

National Council for the Professional
Development of Nursing and Midwifery

Framework for the Establishment of
Advanced Nurse Practitioner and
Advanced Midwife Practitioner Posts

2nd Edition

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*National Council for the
Professional Development
of Nursing and Midwifery*

*An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranais agus
an Chnáimhseachais*

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Definition of Terms

Part 1 Applicant A director of nursing or midwifery or other service manager who has responsibility for the nursing/midwifery resource in an organisation and is making an application to the National Council to have an ANP/AMP post approved.

Part 2 Applicant A nurse or midwife who has completed a masters degree and successfully undertaken training, education and preparation for advanced nursing or midwifery practice, who has been offered an ANP/AMP post subject to accreditation, and who is applying for accreditation as an ANP/AMP to the National Council, i.e. the ANP/AMP candidate.

Introduction

Advanced practice in nursing and midwifery has developed internationally and nationally. The Commission on Nursing recognised that promotional opportunities should be open to nurses and midwives wishing to remain in clinical practice and accordingly recommended a clinical career pathway leading from registration to clinical specialisation and to advanced practice (Commission on Nursing 1998 6.26). The development of this career pathway serves to develop clinical nursing and midwifery expertise in the interests of holism and excellence in patient/client care.

The establishment of this clinical career pathway is a function vested in the National Council for the Professional Development of Nursing and Midwifery. The National Council has developed a definition and core concepts of the role of the Advanced Nurse Practitioner/Advanced Midwife Practitioner (ANP/AMP) and determines the requirements for nurses and midwives to be accredited as ANPs/AMPs.

The process for the establishment of an ANP/AMP service comprises two important parts. Firstly the service applies to have the post approved as an ANP/AMP post (Part 1. job description and site preparation approval). Secondly the nurse/midwife then applies to be accredited as an ANP/AMP to the approved post (Part 2. individual accreditation). This document outlines the process for approval of ANP/AMP posts and accreditation of ANPs/AMPs.

To date a number of ANP posts have been developed by services and approved by the National Council and ANPs have been accredited. The posts established reflect service needs in the specific areas and their development has required creativity and leadership on behalf of all those involved. The development of these initial posts has paved the way for other service providers to use advanced nursing and midwifery expertise to respond to patient/client and service need.

This document, building on the framework outlined in the first edition (National Council for the Professional Development of Nursing and Midwifery 2001), outlines the background to the development of ANP/AMP posts in Ireland. It defines ANP/AMP roles and outlines the criteria that nurses and midwives must meet to in order to become ANPs/AMPs. It also provides guidance for managers, nurses and midwives who are working through the processes. Templates are provided to assist in the application processes. The development of ANP/AMP roles and services is part of the strategic development of the overall health service and needs to take place in the context of contemporary health and social policy, the requirements of population health and the service planning process. The National Council endeavours to provide support to those involved in service development. For organisations that have identified a need for an ANP/AMP service and are committed to its development, the officers of the National Council in conjunction with the directors of nursing and midwifery planning and development units (NMPDUs) are available at each stage of the process to provide advice and support.

The Health Service Reform Programme and the future direction of ANP/AMP role development

The Health Service Reform Program offers an exciting new framework through which a quality service will be delivered to consumers in a streamlined way. The development and enhancement of nursing and midwifery roles is a key factor in the implementation of this reform. The development of ANP/AMP roles is a significant part of this and has been recognized as an ongoing and vital component of health service reform (Department of Health and Children 2003a) and implementation of the Health Strategy (Department of Health and Children 2001). The monitoring and approval of advanced practice posts in accordance with agreed standards, together with the accreditation of individuals as ANPs/AMPs remains the responsibility of the National Council (Department of Health and Children 2003b). The approval of postgraduate education courses (including those preparing nurses and midwives as Clinical Nurse Specialists/Clinical Midwife Specialists and ANPs/AMPs) is the responsibility of An Bord Altranais.

