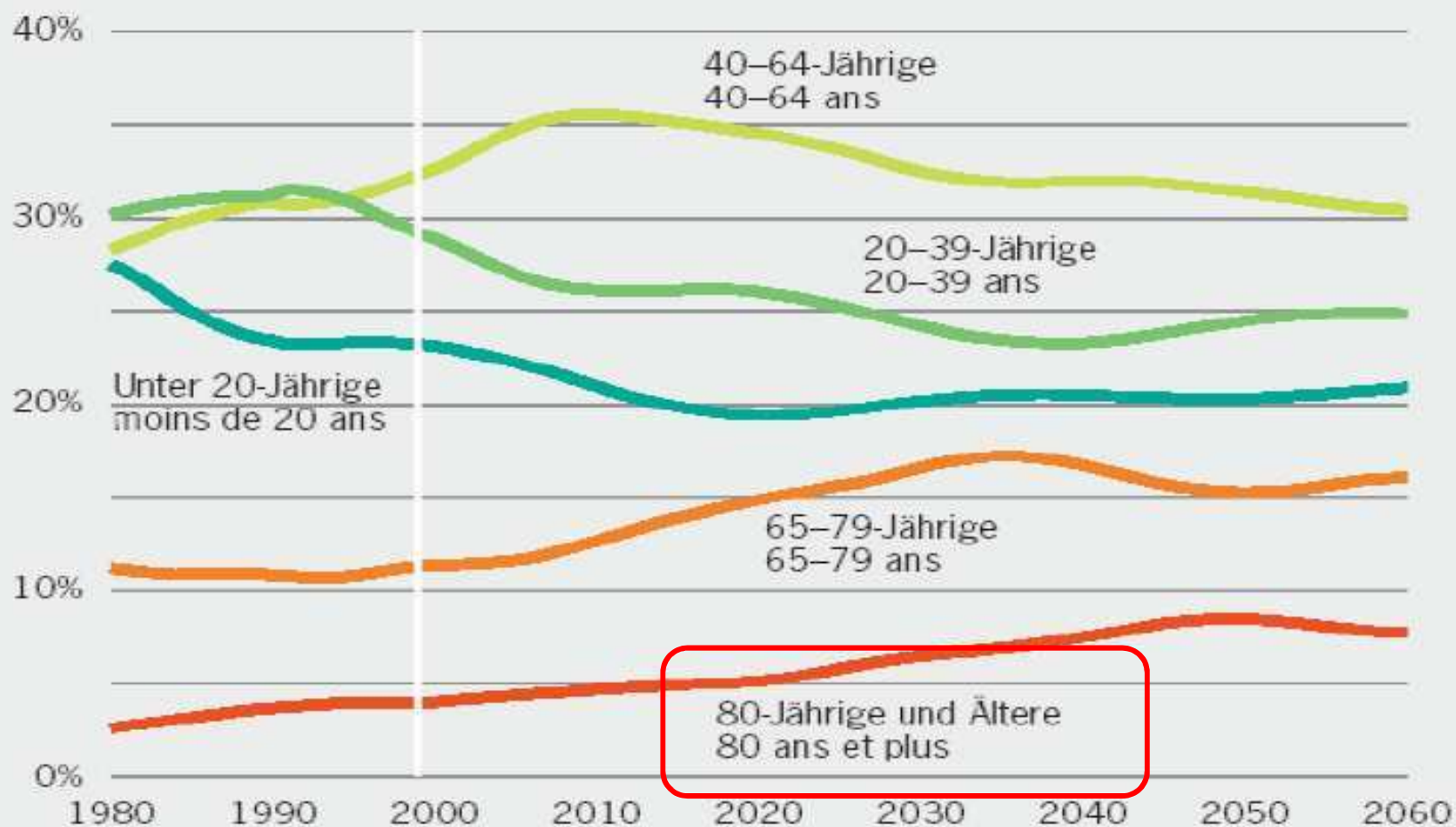
Management

Practice
patterns

De Geest et al. Introducing Advanced Practice Nurses / Nurse Practitioners in health care systems: a framework for reflection and analysis. Swiss Med Wkly 2008; 138(43-44): 621-628.

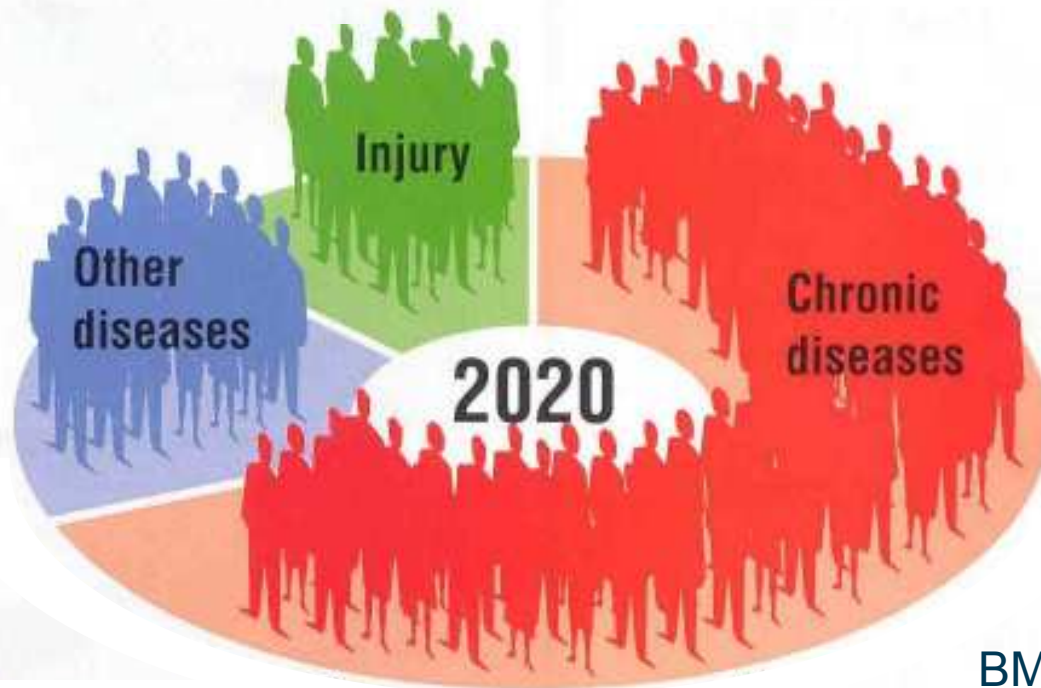
Die demografische Alterung wird sich fortsetzen Le vieillissement démographique va se poursuivre

