

***The Road to Critical Care  
Accreditation:  
What have other countries  
achieved?***

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# Specialization versus Generalization (1/2)

- An contemporary issue of debate in the 1980 – 90s in the Western countries

*" We think in generalities, but we live in detail."*

Alfred North Whitehead

English mathematician & philosopher (1861 - 1947)



# Specialization versus Generalization (2/2)


- First specialization of nursing emerged in 1890s (obstetrics, surgical and OT) (Chickadonz & Perry, 1985)
- The way to advance practice and professionalization
- Who is ultimately benefited?
  - the community of Hong Kong

# Aim of the Hong Kong Academy of Nursing

*“The HKAN aims at regulating practices of advanced practice nurses to safe-guard the society’s right to receive safe and quality health care services.”*

(HKANPC, 2007, 2)





# Functions of the Hong Kong Academy of Nursing (HKANPC, 2007)

1. set, monitor and enforce the **standards of study and practice of specialty nursing** in Hong Kong;
2. **accredit advanced-practice programmes and education institutions** in reference to the set standards;
3. **certify and re-certify individuals** who have graduated from the accredited programmes (and comparable others) for advanced practice;
4. sponsor and conduct educational activities that **enable advanced practice nurses to maintain currency in areas of expertise**;
5. **support and foster development of advanced nursing practice**, e.g. through recognition of excellence, through analyses of future needs; and
6. **educate the public** regarding the roles and benefits of specialization in nursing.


# “A tale of two nations”

1. The United States of America
2. Australia



Source:

[http://www.cartoonstock.com/images/Mike\\_Baldwin\\_cartoons.jpg](http://www.cartoonstock.com/images/Mike_Baldwin_cartoons.jpg)



# The American Nurses Association (ANA) - since 1911

- Represent 2.9 millions RNs through its 54 constituent member associations (see <http://www.nursingworld.org/FunctionalMenuCategories/AboutANA/WhoWeAre/CMA.aspx>)

*“The ANA advances the nursing profession by*

- *fostering high standards of nursing practice,*
- *promoting the economic and general welfare of nurses in the workplace,*
- *projecting a positive and realistic view of nursing, and*
- *by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.”* (ANA, 2008)



# Related Organizations and Membership of ANA

- 54 constituent members
- 2 associate organizational members
- 18 organizational affiliates (including AACN)
- individual direct members (national level)
- individual affiliate members and related entities (limited access)
- **3 Subsidies**

(see

[http://www.nursingworld.org/FunctionalMenuCategories/AboutANA/WhoWeAre/AffiliatedOrganizations\\_1.aspx](http://www.nursingworld.org/FunctionalMenuCategories/AboutANA/WhoWeAre/AffiliatedOrganizations_1.aspx))



# The 3 Subsidiaries of ANA

- American Academy of Nursing (AAN)
  - (see <http://www.aannet.org/i4a/pages/index.cfm?pageid=1>)
- American Nurses Foundation (ANF)
  - (see <http://www.anfonline.org/>)
- American Nurses Credentialing Center (ANCC)
  - (see <http://www.nursecredentialing.org/>)



# Purposes of the American Academy of Nursing

- **Mission**

*“The mission of the AAN is to serve the public and nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge.”*

- **Vision**

*“Transforming healthcare policy and practice through nursing knowledge.”*

- **Admissions for Fellowship – FAAN** (AAN, 2008)



## Purposes of the American Nurses Foundation

- *“ANF is the national philanthropic organization that promotes the continued growth and development of nurses and services to advance the work of the nursing profession.*
- ***In fact, ANF has awarded over 950 nursing research grants since 1955 with over \$3.5 million dollars granted.”*** (ANF, 2007)



## Purposes of the American Nurses Credentialing Center

- *“Our mission is to promote excellence in nursing and health care globally through credentialing programs and related services.”*
- ANCC certification is available for 26 nursing specialties (*critical care nursing not included*)
  - Provide and administer certification examinations (ANCC, 2008)




# An Accrediting Organization for Critical Care Nursing

- American Association of Critical-Care Nurses (AACN) – one of the 18 organizational affiliates of ANA (AACN, 2008)
  - CCRN (Certification for Adult, Pediatric and Neonatal Critical Care Nurses)
  - CCNS (Certification for Adult, Neonatal and Pediatric Acute and Critical Care CNSs)
  - PCCN - Certification for Progressive Care Nurses
  - ACNPC (Acute Care Nurse Practitioner Certification Exam)
  - CMC (Cardiac Medicine Subspecialty Certifications)
  - CSC (Cardiac Surgery Subspecialty Certifications)



