Advanced Nurse Practitioners for Older People Living with Frailty

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Aims of Presentation

To share our experiences and learning on:

* issues to consider when developing an ANP service in the acute hospital.
* how an ANP service for older people living with frailty can support wards to deliver quality care
* the training and support requirements for nurses to become an ANP
Why do we need ANPs
Medical Crises in Older People

- High prevalence of older people living with frailty
  - Functional disability
  - Dementia, delirium and other mental health problems
  - Multiple co-morbidities.
  - Many reaching the end of life
- Family carers under strain
- Dissatisfaction with hospital care, particularly around communication.
- Staff don’t always have skills necessary to care for frail older patients. Need for experiential rather than didactic learning.
Hospitals on the Edge

- Increased clinical demand
- Changing patient need
- Fractured care
- Out of hours care breakdown
- Looming workforce crisis
‘NHS fills nursing shortage by turning to Spain and Portugal’

14 October 2013
Geriatric Nurse Practitioners

- Ensure a high quality of clinical care,
- Offering wider education to the nursing workforce.
- Trained through a Master’s (or doctorate) programme set to national competencies in order to provide standardisation of knowledge and skills (American Association of Colleges of Nursing 2012)
Aims of Project

1. Improve the services provided to older patients living with frailty in the acute hospital.
2. Enhance communication with family and carers, the MDT and the community.
3. Provide nursing leadership on the wards.
4. Provide better continuity of care on the wards, enhancing training and long term decision making.
5. Increase the medical skills on the wards.
Role of ANPs

- Activities traditionally undertaken by medical staff:
  - history taking,
  - physical examination,
  - creating a differential diagnosis and problem list,
  - ordering and interpreting diagnostic tests,
  - prescribing medication and other treatments, and
  - discharging patients.
- Lead Comprehensive Geriatric Assessment
- Advanced communication with patients and their families
- Teaching
- Service Development/Research
- Leadership.
- Eventually to provide a hospital wide service.
Key Stakeholders

- Director of Nursing.
- Healthcare of Older Person’s nursing management.
- Consultant Geriatricians.
- Patients and carers (PPI).
- Ward nurses.
- MSc in Advanced Clinical Practice course lead.
Training of ANPs

* Three years Masters course in Advanced Clinical Practice
* Experiential learning working with geriatricians.
* E-learning geriatric resources.
* Additional courses and opportunities for learning as required.
Benefits

* Bridging the gap between medicine and nursing.
* Understanding of the ‘bigger picture’.
* Clinical expertise.
* Communication skills.
* Support for ward sister and consultant.
Challenges

* Investment in training.
* Demands of training - difficult course/vast amount to learn.
* Finding time for sufficient learning opportunities on busy ward.
* Establishing clearly defined role.
* Sustainability.
**Our Vision**

- ANP on every Healthcare of the Older Person Ward
- Provision of a hospital wide service to ensure all patients living with frailty in our hospital receive high quality care.
- Development of Healthcare of the Older Person staff nurses into the role.
- Integration with community services.
THE ROLE OF THE HCOP ANP IN EDUCATION OF JUNIOR STAFF

BETH CARLING TRAINEE ANP HCOP
THE ROLE OF THE HCOP ANP IN EDUCATION OF JUNIOR STAFF

* Aims/Target group of teaching
  * For the team to view the patient holistically, be part of the CGA
  * Patient safety key (right thing, right patient, right time, no delays,)-confident to know what to do and why
  * Teaching style designed to integrate information and knowledge using the patient as part of the ‘package’
**Informal examples**

- Supervising students nurses to perform ECG’s, then interpret simple ECGs, what to look for such as rate, ‘PQRST’
- Supervising medical students to take bloods, blood cultures, catheterise men
- Supervising Student nurses to catheterise patients and complete competency documents
- Offering insight into patient behaviours (Dementia/Delirium)
- Leading by example (my behaviour with dementia patients)
THE ROLE OF THE HCOP ANP IN EDUCATION OF JUNIOR STAFF

- Formal
  - Dedicated sessions for 1.5 hrs a wk, subject matter varies, examples;
    - MCA/DoLS
    - Delirium and Dementia
    - ECG interpretation (more advanced)
    - EWS interpretation and escalation of unwell patient, what to do whilst waiting for medical team
Example: 80 yr. old female patient with COPD, OA, CCF

08:00
T-35.6
HR-62
RR-8
BP-90/50
SPO2-97% - 28% O2
GCS 13/15
Last PU’d at 00:30

Medications to be given
SALBUTAMOL NEB 2.5mg QDS (and prn)
ATROVENT NEB 500mcg
DIGOXIN 125mcg
FUROSEMIIDE 40mg
RAMIPRIL 5mg
FENTANYL PATCH 25mcg
OMEPRAZOLE 20mg

WHAT WOULD THEIR ACTIONS BE AND WHATS HAPPENING PHYSIOLOGICALLY TO THIS PATIENT?
Working with the medical team

LAURA FERRIGAN TRAINEE ANP HCOP
The ward team

- Need to work closely with the medical team
- Adjustment from purely nursing role to mixed role
- Nurses’ understanding
- Managing expectations
- Learning environment - Is there room for us all?
What we are doing about it?

- Education about the role, presentation at Junior doctors’ induction
- Ward manager meeting, show them what the job looks like, what the Masters programme entails, what are their ideas?
- Ongoing process, open to adaptation
- Support from the consultants is crucial
- Junior doctors teaching programme
Other specialties

- Gaining advice from other doctors
- Lack of knowledge about the role
What we are doing about it?

- Understanding the reason
- Backing from consultants is crucial, raising awareness
- Leadership coaching
- Be persistent. Have confidence in our knowledge
- In the future, awareness will improve
In summary

- Response has been mainly positive
- Challenge attitudes. Leadership training
- Support from the consultants is critical to our success!
- Raising awareness at Trust meetings and at events like today
- We wear bright red. We stand out!!