Altersgruppen in % gemäss Szenario «Trend»
Groupes d'âges en % selon le scénario «tendance»





The rising global burden of disease due to chronic conditions





Health care workforce and chronic care

- ❑ *Nurses* as leaders in chronic care. Their role is pivotal in improving care for chronic diseases.
- ❑ The health care literature and experience of many efforts to improve chronic care indicate that *nurses*, not doctors, are key to implement the chronic care model in a patient centered team.
- ❑ By nature of their education and role, *nurses* are in a position to champion transformation of chronic care.

APNs are involved in a number of projects to optimize chronic illness care in CH

Drivers influencing ANP development

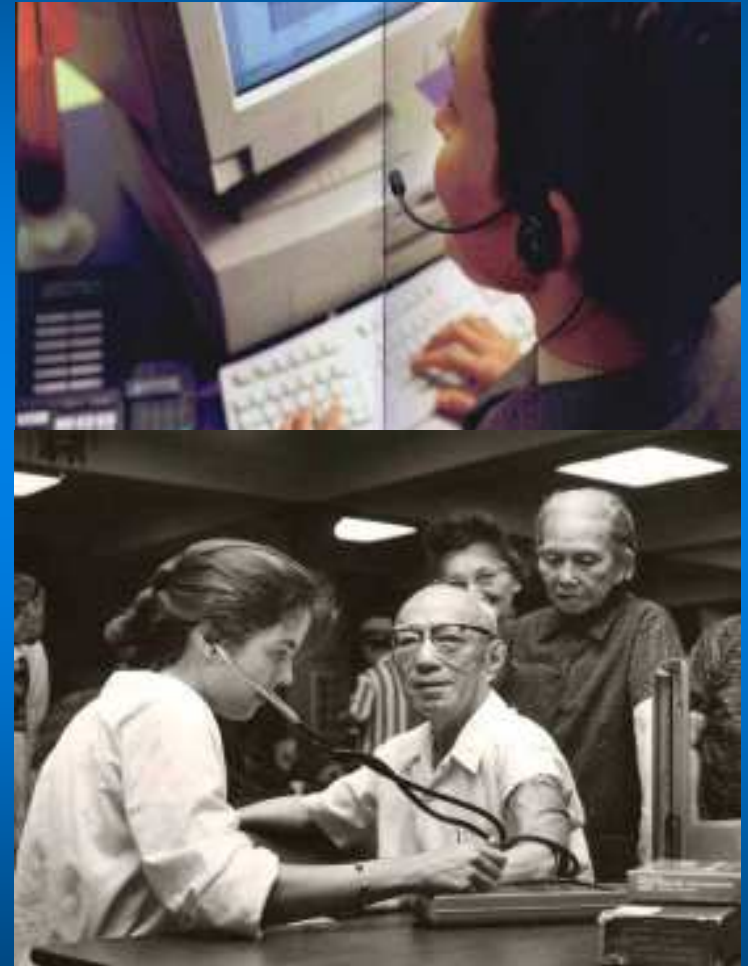


De Geest et al. Introducing Advanced Practice Nurses / Nurse Practitioners in health care systems: a framework for reflection and analysis. Swiss Med Wkly 2008; 138(43-44): 621-628.



New care models

- Triage
- Nurse led clinics
- „Walk-in“ centers
- Geriatric Assessment Teams
- Preventive home visits in the elderly
- Transitional care models
- Case management
- Call centers
- Telemedicine





By Joanne M. Pohl, Charlene Hanson, Jamesetta A. Newland, and Linda Cronenwett

DOI: 10.1377/hlthaff.2010.0374
HEALTH AFFAIRS 29,
NO. 5 (2010): 900-905
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The People-to-People Health
Foundation, Inc.

ANALYSIS & COMMENTARY

Unleashing Nurse Practitioners' Potential To Deliver Primary Care And Lead Teams



Web-Publikation des Obsan

**Innovationen in der ambulanten
Grundversorgung durch
vermehrten Einbezug
nichtärztlicher Berufsleute**

**Literaturanhang:
Abstracts der verwendeten Artikel**

Kilian Künzi & Patrick Detzel

Oktober 2007

New care models

Primary care – interdisciplinary teams (APN)



Bodenheimer et al. [JAMA](#) 2002; 288: 1775-1914;
Grumbach et al. [JAMA](#) 2004; 291: 1246-1251

Drivers influencing ANP development



De Geest et al. Introducing Advanced Practice Nurses / Nurse Practitioners in health care systems: a framework for reflection and analysis. Swiss Med Wkly 2008; 138(43-44): 621-628.



Role development and effective practice in specialist and advanced practice roles:

Facilitators & Barriers

(meta synthesis - N=14: UK/US)

Managerial/organizational issues (1)

Culture of employing institution

Facilitators

- Institution values clinical expertise
- Size of hospital/specialty

Barriers

- Organizational culture and agenda
- Organization slow to change
- Short-term contracts, lack of forward planning
- Size of hospital/specialty

Lloyd-Jones, Role development and effective practice in specialist and advanced practice roles in acute hospital settings: systematic review and meta-analysis. Journal of Advanced Nursing 2005; 49: 191-209



Managerial/organizational issues (2)

Role definitions and boundaries

Facilitators

- Clear role definitions and boundaries
- Autonomy
- Protocols (useful only to the less experienced)

Barriers

- Lack of clear role definitions and boundaries
- Unclear expectations of role
- Incompatible expectations of role
- Unrealistic expectations of role
- Work overload
- Increasing workloads
- Increase in administrative tasks
- Lack of autonomy

Lloyd-Jones, Role development and effective practice in specialist and advanced practice roles in acute hospital settings: systematic review and meta-analysis. Journal of Advanced Nursing 2005; 49: 191-209



Financing APN roles

- Usual budget
- Foundations
- Research moneys



ANP as path in Magnet Hospital recognition and vice versa

McClure et al. Magnet hospitals revisited. American Academy of Nursing, 2002

also in CH!