Definition of Advanced Nursing Practice/Advanced Midwifery Practice

ANPs/AMPs promote wellness, offer healthcare interventions and advocate healthy lifestyle choices for patients/clients, their families and carers in a wide variety of settings in collaboration with other healthcare professionals, according to agreed scope of practice guidelines. They utilise advanced clinical nursing/midwifery knowledge and critical thinking skills to independently provide optimum patient/client care through caseload management of acute and/or chronic illness. Advanced nursing/midwifery practice is grounded in the theory and practice of nursing/midwifery and incorporates nursing/midwifery and other related research, management and leadership theories and skills in order to encourage a collegiate, multidisciplinary approach to quality patient/client care.

Advanced nursing and midwifery practice is carried out by autonomous, experienced practitioners who are competent, accountable and responsible for their own practice. They are highly experienced in clinical practice and are educated to masters degree level¹ (or higher). The postgraduate programme must be in nursing/midwifery or an area which is highly relevant to the specialist field of practice (educational preparation must include substantial clinical modular component(s) pertaining to the relevant area of specialist practice).

ANP/AMP roles are developed in response to patient/client need and healthcare service requirements at local, national and international levels. ANPs/AMPs must have a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and a commitment to the development of these areas.

¹A master's degree is a major award, level 9 on the National Qualification Authority of Ireland Framework of Qualifications (National Qualifications Authority of Ireland 2003).

Core Concepts of Advanced Nursing Practice/Advanced Midwifery Practice

Autonomy in Clinical Practice

An autonomous ANP/AMP is accountable and responsible for advanced levels of decision-making which occur through management of specific patient/client caseload. ANPs/AMPs may conduct comprehensive health assessment and demonstrate expert skill in the clinical diagnosis and treatment of acute and/or chronic illness from within a collaboratively agreed scope of practice framework alongside other healthcare professionals. The crucial factor in determining advanced nursing/midwifery practice however, is the level of decision-making and responsibility rather than the nature or difficulty of the task undertaken by the practitioner. Nursing or midwifery knowledge and experience should continuously inform the ANP's/AMP's decision-making, even though some parts of the role may overlap the medical or other healthcare professional role.

Expert Practice

Expert practitioners demonstrate practical and theoretical knowledge and critical thinking skills that are acknowledged by their peers as exemplary. They also demonstrate the ability to articulate and rationalise the concept of advanced practice. Education must be at master's degree level (or higher) in a programme relevant to the area of specialist practice and which encompasses a major clinical component. This postgraduate education will maximise pre- and post-registration nursing/midwifery curricula to enable the ANP/AMP to assimilate a wide range of knowledge and understanding which is applied to clinical practice.

Professional and Clinical Leadership

ANPs/AMPs are pioneers and clinical leaders in that they may initiate and implement changes in healthcare service in response to patient/client need and service demand. They must have a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and a commitment to the development of these areas. They provide new and additional health services to many communities in collaboration with other healthcare professionals to meet a growing need that is identified both locally and nationally by healthcare management and governmental organisations. ANPs/AMPs participate in educating nursing/midwifery staff, and other healthcare professionals through role-modelling, mentoring, sharing and facilitating the exchange of knowledge both in the classroom, the clinical area and the wider community.

Research

ANPs/AMPs are required to initiate and co-ordinate nursing/midwifery audit and research. They identify and integrate nursing/midwifery research in areas of the healthcare environment that can incorporate best evidence-based practice to meet patient/client and service need. They are required to carry out nursing/midwifery research which contributes to quality patient/client care and which advances nursing/midwifery and health policy development, implementation and evaluation. They demonstrate accountability by initiating and participating in audit of their practice. The application of evidence based practice, audit and research will inform and evaluate practice and thus contribute to the professional body of nursing/midwifery knowledge both nationally and internationally.

Advanced Nurse Practitioner/Advanced Midwife Practitioner Requirements

The following criteria apply for accreditation as an ANP/AMP.