# Australia

- Active development of regulations for advanced practice nursing
- Examples of organizations contributing to the development of advance practice nursing
  - Royal College of Nursing Australia (RCNA)  
(see <http://www.rcna.org.au/>)
  - The College of Nursing (formerly NSW College of Nursing)  
(see <http://www.nursing.aust.edu.au/>)
  - (!) Australian Academy of Nursing (AAoN) (!)  
(see <http://www.aaon.com.au/>)



# Royal College of Nursing Australia (RCNA) - since 1949

- Functions to encompass continuing professional development and policy analysis and development.
- Admissions for Fellowship – FRCNA

## **Mission**

- *“To benefit the health of the community through promotion and recognition of professional excellence in nursing.”*

## **Strategic Directions**

- *“Strengthening the position of the College as a leading professional, national and international nursing organization;*
- *Providing leadership in the promotion of excellence in the continuing professional development of nurses;*
- *Strengthening the national operations, governance and management of the College; and*
- *Significantly influencing nursing and health policy in Australia” (RCNA, 2008a).*



# The College of Nursing

- **Mission**

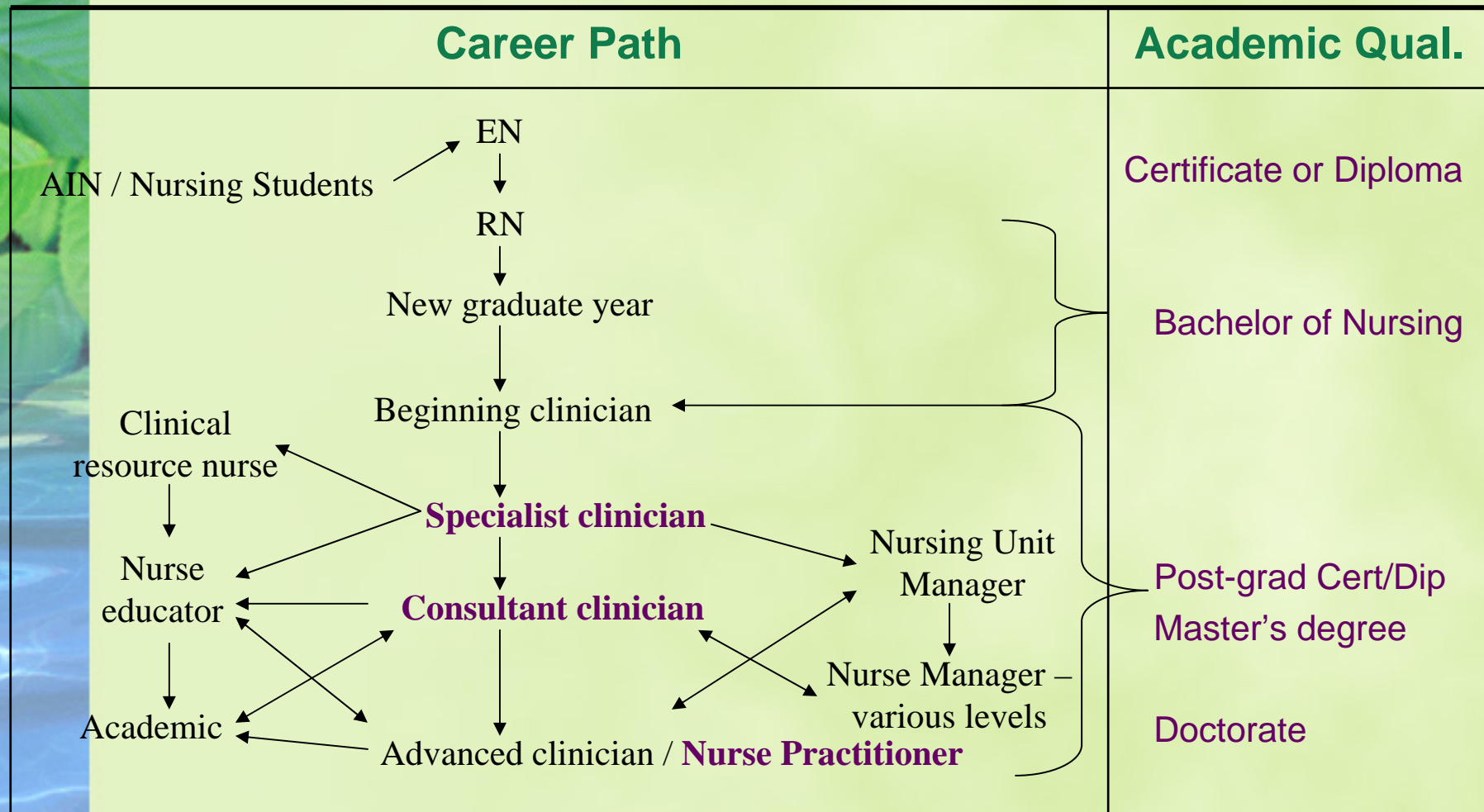
*“To lead the development of the profession in line with the changing needs of the community, trends in health service delivery and the aspirations of nursing professionals themselves”.*

- **Vision**


*“Creating nursing’s future”* (The College of Nursing, n.d.).