Overview ▶

Manual Updates

FAQ - **NEW! 09/02/11**

Demographic Info Form ▶

Interim Monitoring

Tables & Templates ▶

Certification

Nurse Opinion Questionnaire

Magnet Products & Services ▶

Contact Magnet Staff

Events & Conferences ▶

New Magnet Organizations

<http://nursecredentialing.org/Magnet/FindaMagnetFacility/NewFacilitiesList.aspx>
(accessed 21.10.11)

September 2011 **N=391**

Redesignated Magnet

- **Lancaster General Hospital** — Lancaster, PA
- **Mercy Hospital** – A Campus of Plantation General Hospital — Miami, FL
- **Pinnacle Health System** – Harrisburg Hospital — Harrisburg, PA
- **Pinnacle Health System** – Community General Hospital — Harrisburg, PA

Designated Magnet

- **UniversitätsSpital Zürich**
- **Kinderspital Zürich**
- **+ Others !!!!**

Drivers influencing ANP development



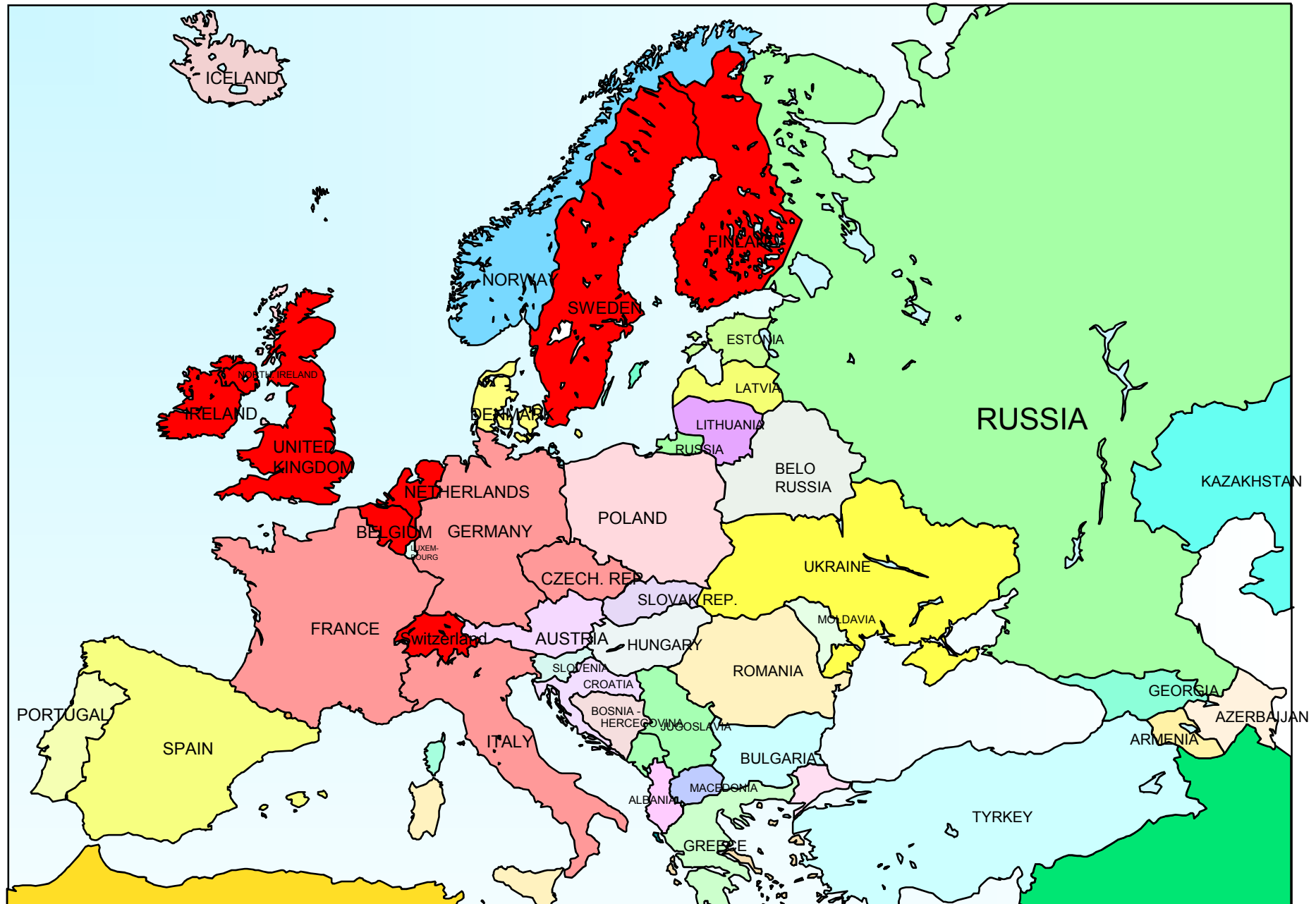
Education

Management

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De Geest et al. Introducing Advanced Practice Nurses / Nurse Practitioners in health care systems: a framework for reflection and analysis. Swiss Med Wkly 2008; 138(43-44): 621-628.