The nurse/midwife must:

1. Be a registered nurse or midwife on An Bord Altranais' live register²;
2. Be registered in the division of An Bord Altranais' live register for which the application is being made³;
3. Be educated to masters degree level (or higher). The postgraduate programme must be in nursing/midwifery or an area which reflects the specialist field of practice⁴ (educational preparation must include a substantial clinical modular component(s) pertaining to the relevant area of specialist practice);
4. Have a minimum of 7 years post-registration experience, which will include 5 years experience in the chosen area of specialist practice;
5. Have substantive hours⁵ at supervised advanced practice level⁶;
6. Have the competence to exercise higher levels of judgement, discretion and decision-making in the clinical area above that expected of the nurse/midwife working at primary practice level or of the clinical nurse/midwife specialist;
7. Demonstrate competencies relevant to context of practice; and
8. Provide evidence of continuing professional development.

²An Bord Altranais is the statutory regulatory authority for nurses and midwives in Ireland. In order to practise nursing or midwifery it is necessary for individuals to have their name on the live register maintained by An Bord Altranais.

³In exceptional circumstances which must be individually appraised, this criterion may not apply. There are some circumstances in which services span several client groups and where nurses or midwives have developed expertise to deal with client groups or conditions that would not normally be within the scope of practice of their registerable qualification.

⁴Determining relevance involves a comparison between the competencies outlined for the post and the applicant's attainment of competencies.

⁵The appropriate number of substantive hours required by the applicant to fulfill the competencies required by the role will be approved on an individual basis by the accreditation committee.

⁶Appropriate supervisors must be identified. These may include nurses, midwives, and/or other healthcare professionals. The appropriateness of professionals to supervise the clinical practice should be decided with consideration of the area of advanced practice and the particular competencies required.

Advanced Nursing Practice/Advanced Midwifery Practice Competencies

The competence of an advanced practitioner encompasses that of a nurse or midwife practising at primary level, and as such, the necessary competencies for entry to registration as determined by An Bord Altranais (2000a) are pre-requisites to advanced practice⁷. Advanced practice is developed within the context of the Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000b).

Competencies for advanced practice may be categorised as core and specific competencies. Core competencies are those that emerge from the core concepts of the role of the ANP/AMP. The core competencies of the ANP/AMP are shared by all who practice at advanced level. Specific competencies are those identified as specific to the practice role and setting. Due to the diverse nature of roles and settings, the responsibility for detailing specific competencies for the specific roles lies with the service providers and should be outlined in the job description.

The core competencies for Advanced Nurse Practitioners/Advanced Midwife Practitioners are outlined below.

CORE CONCEPT	ASSOCIATED COMPETENCIES
Autonomy in clinical practice	<ul style="list-style-type: none"> • Accepts accountability and responsibility for clinical decision-making at advanced practice level through caseload management for patients/clients • Performs comprehensive health assessment, plans and initiates care and treatment modalities to achieve patient/client-centred outcomes and evaluates their effectiveness, initiating and terminating a care episode • Uses professional judgement to refer patients/clients to nurses, midwives, healthcare professionals and healthcare agencies
Expert practice	<ul style="list-style-type: none"> • Articulates and demonstrates the concept of nursing/midwifery advanced practice within the framework of relevant legislation, the Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000b), the Code of Professional Conduct (An Bord Altranais 2000c) and Guidelines for Midwives (An Bord Altranais 2001). • Demonstrates advanced clinical decision-making skills to manage a patient/client caseload • Identifies health promotion priorities in the area of clinical practice • Implements health promotion strategies for patient/client group in accordance with the public health agenda
Professional and clinical leadership	<ul style="list-style-type: none"> • Articulates and communicates a vision of areas of nursing/midwifery practice that can be developed beyond the current scope of nursing/midwifery practice and demonstrates a commitment to development of these areas • Contributes to professional and health policy at local, regional and national level • Initiates and implements changes in healthcare service in response to patient/client need and service demand • Contributes to service planning and budgetary processes • Demonstrates mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and midwives and other healthcare professionals • Provides leadership in clinical practice and acts as a resource and a role model of advanced nursing/midwifery practice • Contributes to the professional body of nursing/midwifery knowledge and practice nationally and internationally • Identifies need and leads development of clinical standards • Procures and effectively manages resources required for service provision and development.
Research	<ul style="list-style-type: none"> • Identifies research priorities for the area of practice • Leads, conducts, disseminates and publishes nursing/midwifery research, which shapes and advances nursing/midwifery practice, education and policy and the wider health agenda • Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of clinical practice • Initiates, participates in and evaluates audit • Uses the outcomes of audit to improve service provision • Contributes to service planning and budgetary processes through use of audit data and specialist knowledge

