

What Nursing Directors expect from Advanced Practice Nurses in Germany



PuG

Pflege- und
Gesundheitswissenschaften



Background

- BMBF joint project *“Development of part-time study programs in nursing and health sciences”*
- Target: Evolvment of demand-and-need-oriented and scientific and research focused part-time study-programs in the nursing and health sciences
- Department of Nursing Science at the Hochschule für Gesundheit in Bochum develops the Master´ s program “Advanced Nursing Practice (ANP)” with an oncological clinical focus
- Start of this program is planned for October 2020

Focus of Interest & Approach

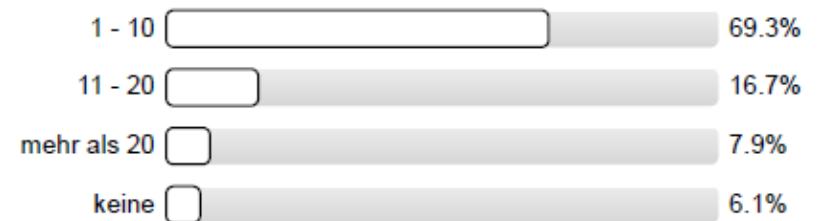
- Online survey (25.04.2018 - 18.05.2018)
- addressed nursing directors in the hospitals in NRW & the University hospitals nationwide
- Focus of interest:
 - Is there a need of APNs in the direct patient care of the institutions ?
 - Which tasks and competencies are of central importance?
 - Which opportunities and challenges emerge by recruiting APNs in the institutions?

Online-Survey: Method

- Assessment-Instrument: partially standardized questionnaire
- 9 hybrid items & 2 open items
- 114 complete questionnaires (response rate: 22,71%)
- hybrid items: evaluation of the data with statistics software SPSS
- open items: categorisation according to the structuring qualitative content analysis (Kuckartz, 2016)

Current situation in the hospitals

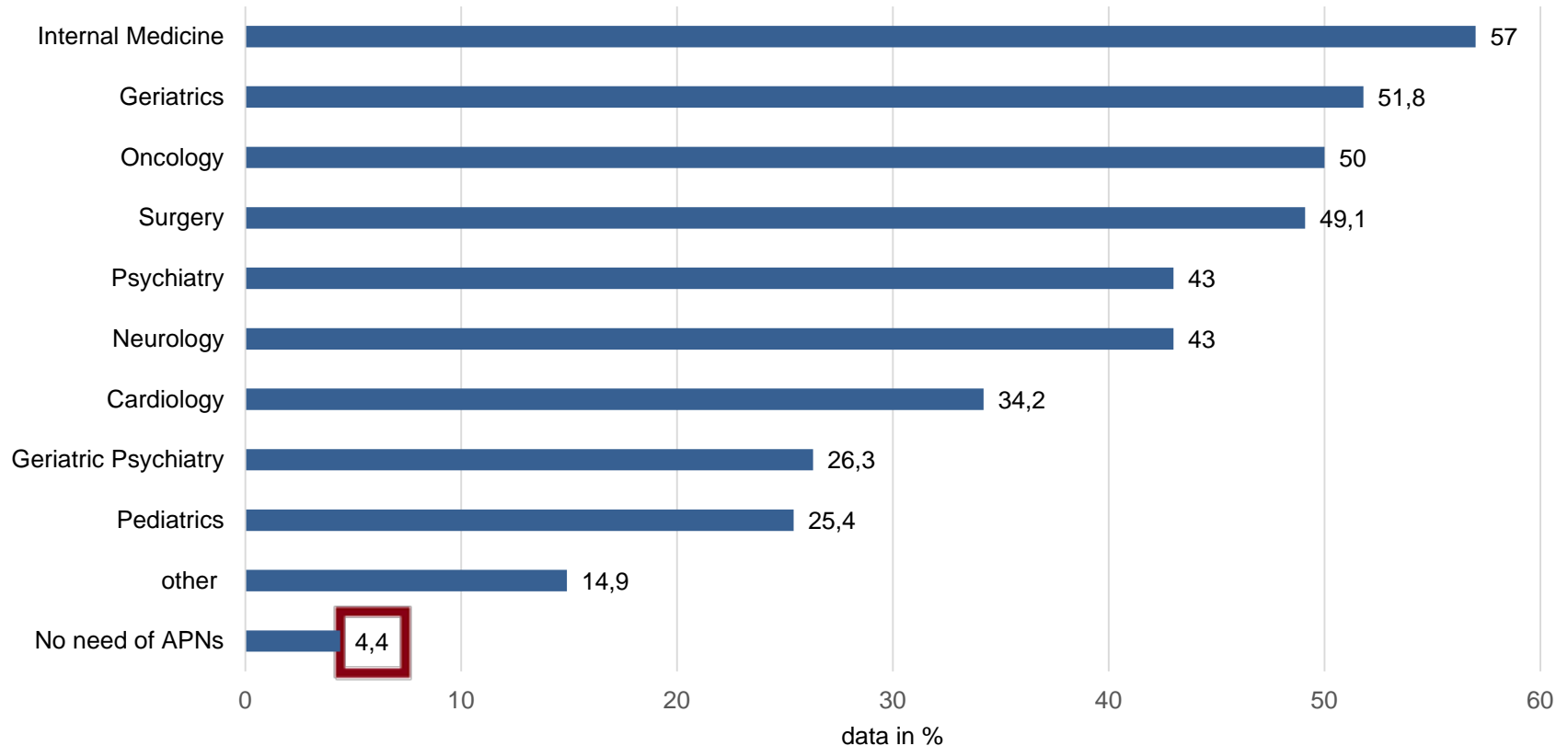
How many nurses with a Bachelor degree in Nursing Science (BScN) work in your institution?
(n = 114)



