**Alfred Emergency
Academic Centre**

Nurse Practitioner Continuing Professional Development Program

Organisational package overview

Nurse Practitioner Continuing Professional Development Program

The Nurse Practitioner Continuing Professional Development Program (NP CPD) is a framework for organisations to deliver a program to prepare Nurse Practitioner (NP) candidates for endorsement using their own resources. The program license is contracted for 18 months with no restriction on the number of NP candidates who can use the program per site.

OVERVIEW

The NP-CPD is delivered by the Alfred Emergency Academic Centre and is a structured program, designed to complement the Nurse Practitioner Masters in order to prepare NP candidates, and endorsed NPs who wish to enhance their scope of practice and career prospects.

The program includes a detailed syllabus enabling students to undertake self-directed learning, problem solving and develop critical thinking skills in preparation for endorsement, setting the standard requirements for NP candidates and endorsed NPs. The Alfred Hospital Emergency Department Nurse Practitioner team developed this program in 2013 and has been used since for the continued professional development of NPs in Emergency within our health service.

This program is now available as a license to organisations or individual candidates through the Alfred Emergency Academic Centre. The program aims to increase NP services and support working in full scope of practice to meet the diverse community needs of individual health services.

The program is designed around the Fast Track model of care in an adult emergency setting and includes:

- Twelve self-directed core online learning modules including a monitored chat function for easy communication with candidates, coordinators and Alfred Health NPs.
- Practical workshop frameworks to complement for each module.
- Clinical and theoretical assessments to consolidate learning and prepare for endorsement.
- Alfred Heath Nurse Practitioner support and mentoring for program coordinators.

INCREASE YOUR EXPERTISE IN

- General principles of advanced practice
- Pharmacology
- Integumentary system
- Radiology
- Musculoskeletal system
- Infectious diseases
- Genitourinary system
- Neurology
- Ear, nose & throat
- Respiratory pathology
- Gastrointestinal system
- Haematology

APHRA ACCREDITATION PREPARATION

The program does not have formal accreditation with APHRA, however the hours which the NPC undertakes whilst completing the NP CPD contribute towards the mandatory 5000 hours of clinical advanced nursing practice required for endorsement. The structure of the program has been designed to align with the 4 Nurse Practitioner standards for practice as outlined by the NMBA . The program provides modular based prescriptive theoretical content and problem-based scenarios to foster clinical expertise.
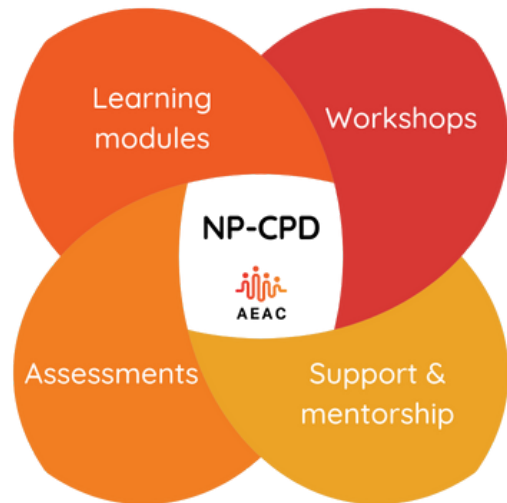
To be eligible for this program NPCs need to have commenced their masters program.

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CORE ONLINE LEARNING MODULES

The program is based around twelve online modules, designed to address the key areas of advanced practice for new NPs. The first module focuses on general principles of advanced practice including NP scope of practice, history-taking models, communication frameworks and documentation. The following modules focus essential areas of NP practice in the emergency department (ED). This includes advanced anatomy & physiology, focused history & clinical examination, ordering & interpretation of investigations and management pathways. They are designed to relate directly to the learning required to apply the NP extensions to practice.

PRACTICAL WORKSHOPS

During completion of the objectives in each module, the local coordinator will arrange a practical workshop specific to each module. A framework for local health service driven workshops are included with lesson plans and resources.