Education for ANP in Europe





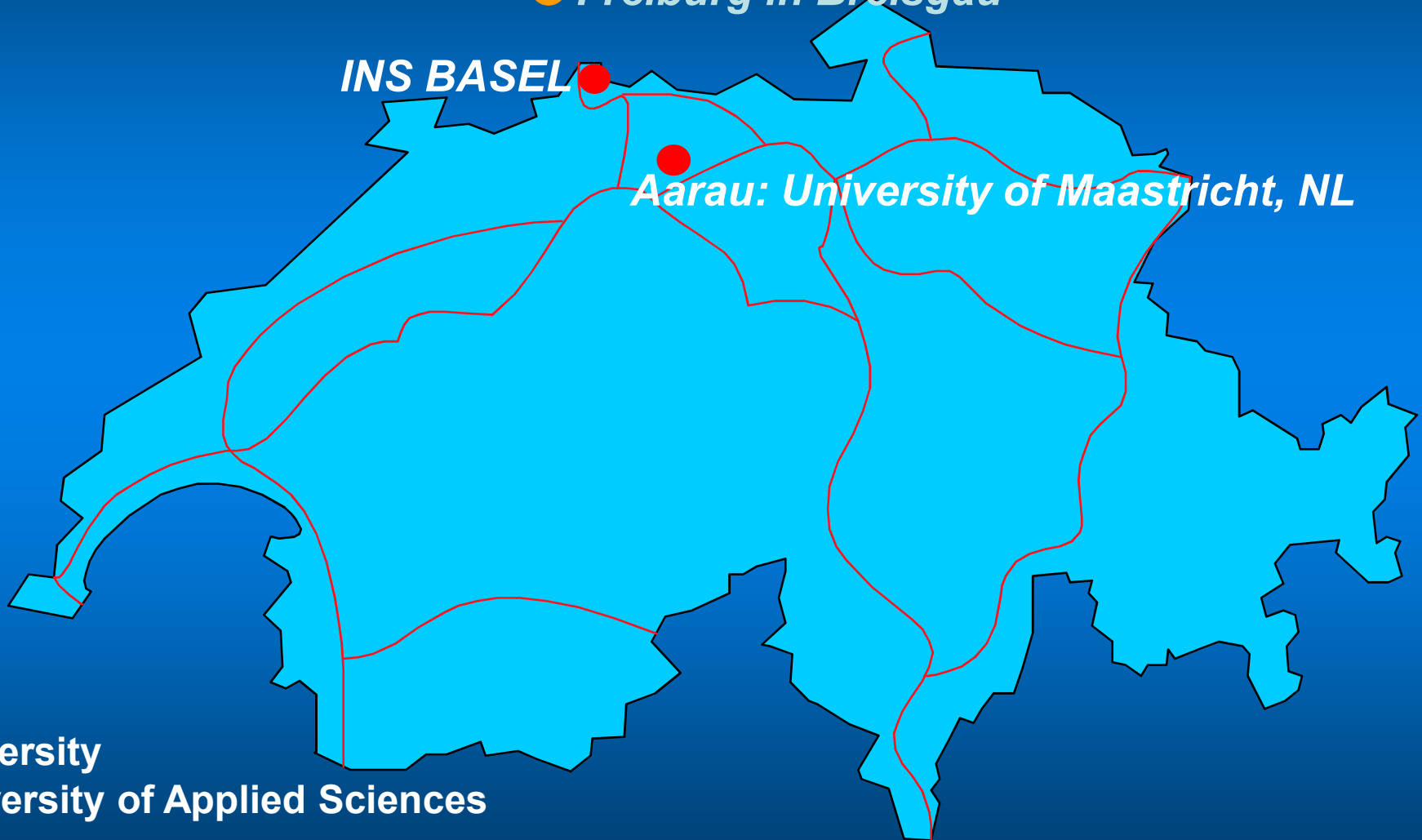
Switzerland: Academic Nursing Programs < 2005

● *Freiburg in Breisgau*

INS BASEL

Aarau: University of Maastricht, NL

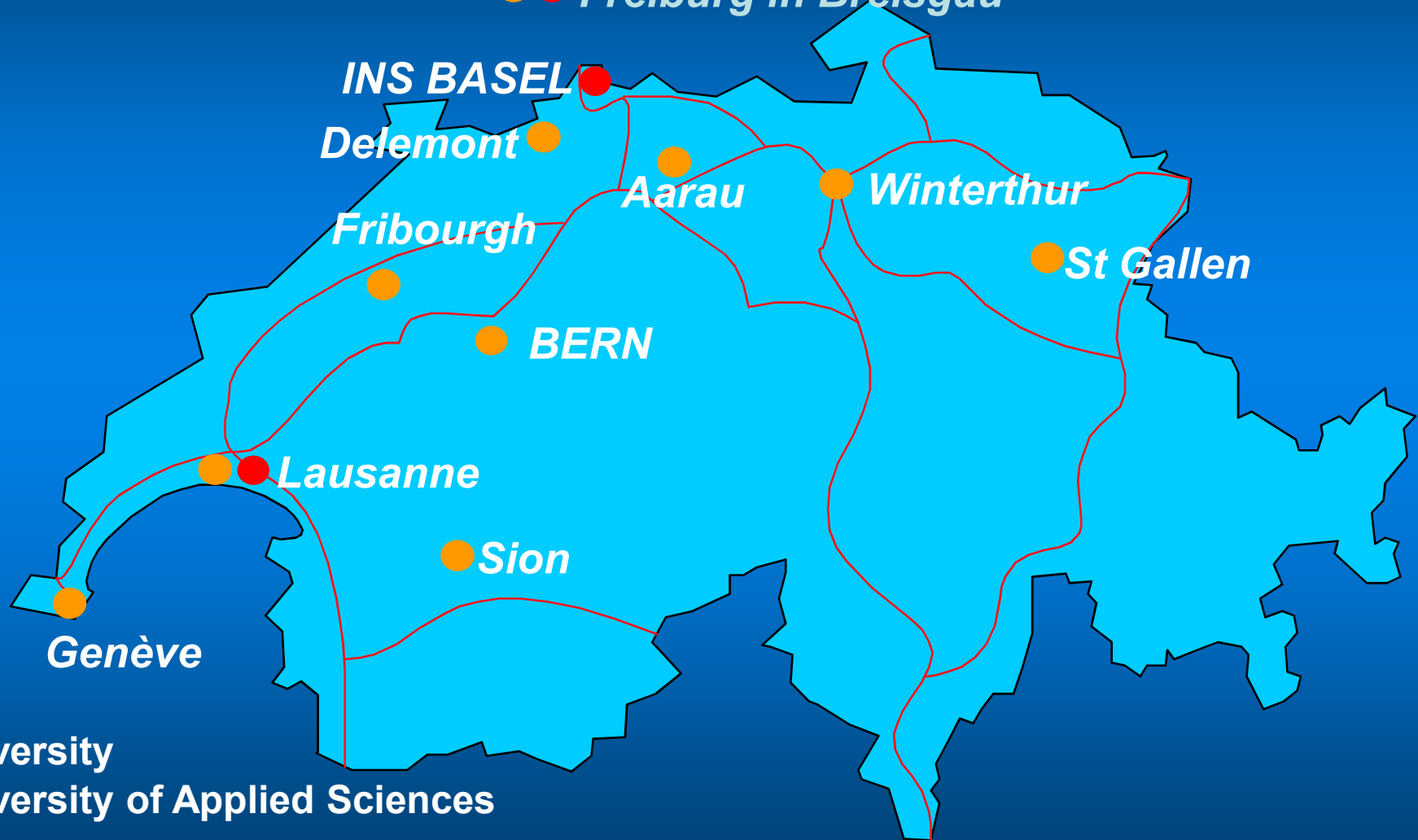
- University
- University of Applied Sciences