How many APNs with a Master degree in Nursing Science (MScN) work in your institution?
(n = 112)

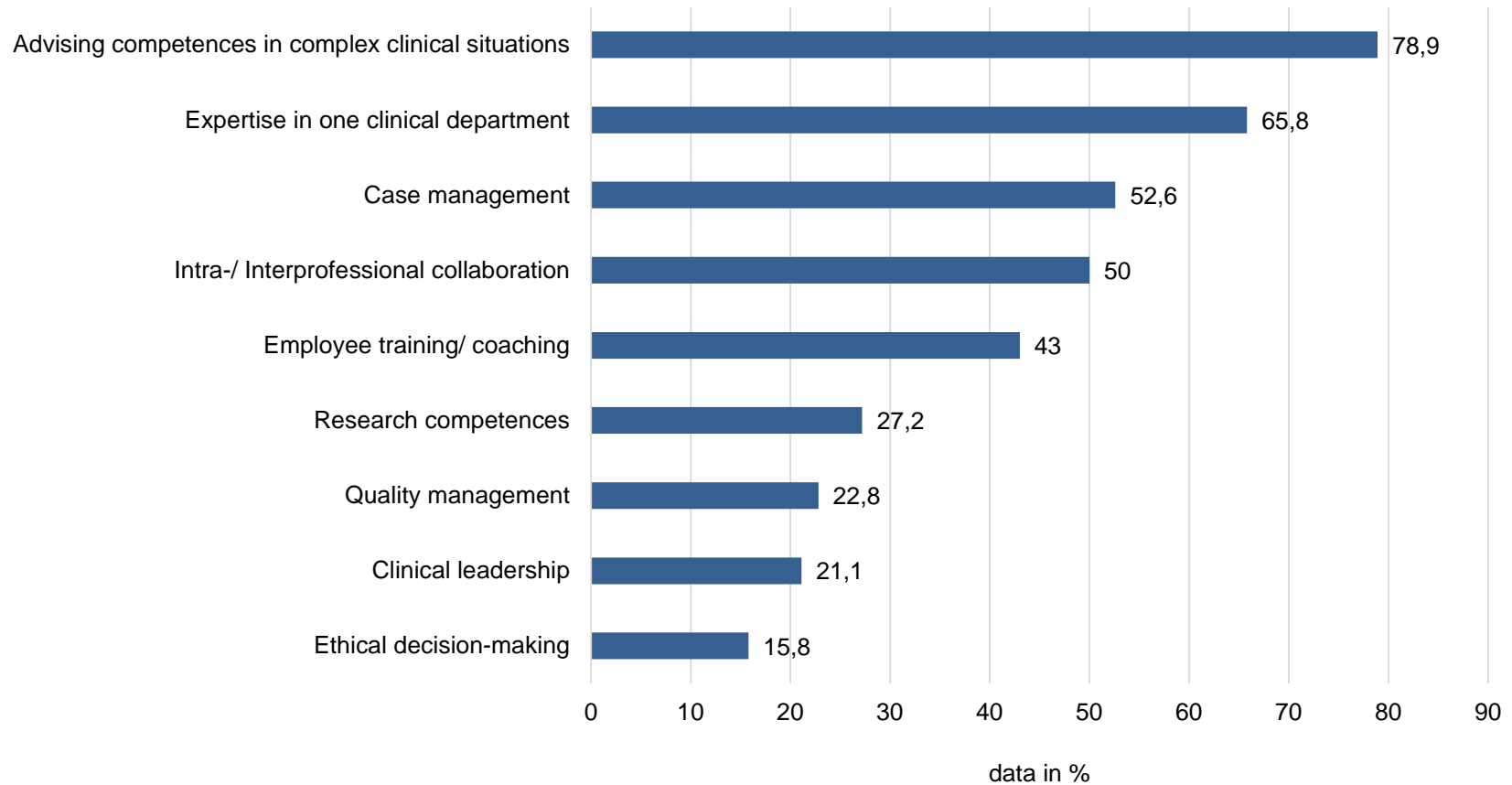


Specialist domains where APNs are needed