ASSESSMENTS

There are clinical and theoretical assessments run by local health services during the program to allow the student to demonstrate their learning and progression to independent practice and to identify learning gaps and areas which may need addressing. The assessment components of the program include Clinical DOPS (Directly observed procedural skills), Mini CEX (Mini clinical evaluation exercise), In-service nursing education/case presentations, clinical log and formative & summative bondy scale assessments. It is an expectation that DOPS and the Mini CEX be signed off by an Nurse Practitioner, Emergency Department Physio or Emergency Department registrar/consultant as supervised before competence is achieved. It is also expected that NPCs will arrange formal meetings with their medical and NP mentors at least every 3 months. These sessions are to be used to facilitate case-based discussions and be assessed on them.

SUPPORT AND MENTORSHIP

Upon commencement of the program, the NP candidate needs be allocated an endorsed NP mentor and an ED Physician mentor. It is expected that the NPC will arrange to meet with their NP mentors informally every 2-3 weeks to discuss any cases or issues and reflect on practice.

In addition to these sessions, the NP candidate will be required to meet with their medical and NP mentor formally every three months for both formative and summative assessments (see section on assessments). The NP candidate should be well prepared for the meetings. The NP mentor will facilitate discussion and feedback. The duration of the meetings should be approximately one hour.

TIMEFRAME

Completion of the modules for the program is expected to be staged over a period of 12 months. This is followed by a period of consolidation giving sufficient opportunity to complete assessment tasks for the NPC (maximum 6 months). It is anticipated that the NPC will then be ready to submit endorsement paperwork to AHPRA and concurrently sit for their endorsement expert panel interview at Alfred Health.

CORE MODULES

Module	Topic	Lessons
1	General principles of advanced practice	1.0 Advanced practice principles of the Nurse Practitioner 1.1 Nurse Practitioner scope of practice 1.2 History taking models 1.3 Communication framework and documentation
2	Pharmacology overview	2.0 Foundations of pharmacology 2.1 Analgesics, anti-Inflammatory drugs and local anaesthetics 2.2 Antimicrobials and common pathogens
3	Integumentary system	3.0 Anatomy and physiology of the integumentary system, history & clinical examination 3.1 Open wounds 3.2 Finger and nail injuries 3.3 Minor burns
4	Radiology	4.0 Radiology 4.1 Indications for imaging 4.2 Requesting imaging
5	Musculoskeletal system	5.0 Anatomy and physiology of the musculoskeletal system, history & clinical examination 5.1 Hand & wrist 5.2 Foot & ankle 5.3 Elbow & forearm 5.4 Shoulder & upper arm 5.5 Knee & lower leg 5.6 Hip & pelvis 5.7 Spine
6	Infectious diseases	6.0 Pathophysiology of infection and the immune system, history & clinical examination 6.1 Sepsis 6.2 Blood borne viruses & sexually transmitted infections 6.3 Skin & soft tissue infections
7	Genitourinary system	7.0 Anatomy and physiology of the renal system 7.1 Female genitourinary system 7.2 Male genitourinary system 7.3 Nephrolithiasis
8	Neurology	8.0 Anatomy and physiology of the neurological system, history & clinical examination 8.1 Head & face
9	Ear, nose and throat	9.0 Anatomy & physiology of the ear, nose & throat 9.1 Ear pathology 9.2 Nose pathology 9.3 Mouth and throat pathology
10	Respiratory pathology	10.0 Respiratory anatomy & physiology, history & clinical examination 10.1 Respiratory pathology
11	Gastrointestinal system	11.0 Anatomy & physiology of the Gastrointestinal system, history & clinical examination 11.1 Abdominal pain 11.2 Anorectal disorders
12	Haematological system	12.0 Physiology of haematological system, blood & clotting process, history and investigations 12.1 Venous thromboembolism 12.2 Bleeding and clotting disorders

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ASSESSMENTS

There are clinical and theoretical assessments during the program to allow the student to demonstrate their learning and progression to independent practice and to identify learning gaps and areas which may need addressing. The assessment components of the program include the following:

Tool	What is assessed?	Methodology	Program notes
Mini clinical evaluation exercise (Mini CXE)	History taking, examination, diagnosis and management.	15-20 minute mini clinical evaluation exercises observed by assessors per module.	These work-based assessments provide a snapshot of the clinical examination. There is a Mini CEX to be completed for every module. It is an expectation that a minimum of two Mini CEX are to be signed off by an Nurse Practitioner, Emergency Department Physio or EmergencyDepartment registrar/consultant as supervised before competence is achieved.
Directly observed procedural skills (DOPS)	Ability to safely and appropriately carry out procedures.	Both medical and NP mentors to complete a checklist of procedures observed. DOPS forms to be completed for highlighted procedures per module.	There are a number of DOPS to be completed per module of the CPD. It is expected that a DOPS that is signed off by an Nurse Practitioner, Emergency Department Physio or EmergencyDepartment registrar/consultant twice as supervised, is deemed competent.
Case studies	Discussion of case which includes a detailed report.	Both medical and NP mentors to complete case report feedback form.	Case studies are imbedded within some modules to help consolidate learning and to be used for discussion between candidates and mentors.
Inservice presentations	Discussion of case which includes a detailed report and PowerPoint presentation.	Both medical and NP mentors to complete case report feedback form.	An important part of the NP role is to provide education to the ED nursing team. The aim is to disseminate NP knowledge with the wider ED nursing group. It is expected that NPCs will choose a number of case studies related to the modules and present to the ED nursing in-service every 3 months. These presentations assist with conference preparation and can be used as evidence of the extended role of the Nurse Practitoner when applying for endorsement.
Scheduled NP & medical mentor meetings	Discussion of cases, progression through program and achievement of learning outcomes.	Sign off for completed program and approval for NPC to apply top AHPRA.	It is expected that NPCs will arrange formal meetings with their medical and NP mentors regularly. These sessions are to be used to facilitate case-based discussions and be assessed on them. These include self-assessment and mentor assessment using a Bondy scale to determine level of practice in order to identify any specific areas of concern which may need to be addressed. The aim of these case-based discussions is to facilitate robust discussion and reflect on practice. NPCs should be prepared to be critiquedon their clinical decision making and clinical reasoning skills.
Clinical log	Patient encounter details on all patients seen and as a reflective tool.	Used throughout program as evidence of achievement of learning outcomes and to enable candidates to reflect on their clinical practice.	It is a requirement that all NPCs maintain a clinical log for all of the patients that they see. This log is to be maintained and available for reference throughout candidature. This log may be requested by AHPRA when applying for endorsement. NPCs are free to choose the manner in which this log is kept. A template containing the pertinent information is included in the Package.

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OPTIONAL EXTRAS

The program offers optional extras for organisations requiring more assistance from the Alfred Health Nurse Practitioner team either setting up or delivering the program. An example of elements which be negotiated individually and costed separately include:

- Additional remote or in-person organisational support in establishment of program and for the duration of the candidacy program.
- Assistance with the NPC recruitment process (shortlisting and/or interviewing assistance)
- Additional Alfred Health run teaching sessions (virtual or in person).
- Option of candidate honorary placement at Alfred ED in a supernumerary role subject to availability.
- Site visits by an Alfred Health NP at the beginning or during the program as required.
- Program extensions past 18 months can be negotiated on a pro-rata basis
- Extended modules available in Paediatric injuries and opthamology, priced on request.

Any further organisational specific needs can be requested to ensure the Program is fit for purpose.

ORGANISATIONAL COMMITMENT

- Identify and recruit suitable NP candidates.
- Set up internal structures and resources to support the Program and set candidates up for success.
- Provide each candidate with one Nurse Practitioner and one medical mentor within the organisation and help support this relationship.
- Support NPC's to progress through the Program.
- All assessment planning and grading using the provided tools and resources.
- Schedule and run practical workshops for each module using local experts using the provided framework.
- Ensure all NPCs complete the program within the 18 month license period.

NPC COMMITMENT

- Be currently studying their NP masters and willing to commit to the full 18 month program before endorsement.
- Stay focused on the self paced learning of the program and drive own learning.
- Ensure that all assessments are completed and documented.
- Commit to regular NP and medical mentor meetings to discuss any clinically based issues.
- Attend medical teaching sessions which are pertinent to their training such as medical M&M & grand rounds.
- Prepare own APHRA endorsement application after the program completion.

The NP CPD is a valuable tool to assist organisations to provide crucial clinical based training in conjuncgtion with the NP Masters to help develop Nurse Practitioner Candidates into safe and highly skilled clinicians.

CONTACT US

To discuss package options, or for more information please contact us at AEACnursing@alfred.org.au

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