⁷An Bord Altranais outlines five Domains of Competence representing the level the student must meet on completion of the registration education programme. They are:

- Domain 1. Professional/Ethical Practice
- Domain 2. Holistic Approaches to Care and the Integration of Knowledge
- Domain 3. Interpersonal Relationships
- Domain 4. Organisation and Management of Care
- Domain 5. Personal and Professional Development.

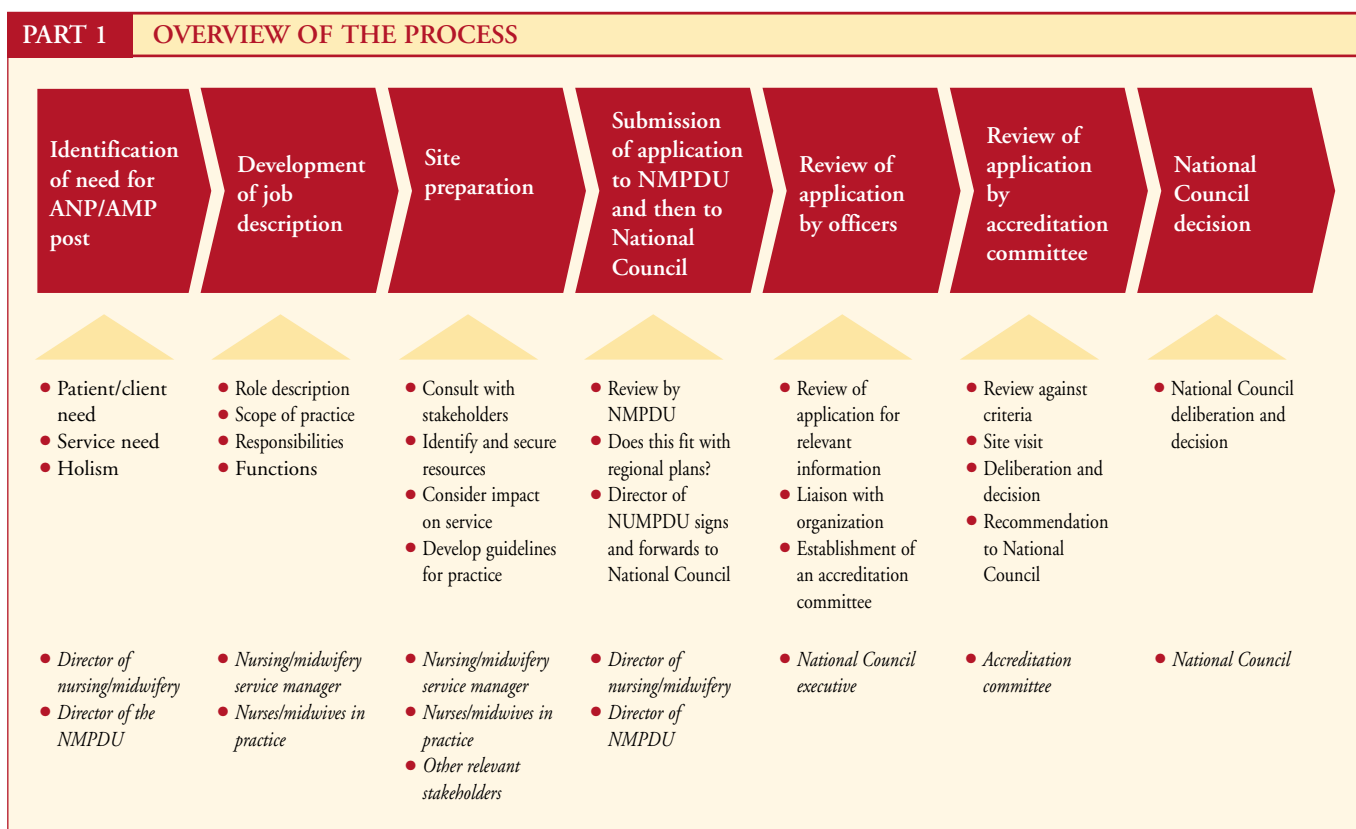
Process for the Establishment of Advanced Nursing Practice/Advanced Midwifery Practice Posts and Accreditation of Advanced Nurse Practitioners/Advanced Midwifery Practitioners