Switzerland: Academic Nursing Programs > 2005

●● Freiburg in Breisgau



● University

● University of Applied Sciences

Nurse Practitioner Primary Care Competencies in Specialty Areas:

Adult, Family, Gerontological,
Pediatric, and Women's Health

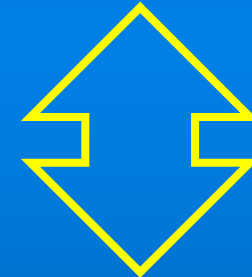
April 2002

US Department of Health and Human Services
Health Resources and Services Administration
Bureau of Health Professions
Division of Nursing



Europe/CH:

- **Definition of competencies APNs?**



- **Scope of practice APNs?**



➤ **Scope of practice**

The term “scope of practice” is used to define the actions, procedures, etc. that are permitted by law for a specific profession.

It is restricted to what the law permits based on specific experience and educational qualifications.

Drivers influencing ANP development

**Workforce
issues**



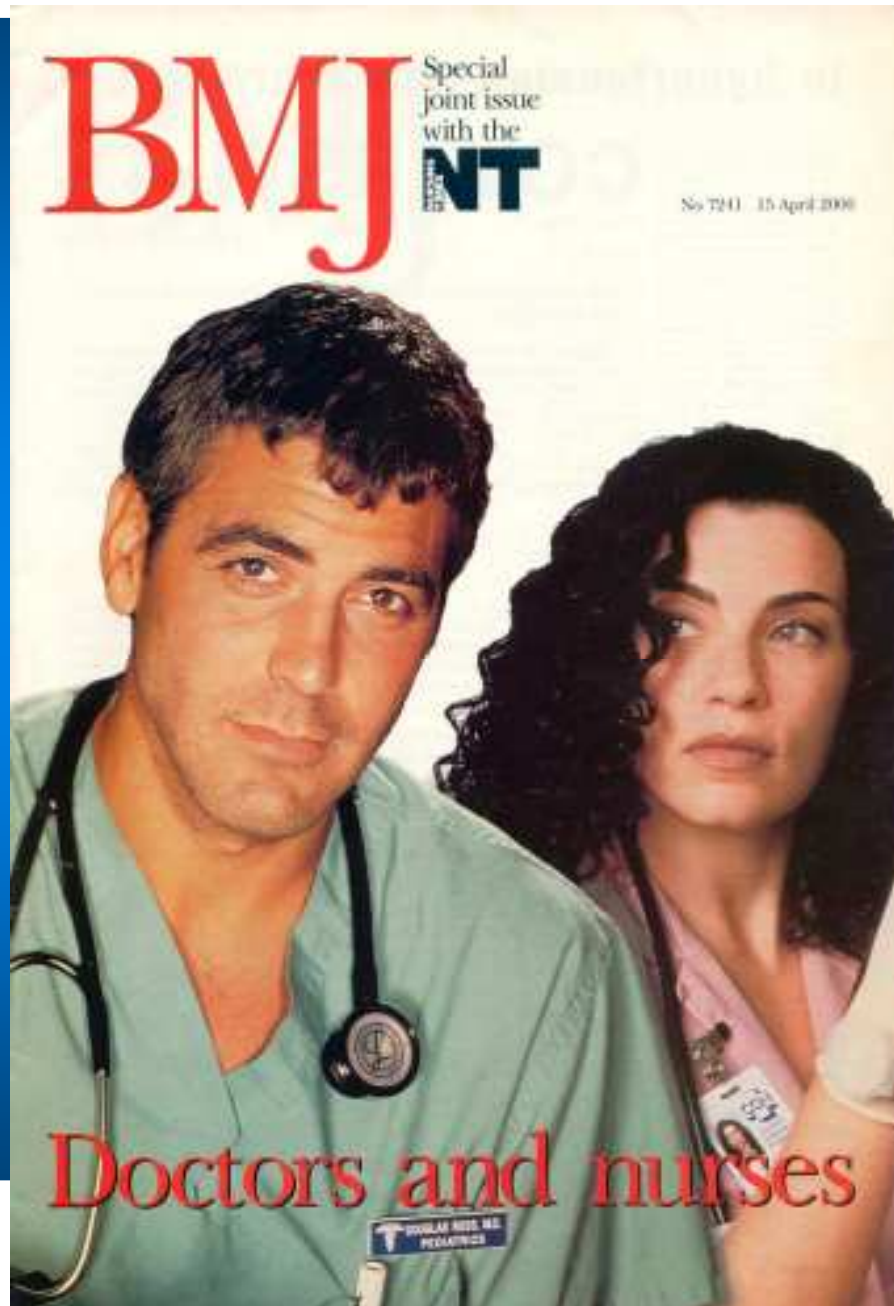
Health care needs
of population

Education

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**Practice
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De Geest et al. Introducing Advanced Practice Nurses / Nurse Practitioners in health care systems: a framework for reflection and analysis. Swiss Med Wkly 2008; 138(43-44): 621-628.