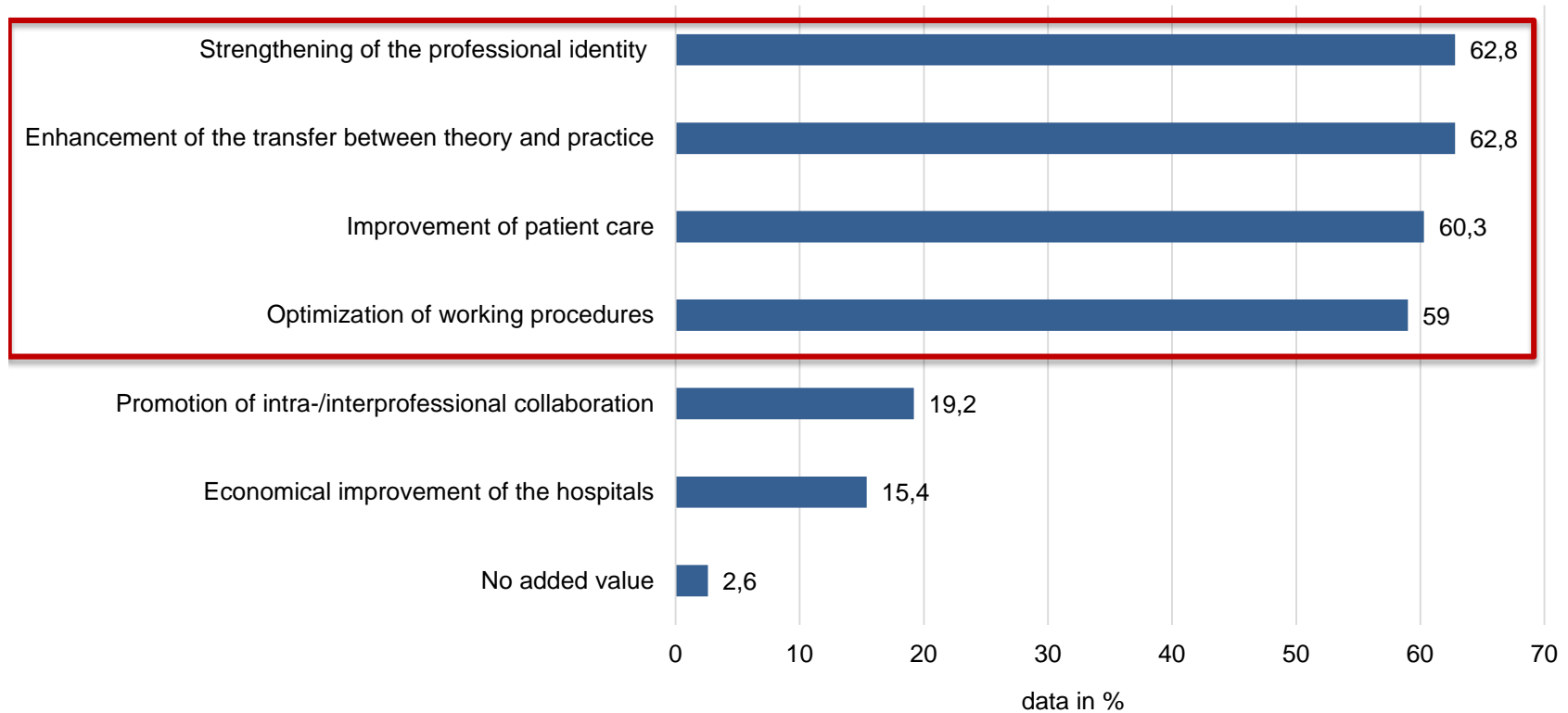


other: Age Traumatology, Pediatric ICU, Palliative Care, Addiction Medicine, Urology, Orthopedics, etc.