The process for the establishment of ANP/AMP posts and the accreditation of ANPs/AMPs comprises two parts:

Part 1: Application by the health care organisation for approval of job description and site preparation

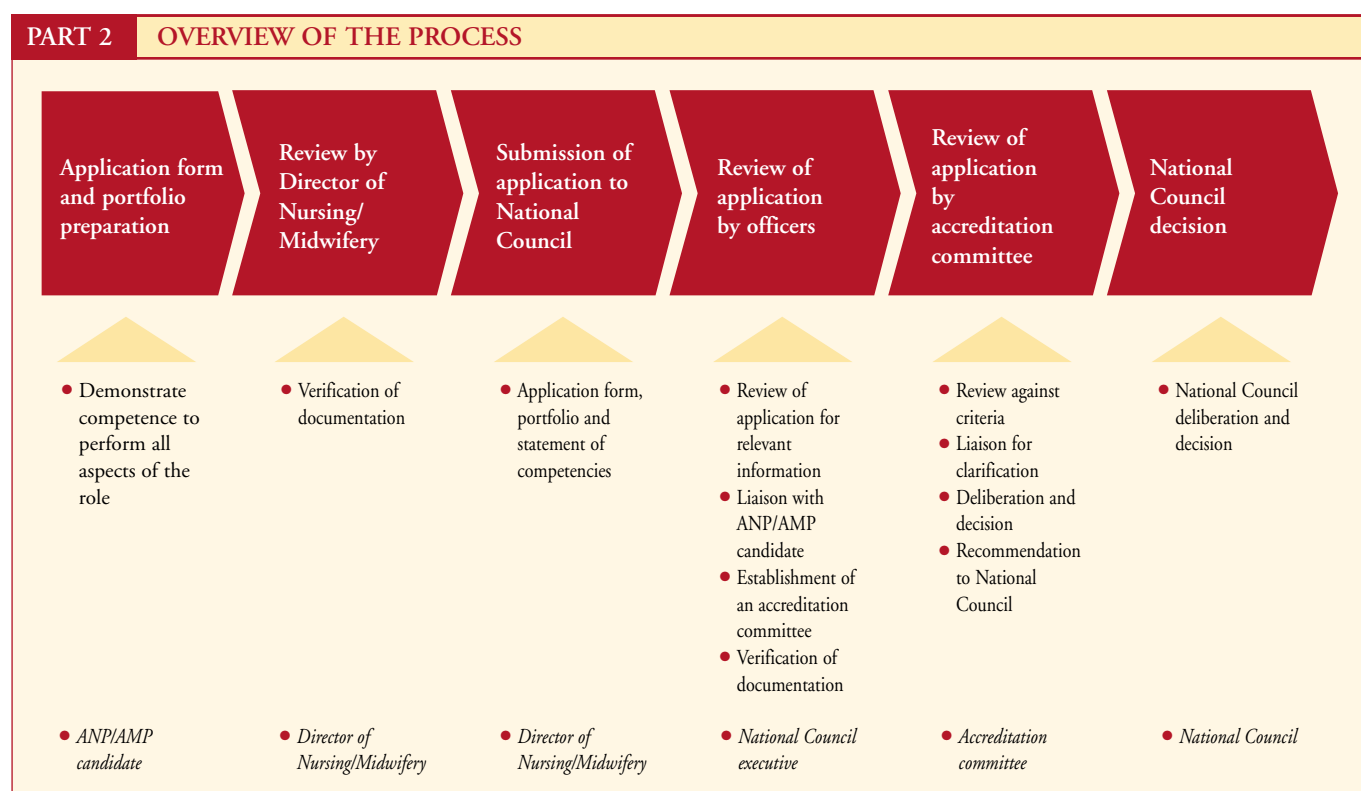
The job description and site preparation must be approved by the National Council before the nurse or midwife can be accredited. This is important in ensuring that posts develop in accordance with the National Council's vision for ANP/AMP roles in Ireland. This first stage is the responsibility of the Director of Nursing or Midwifery and/or the relevant manager.