Work force shortages

- The supply of physicians in OECD countries

OECD Health Working Papers, 2006

- Tackling nurse shortages in OECD countries
→ Worldwide nurse shortages expected to worsen

OECD Health Working Papers, 2005



Schweizerisches Gesundheitsobservatorium
Observatoire suisse de la santé
Osservatorio svizzero della salute
Swiss Health Observatory

Web-Publikation des Obsan

Ageing Workforce in an Ageing Society

Wieviele Health Professionals braucht das
Schweizer Gesundheitssystem bis 2030?

Hélène Jaccard Ruedin und France Weaver,
Schweizerisches Gesundheitsobservatorium

Februar 2009



Schweizerisches Gesundheitsobservatorium
Observatoire suisse de la santé
Osservatorio svizzero della salute
Swiss Health Observatory

obsan fact sheet

Schweizerisches Gesundheitsobservatorium | Bundesamt für Statistik | 2010 Neuchâtel | www.obsan.ch

Gesundheitspersonal in der Schweiz – Bestandesaufnahme und Perspektiven bis 2020

Erste Bestandesaufnahme des Personals im schweizerischen
Gesundheitswesen

Drivers influencing ANP development

Workforce
issues

Outcomes research ANP



Health care needs
of population

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Advanced Practice Nurse Outcomes 1990-2008: A Systematic Review

- **Aim systematic review (1990-2008):**
Compared to other providers (physicians or teams without APRNs) are APRN patient outcomes of care similar?
- **Findings:**
 - Patient outcomes of care provided by nurse practitioners and certified nurse midwives in collaboration with physicians are similar to and in some ways better than care provided by physicians alone for the populations and in the settings included.
 - Use of clinical nurse specialists in acute care settings can reduce length of stay and cost of care for hospitalized patients

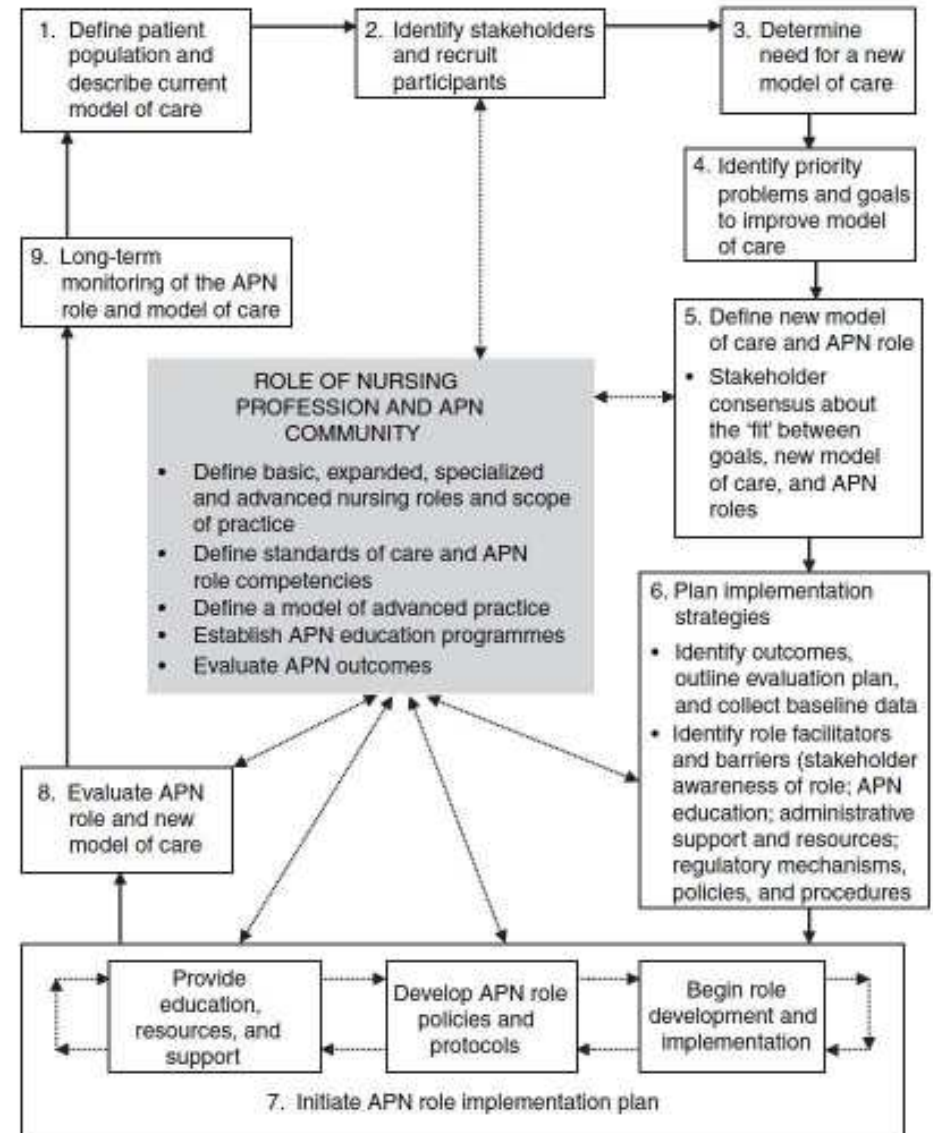
A framework for the introduction and evaluation of advanced practice nursing roles

PEPPA framework

Denise Bryant-Lukosius PhD RN CON(C)

