

# The draft revised Registered nurse standards for practice – APNA submission

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**3 July 2015**

The Australian Primary Health Care Nurses Association (APNA) welcomes the opportunity to contribute to the Nursing and Midwifery Board of Australia's consultation on the draft revised Registered nurse standards for practice. We are providing this submission on behalf of our membership, Australian primary health care nurses.

## APNA Submission

### ➤ **Standard 1: Thinks critically and analyses nursing practice**

Nurses use a variety of thinking strategies, research and best available evidence in making decisions and providing safe, quality nursing practice within a person-centred framework.

Do you have any comments or suggested amendments?

**APNA Response:** The use of the term 'nursing practice' is unclear (and is not defined in the glossary). Is it referring to nursing practice in a global sense or to the individual nurse's nursing practice? This should be clarified.

It is uncertain what is meant by 'thinking strategies' - this should be clarified/defined.

#### ○ **Standard 1: Criteria**

The registered nurse:

- 1.1. Accesses, analyses, and uses research, and the best available evidence for safe quality practice
- 1.2. Develops practice through reflection on experiences, knowledge, actions, feelings, beliefs; identifying how these shape practice
- 1.3. Respects peoples' culture and experiences as a core part of person-centred and evidence-based practice, which includes recognising the role of family and community that underpin Aboriginal and Torres Strait Islander cultures and health
- 1.4. Considers legislation and common law policies and guidelines relevant to the context of practice when making decisions

1.5. Appropriately maintains records and accurately and comprehensively documents assessment, planning, decision-making, actions and evaluations in a timely manner

1.6. Contributes to research and quality improvement.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response: We would suggest including a new criteria (or adding to an existing one) with the following wording: 'looks at new and innovative methods and modalities of treatment and care'.**

➤ **Standard 2: Engages in therapeutic and professional relationships**

Nursing practice is based on purposefully engaging in the formation and maintenance of effective therapeutic and professional relationships. This includes collegial generosity in the context of interdisciplinary and professional relationships.

Do you have any comments or suggested amendments?

**APNA Response: The second sentence which starts ' This includes collegial...' is unclear and could be clarified.**

○ **Standard 2: Criteria**

The registered nurse:

2.1 Establishes, sustains and concludes therapeutic relationships in a way that is respectful and acknowledges the dignity, culture, values and beliefs and rights of a person

2.2 Recognises that people are the experts in the experience of their life

2.3 Communicates respectfully and effectively with people

2.4 Resources and supports people in optimising and making health related decisions

2.5 Advocates on behalf of people and their rights in a manner that respects the person's autonomy and legal capacity

2.6 Establishes and maintains appropriate professional relationships including delegation, supervision, consultation and referrals to achieve improved health outcomes

2.7 Actively fosters a culture of safety and learning

2.8 Participates in and/ or leads collaborative practice.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response: It is unclear what is precisely meant by the reference to 'professional relationships' in criteria 2.6. This could be clarified in the glossary.**

➤ **Standard 3: Maintains fitness to practise and participates in lifelong learning**

Registered nurses, as regulated health professionals, are responsible and accountable for ensuring they are safe and have the capability for practice. This includes ongoing self-management and responding when there are concerns about other health professionals' fitness for practice. Registered nurses are responsible for their professional development and contribute to the development of others. They are also responsible for providing information and education to enable people to make decisions and take action in relation to their health.

Do you have any comments or suggested amendments?

**APNA Response:** The term 'fitness' may not be the best way to refer to ability and capability to practice. A preferred option would be to use instead the term 'clinical preparedness'.

➤ **Standard 4: Comprehensively conducts assessments**

Registered nurses accurately conduct comprehensive and systematic assessments, analyse information and data and communicate outcomes as the basis of practice.

Do you have any comments or suggested amendments?

**APNA Response:** It is unclear what is precisely meant by the term 'assessments'. This could be clarified in the glossary.