An application can be made for approval of more than one post in a particular speciality or area of practice at a time. In the case of a number of posts being included in an application, while the job descriptions may essentially be the same, the site preparation details may differ. For example, justification needs to be made for the number of posts applied for and resource implications will need to be explicit for the specific number of posts.



Part 2: Application by nurse or midwife for accreditation as an ANP/AMP.

While nurses or midwives may conform to the definition of or meet the accreditation criteria for ANPs/AMPs they will be eligible to apply for accreditation as an ANP/AMP only where they have been offered an approved ANP/AMP post subject to accreditation. Each nurse/midwife must successfully undergo the accreditation process of the National Council before he/she can use the title ANP/AMP. Therefore the titles may only be used by nurses/midwives who are accredited as ANPs/AMPs by the National Council.



*The term Nurse Practitioner/Midwife Practitioner is synonymous with Advanced Nurse Practitioner/Advanced Midwife Practitioner.

Part 1: Application by the health care organisation for approval of job description and site preparation

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The identification of the need for ANP/AMP role(s) is the first vital step in the process of establishing an ANP/AMP post or service. This takes place at both regional and local level and involves:

- review of national and regional policy documents relevant to the service area;
- review of regional and local demography and epidemiology including public health data, HIPE (Hospital In-patient Enquiry) and case mix data, actionables and deliverables outlined in the Health Strategy (Department of Health and Children 2001);
- review of service need and
- review of current roles and their effectiveness through audit.

Where a need for new roles is identified it is useful to examine national and international experience concerning the effectiveness and appropriateness of similar roles. On the basis of this evaluation and if the service deems ANP/AMP post(s) necessary it is the responsibility of the local manager to use the service planning process to seek funding and work closely with the director of the NMPDU regarding parameters of role and regional developments.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

A detailed job description should be devised containing details of the role and the responsibilities of the post, the appropriate reporting relationships for the post-holder and reflecting the required experience and education as specified by the National Council. The job description should incorporate the core concepts and definition of the ANP/AMP role, together with the core competencies for ANPs/AMPs and the specific competencies required for the post. The job description should be developed in line with the service plan and in consultation with the NMPDU. A template outlining the required information for job descriptions is provided in the template for part 1 application on pages 30-32 of this document.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The integration of the ANP/AMP into a practice setting will have implications for patients/clients, individual nurses/midwives, the nursing and midwifery professions, other healthcare providers and other healthcare professionals in the setting that the new role is to be introduced. The National Council advises that due consideration be given to assimilating the post and post-holder into the organisation in a manner beneficial to patients/clients, individual ANPs/AMPs, the nursing and midwifery professions, the healthcare providers and other healthcare professionals.