Comparative effectiveness research

BRYANT-LUKOSIUS D. & DICENSO A.
Journal of Advanced Nursing 2004; 48: 530–540





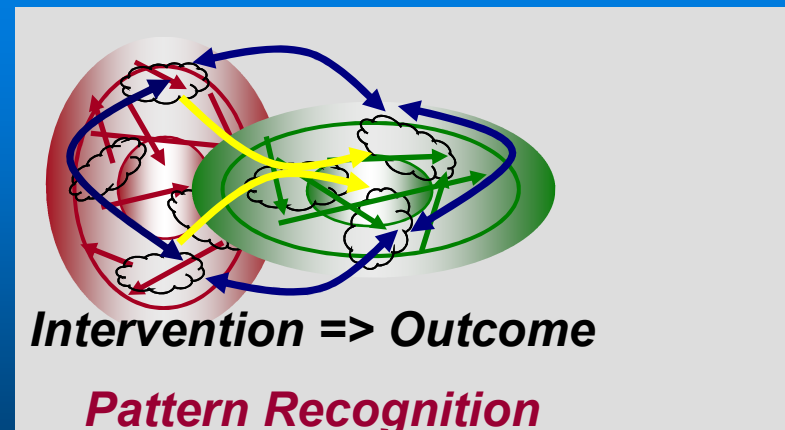
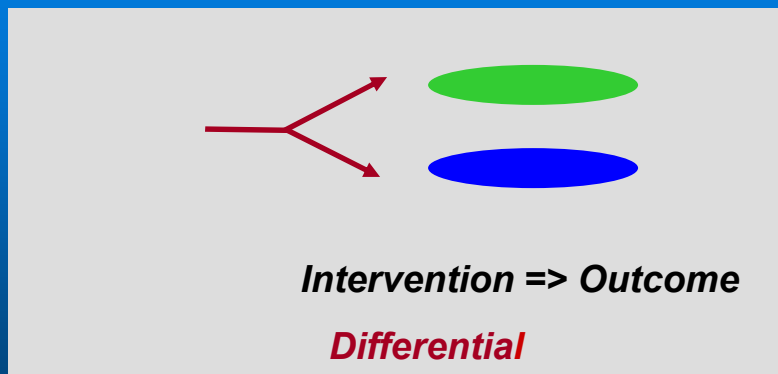
Bridging the efficacy ⇔ effectiveness gap

“Trial-world”

- Efficacy
- “Can it work?”
- Null hypothesis
- Average treatment effect
- “Keep things clear”

“Real-world”

- Effectiveness
- “Does it work – and when?”
- Alternate hypothesis
- “Live with complexity”



Drivers influencing ANP development

Workforce
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**Legal and policy
context**

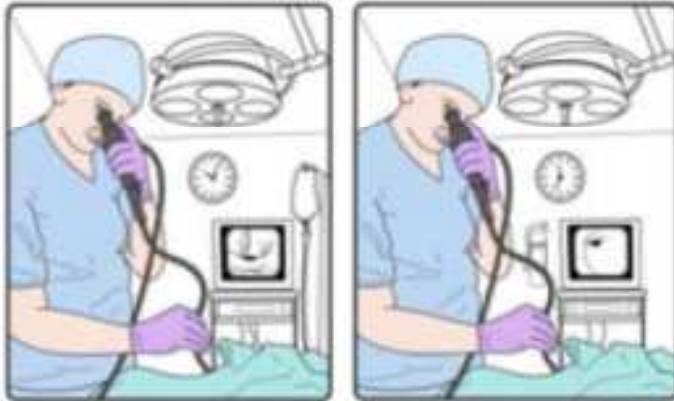


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DR NURSE WILL SEE YOU NOW

Nurses are increasingly taking on doctors' roles but, as **Rebecca Coombes** reports, lack of regulation is making their acceptance more difficult