○ **Standard 4: Criteria**

The registered nurse:

4.1. Conducts assessments that are comprehensive, systematic and holistic as well as culturally appropriate

4.2. Uses a range of assessment techniques to collect relevant and accurate information and data to inform practice

4.3. Works with people to determine factors that affect or potentially affect the health and well being of people, families, communities, and/ or populations and determines priorities for action and/ or for referral

4.4. Establishes the need for nursing action and/ or the need for referral

4.5. Assesses the available resources to address the need and plans accordingly.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response:** The term 'data' used in criteria 4.2 needs to be clarified - this could be clarified in the glossary.

➤ **Standard 5: Develops a plan for nursing practice**

Registered nurses are responsible for the planning and communication of nursing practice. Agreed plans are developed in partnership. They are based on the registered nurse's comprehensive assessment, use of evidence and judgment that is documented and communicated to all the relevant persons.

Do you have any comments or suggested amendments?

**APNA Response:** The sentence that begins 'Agreed plans ...' does not go on to explain who these plans would be developed in partnership with. This needs clarification.

- **Standard 5: Criteria**

The registered nurse:

5.1. Uses assessment data and best available evidence to develop a plan

5.2. Co-constructs nursing practice plans until priorities, goals, actions, outcomes and timeframes are agreed with the relevant persons

5.3. Documents, evaluates and modifies plans to facilitate the agreed outcomes

5.4. Plans how practice will be evaluated and the time frame of engagement

5.5. Coordinates resources effectively and efficiently for planned actions.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response:** The term 'plan' in criteria 5.1 needs clarification. This could be included in the glossary.

- **Standard 6: Provides safe, appropriate and responsive quality nursing practice**

Registered nurses delegate and implement person-centred, quality, and ethical goal directed actions. These are based on comprehensive and systematic assessment, and the best available evidence to achieve planned outcomes.

Do you have any comments or suggested amendments?

**APNA Response:** No comment on this.

- **Standard 6: Criteria**

The registered nurse:

6.1. Provides comprehensive safe, quality nursing practice to achieve agreed goals and outcomes

6.2. Practises within their scope of practice

6.3. Appropriately delegates aspects of practice to enrolled nurses according to the enrolled nurse's scope of practice and/ or others according to their clinical or non-clinical roles

6.4. Provides effective timely direction and supervision to ensure that delegated practice is provided safely and correctly

6.5. Practises in accordance with relevant nursing and health guidelines, standards, regulations and legislation

6.6. Reports and raises concerns where own or others' practice may be below expected standards, errors have occurred and there is potential for harm.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response:** Criteria 6.2 could be expanded to include ‘.. and seeks to expand and optimise their scope’.

➤ **Standard 7: Evaluates outcomes to inform nursing practice**

Registered nurses take responsibility for the evaluation of practice based on agreed outcomes, to plan, and revise practice accordingly.

Do you have any comments or suggested amendments?

**APNA Response:** No comment on this.

○ **Standard 7: Criteria**

The registered nurse:

7.1. Evaluates and monitors progress towards expected goals and outcomes with people based on agreed priorities

7.2. Revises practice plan as needed and determines further priorities and goals with people as indicated.

The criteria are the means by which the standard can be demonstrated. Do you have any comments or suggested amendments?

**APNA Response:** The term 'practice plan' in criteria 7.2 could be clarified. This could be included in the glossary.

➤ **Do you have any other comments?**

**APNA Response:** While we understand the aim of the draft standards is to make the document as concise and succinct as possible, we feel that some of the wording and terminology is unclear. An example of this is the sentence in Standard 2: ‘This includes collegial generosity in the context of interdisciplinary and professional relationships’.

Given the diverse and multicultural nature of nursing, we feel that, with health literacy in mind, consideration could be given to reviewing the draft standards to ensure clarity.

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## About APNA

Australian Primary Health Care Nurses Association (APNA) is the peak professional body for nurses working in primary health care. APNA champions the role of primary health care nurses; to advance professional recognition, ensure workforce sustainability, nurture leadership in health, and optimise the role of nurses in patient-centred care.

APNA is bold, vibrant and future-focused. We reflect the views of our membership and the broader profession by bringing together nurses from across Australia to represent, advocate, promote and celebrate the achievements of nurses in primary health care.

Nurses in primary health care contribute to a healthy Australia through innovative, informed and dynamic care.

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