In preparation, employers need to articulate both the practice expectations of the ANP/AMP and their willingness to provide the necessary support to ensure successful integration of the role, giving due consideration the definition and core concepts of the ANP/AMP role.

Having identified the need for a specific area of care provision, the organisational manager must consider how an ANP/AMP might fit the service requirement, and how the introduction of a new role will impact on the service as a whole, in terms of benefit to the patient/client group, the workload of other healthcare professionals, the culture of the service and the distribution of resources within the service. Consideration should also be given to the sustainability of the ANP/AMP role and to the ongoing development of the individual ANP/AMP.

It is crucial that the development of the ANP/AMP role is carried out within the context of the service planning process. This includes obtaining funding for the post and the associated site development. Evidence of this is required by the National Council through the completion of the Financial Approval Form (available in the template for part 1 application on page 35 of this document).

The organisational manager must:

- Ensure that the healthcare need to be addressed by the introduction of the ANP/AMP has been identified from health service need, from patient/client feedback and/or in service plans;
- Have a clear understanding of the legislation, rules, regulations and guidelines that govern nursing/midwifery practice (both directly and indirectly) and their implications for the proposed ANP/AMP service;
- Ensure that the service insurance arrangements incorporate all relevant aspects of the post;
- Ensure that guidelines for good practice are developed collaboratively;
- Determine how the patient/client will benefit from the ANP/AMP service;
- Ascertain that the service to be provided by the ANP/AMP is consistent with service/organisation philosophy;
- Project how the change will help to meet the goals of the service plan;
- Give consideration to the optimal location of the service
- Ensure that processes are in place to establish baseline measurements against which the service can be evaluated in the future;
- Give consideration to managing the integration of the ANP/AMP into the multidisciplinary team and the effect of the new role on the work of other healthcare professionals;
- Define role content of the ANP/AMP service within a framework of nursing/midwifery practice, identifying areas of responsibility, levels of authority and channels of accountability (these should be contained within the job description); and
- Identify resource implications (see Box 1).

The site preparation details should outline all the measures taken to develop the post and integrate it into the overall service. A template for submission of site preparation details is provided in the template for part 1 on pages 33-34 of this document.

BOX 1 IDENTIFICATION OF RESOURCES

The ANP/AMP must be enabled to work as effectively and efficiently as possible from the time of taking up the post. This may be achieved by identifying and securing the necessary resources in advance of his/her taking up the post. Furthermore, it must be ensured that the ANP/AMP, who is assuming new responsibilities and developing new skills in new territory, will have appropriate support and feedback so that motivation and commitment is maintained.

Resources that will enable the ANP/AMP to make effective use of his/her time and to undertake the responsibilities associated with the core competencies of his/her role include:

- Adequate staffing, in terms of secretarial and administrative support;
- Equipment and facilities, such as clinical space, diagnostic and treatment equipment and office space, computer, other information technology and appropriate furnishings;
- Access to research and other evidence applicable to the area of practice, including access to library resources and/or access to a third level institution and internet access;
- Opportunities for networking;
- Opportunities for engaging in continuing professional development; and
- Facilities to audit and evaluate his/her work, to undertake research, and to develop and provide evidence-based services. This should include a liaison arrangement with an appropriate department of a third-level educational institution.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The documentation for part 1 application comprises⁹:

1. Application Form for ANP/AMP Post Approval
2. Job Description
3. Details of the site preparation
4. Financial Approval Form.

A Template for Part 1 Approval of ANP/AMP Post-Organisational Application is provided on pages 27-35 of this document.