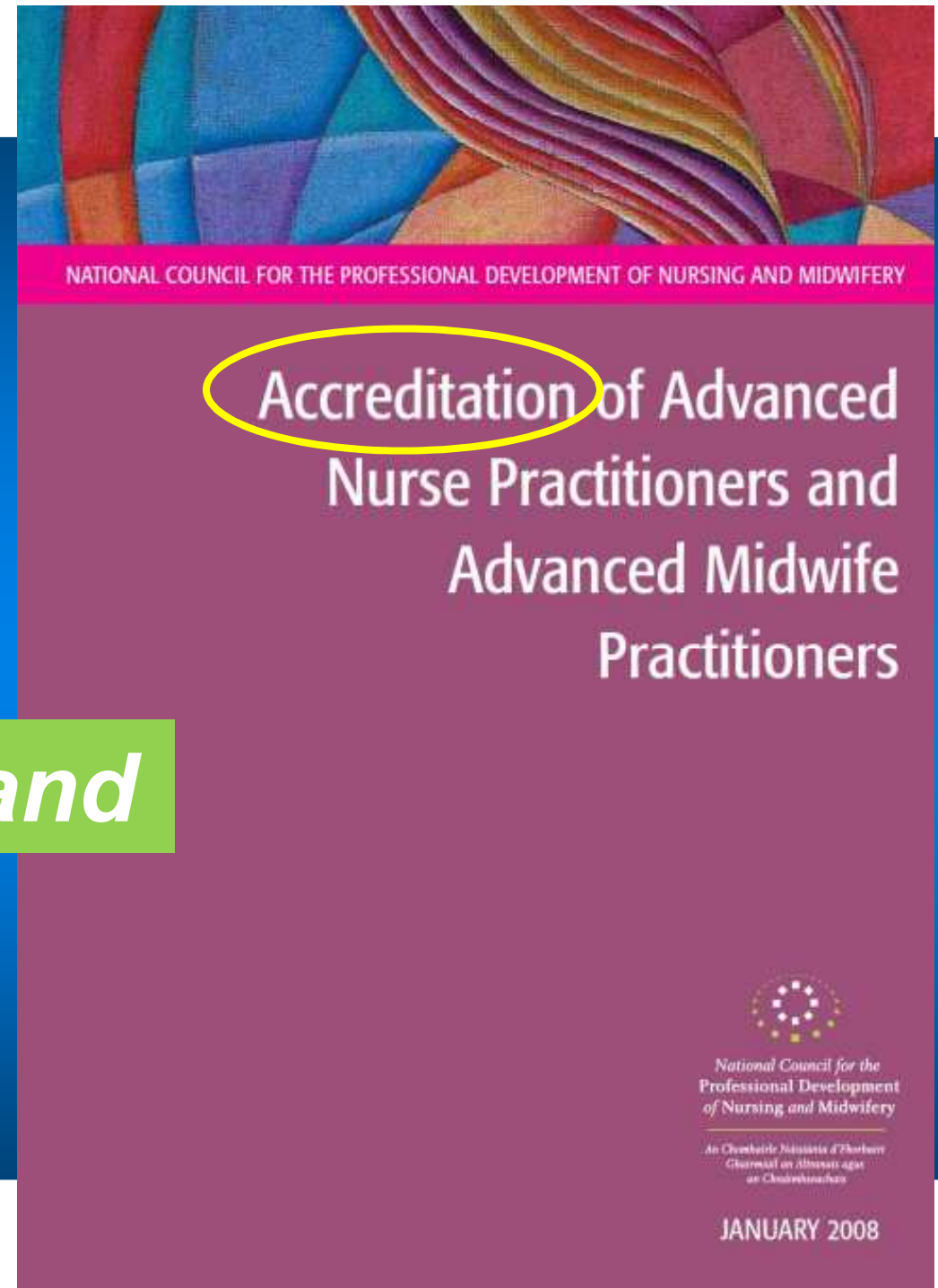
BMJ | 20 September 2008 | Volume 337



National Council for the Professional
Development of Nursing and Midwifery

A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner

Ireland



CLINICAL NURSE SPECIALISTS AND NURSE PRACTITIONERS IN CANADA

A DECISION SUPPORT SYNTHESIS

JUNE 2010

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Europe/CH:

- Accreditation processes APNs?

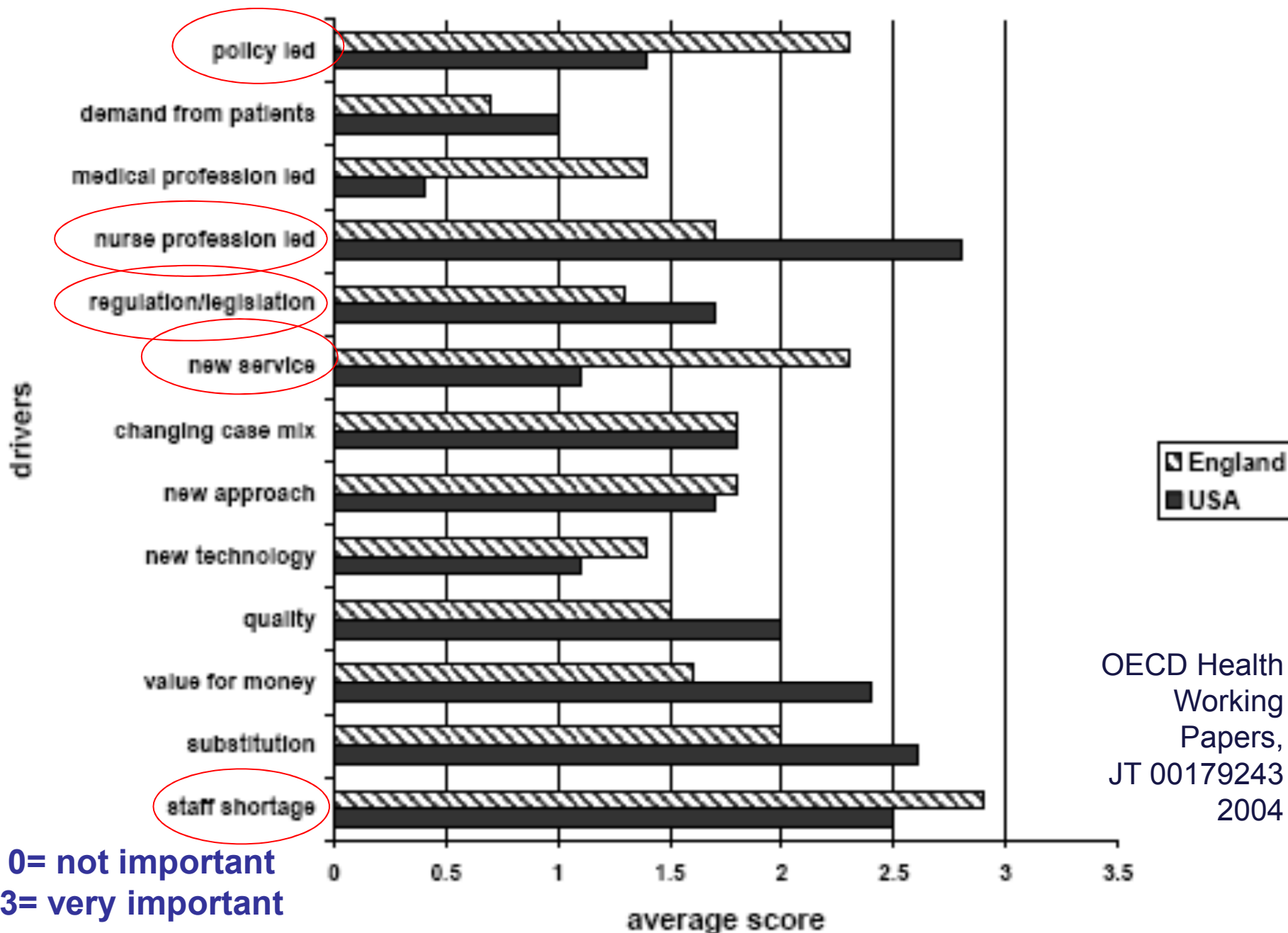


swissANP

**Positionspapier
Advanced Nursing Practice in der Schweiz**

Entwurf

Drivers for introducing or extending use of APNs in US & UK





Action points ANP development CH

- Reduce barriers and increase facilitators at different levels of system
- Agreement among stakeholders
- Definition of APN role(s) for CH context
- Educational requirements: FHS / Uni (competencies)
- Scope of practice
- Certification & regulation
- Career structure & payment system
- Legislation
- Instruments to monitor Nurse/MD demography in CH
- Other?



History of Advanced Practice Nursing: *The Tipping Point?*

- Change is possible and people/social institutions can radically transform their behavior in the face of the right kind of impetus
- Tipping point is about how little things can make a big difference within institutions and across the nation
- Examples in nursing
 - Critical care units
 - Magnet hospitals
 - *Advanced practice nursing ?????*



The Future of Nursing:

LEADING CHANGE, ADVANCING HEALTH

1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States. / **Switzerland**
4. Effective workforce planning and policy making require better data collection and an improved information infrastructure.

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