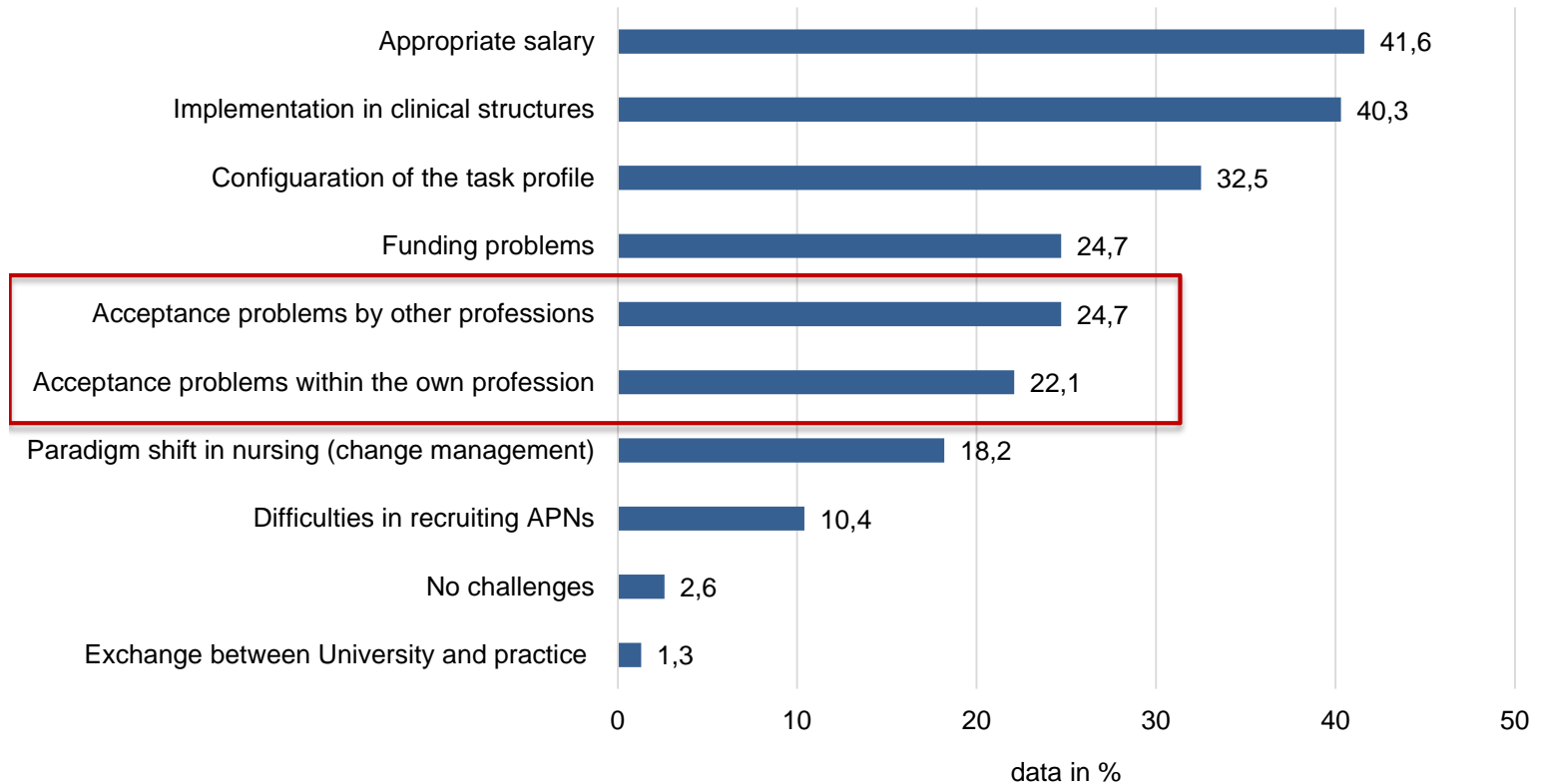
Acquisition of competences in the ANP Study-Program