- Offer a wide range of post-graduate certificate courses in various fields/specialties of nursing

# Nursing Career Structure & Educational Preparation in NSW



Modified from Crisp & Taylor (2005, p.13)



# The National Nursing and Nursing Education Taskforce (N<sup>3</sup>ET)

- Background & Purposes
  - Appointed by the government and established by nursing professionals in 2003 after the *Our Duty of Care* report in 2002 prepared by the National Review of Nursing Education
  - To implement a number of recommendations from the report
  - To drive major nursing education and workforce reforms (N<sup>3</sup>ET, 2006a)



# Governance Standards

- Six governance standards for specialist nursing and midwifery organisations were developed by National Nursing Organisations (NNO)\* in 2006 for the N<sup>3</sup>ET (NNO, 2006)
- *“to guide the practice of organisations representing the interests of nursing and midwifery and to then use the standards to measure current compliance”* (RCNA, 2008b)

\* Chair of the NNO: RCNA



# The 6 Governance Standards

(1/2)

1. Being clear about the organization's purposes and outcomes to the membership, stakeholders and wider community
2. Performing effectively and demonstrating accountability through clearly defined functions and roles
3. Promoting values for the whole organization and demonstrating the principles of sound governance



# The 6 Governance Standards

(2/2)

4. Taking lawful, informed, transparent decisions and managing risk
5. Developing the capacity and capability of the board/governing body to be effective
6. Engaging the membership, stakeholders and wider community and making accountability real

\* A tool kit and a self-assessment tool are available (see [http://www.nnnet.gov.au/downloads/nno\\_tool\\_kit.pdf](http://www.nnnet.gov.au/downloads/nno_tool_kit.pdf) )



# Defining and Identifying Specialty Areas of Nursing Practice

- A national specialization framework with 4 elements (N<sup>3</sup>ET, 2006b)
  - 6 criteria for a recognized national specialty
  - Identifying specialties – areas of practice that meet the criteria
  - Skills domains – common skill groups and attributes but may vary in knowledge bases
  - Practice strands – area of practice that did not meet the full criteria for a national specialty

*"Honest differences are often  
a healthy sign of progress."*

Mahatma Gandhi

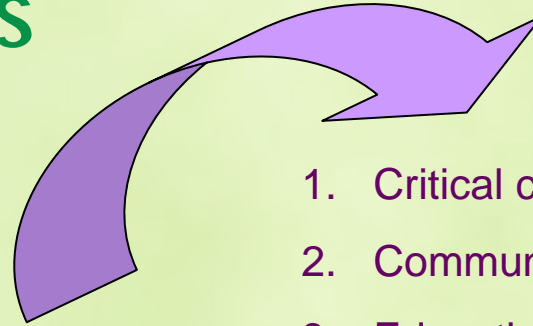
Indian political and spiritual leader (1869 - 1948)



# The Outcomes

- **14 specialties**
- **10 skill domains**
- **52 practice strands**

See Figure 1, p.5 in N<sup>3</sup>ET (2006b)



1. Critical care
2. Community Health
3. Education and Research
4. Emergency Care
5. Family Health
6. Gerontic Health
7. Health Care Planning & Management
8. Mental Health
9. Midwifery
10. Neurological Care
11. Oncology / Haematology Care
12. Paediatric Care
13. Peroperative Care
14. Renal Care




# Conclusion (1/2)

- There is a world trend of specialization for nursing, and the accreditation of such specialization and advanced nursing practice
- Different degrees of progresses have been made and accreditation models established for specialties and advanced practice of nursing in developed countries
- There is a need to have a collective and authorized body to regulate all the efforts in specialization and advanced practice development of nursing in Hong Kong



# Conclusion (2/2)

- The support of health ministry and professional efforts in achieving the goal of specialization and accreditation are essential, as the journey we've seen being traveled by Australian nurses
- Advanced practising nurses include specialist of a specific nursing field, Advanced Practice Nurse (APN) and Nurse Practitioner (NP) but specialization and the practice of APN is not equivalent to the work of a NP: Need clear role boundaries
- To establish the system and mechanism for registration and accreditation of specialists and advanced practitioners in nursing



*" It is those who concentrates on but one thing at a time who advance in this world. The great man or woman is the one who never steps outside his or her specialty or foolishly dissipates his or her individuality."*

Og Mandino

American motivational author & speaker (1923-1996)

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