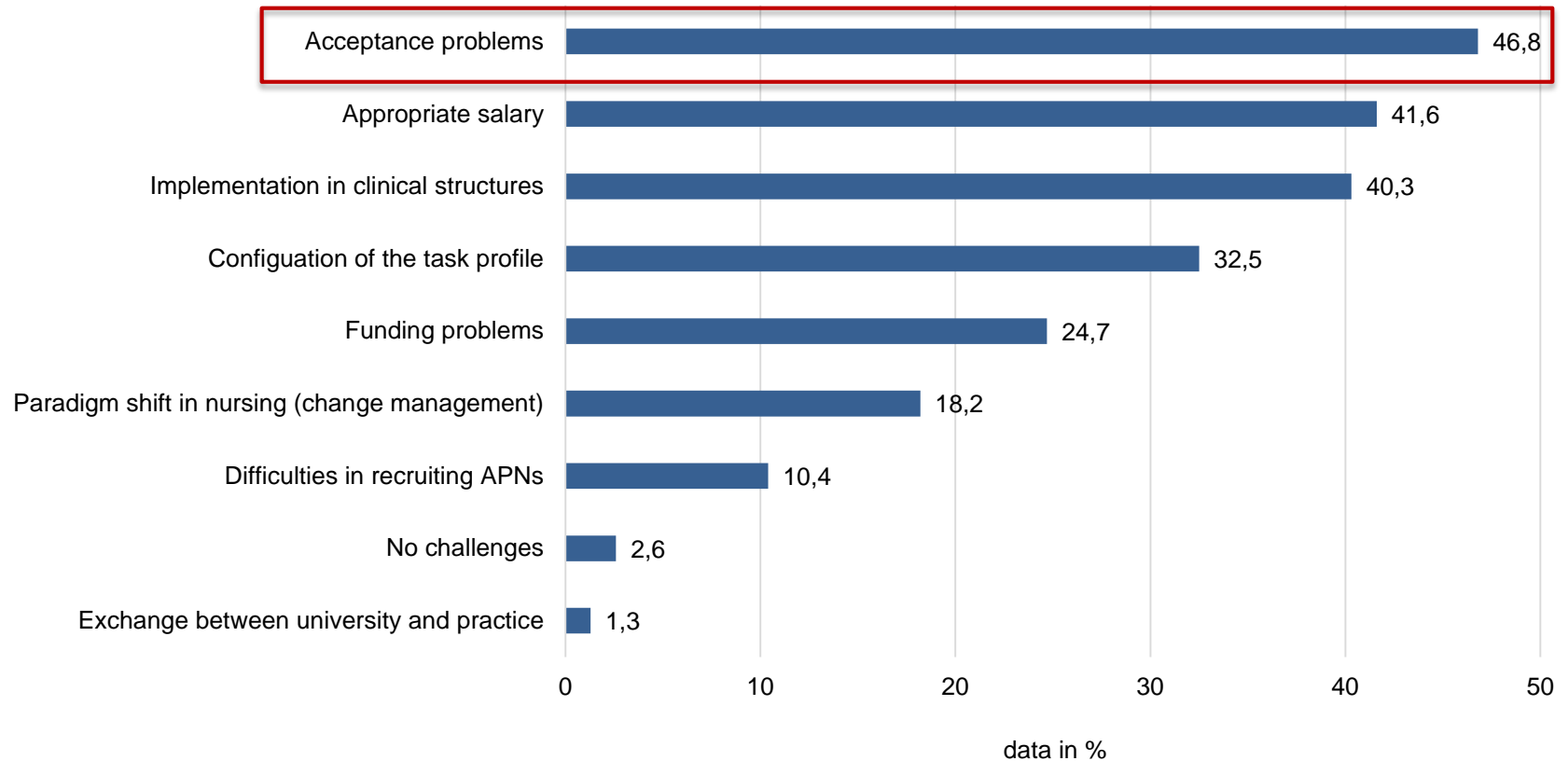
Opportunities presented by using APNs in the institution



Challenges presented by using APNs in the institution



Challenges presented by using APNs in the institution



Discussion

- Robert Bosch Foundation (2018): »Nursing care with elites«
 - quantitative expansion of academic nurses, who work directly with patients
 - adaption of the institutional framework in nursing practice
 - APNs should use their advanced competences
 - cultivation of the qualification mix in the nursing teams and interprofessional collaboration
 - adequate salary and systematical development of career opportunities
- Results of the online survey
 - Nursing directors basically pointed out a need of APNs in the inpatient units
 - Challenges: Implementing qualification mix in traditional structures and work procedures
 - Opportunities: expand of the professional identity of nurses
- Encourage nurses for continuing academic education
- Support health care institutions evolving concepts for a qualification mix in nursing teams

Conclusion

- Nursing shortage is not only a question of quantity
- A reform of nursing practice and an increase of the value of the nursing role is needed
- To determine the APN role it is not enough to develop study programs
- An intensive exchange between nursing practice and universities is necessary to evolve a common profile of APNs

Take Home Message

*The pessimist sees a threat in every chance
The optimist a chance in every threat*

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