The application document is submitted by the Director of Nursing/Midwifery¹⁰ to the Director of the NMPDU who reviews it and then forwards the application to the National Council.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

On receipt of the application officers of the National Council review the documentation to ensure that all the necessary details are included. If there are areas requiring clarification the officers liaise with the service manager(s) and or other appropriate personnel.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

When all the necessary information has been collated an accreditation committee is convened. The accreditation committee comprises¹¹:

1. Chief Nursing Officer, Department of Health and Children
2. Senior nurse manager, member of the National Council
3. Discipline-specific member of the National Council
4. Third-level institution, member of the National Council
5. Discipline/speciality-specific person outside the National Council
6. Chief Executive Officer, National Council
7. Head of Professional Development and Continuing Education, National Council.
8. An accredited ANP/AMP.

The two discipline-specific members of the accreditation committee (see 3 and 5 above) will be appointed on an ‘as required’ basis appropriate to the context of practice. Where there is potential for a conflict of interest to arise an appropriate substitute person or persons will be appointed.

The accreditation committee reviews the application against the criteria for ANP/AMP posts in the context of the particular area of nursing or midwifery and against the recommended considerations for site preparation. The applicants may be required to provide additional information or clarification at this stage in the process. A site visit may be carried out by members of the accreditation committee to facilitate this. The accreditation committee makes a judgement and recommends a decision to the National Council.

⁹While application can be made for more than one post at a time, the above documentation needs to be submitted for each post applied for.

¹⁰In the absence of a nursing/midwifery management structure this step can be undertaken by organisational management in consultation with the Nursing and Midwifery Planning and Development Unit.

¹¹Committee membership will be reviewed in line with the Health Service Reform Programme in 2005.

PART 1 JOB DESCRIPTION AND SITE PREPARATION APPROVAL						
Identification of need for ANP/AMP post	Development of job description	Site preparation	Submission of application to NMPDU and then to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The final decision is taken by the National Council. The Chief Executive Officer of the National Council advises the Director of the NMPDU and the Director of Nursing/Midwifery in writing of the outcome.

Where approval is granted the outcome letter will advise that it will only be possible to process the application for accreditation of the person to be appointed to the post if the site preparation is maintained to at least the level approved by the National Council.

In cases where approval is not granted recommendations will be made for areas requiring development. Re-application may be made following development of identified areas.

Employment of Nurses or Midwives in ANP/AMP Posts.

When the post is approved the next stage is to identify and recruit a suitably qualified nurse/midwife who could fill the post subject to accreditation by the National Council. This means that employers cannot appoint nurses or midwives into ANP/AMP posts until such time as they are accredited as an ANP/AMP by the National Council. It is only following accreditation by the National Council that a nurse or midwife can use the title ANP/AMP. This should be reflected in recruitment processes for the posts.

Part 2: Application by nurse or midwife for accreditation as an ANP/AMP.

PART 2 ACCREDITATION OF THE ANP/AMP				
Application form and portfolio preparation	Review by Director of Nursing/Midwifery and submission of application to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The central aim of the application is to demonstrate that the applicant meets the National Council criteria for accreditation as an ANP/AMP and that he/she can demonstrate the required competencies to perform the role.

The application for accreditation as an ANP/AMP comprises:

1. National Council Application Form for accreditation as an ANP/AMP
2. Job Description for the post for which the ANP/AMP application is for
3. A detailed portfolio
4. Original evidence of current registration on An Bord Altranias live register
5. Original certificates of all courses completed
6. Transcripts or course outlines of all courses completed bearing the stamp of the awarding body
7. An account of competencies required for the post as outlined in the job description, together with an indication as to how the nurse/midwife has obtained competence in these areas and evidence that competence has been attained in these areas.

A template for Part 2 Application by Nurses or Midwives for accreditation as an ANP/AMP-Individual Application is provided on pages 37-40 of this document

PART 2 ACCREDITATION OF THE ANP/AMP				
Application form and portfolio preparation	Review by Director of Nursing/Midwifery and submission of application to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The Director of Nursing/Midwifery reviews the application and signs the application form to indicate that he/she is satisfied with the information provided and then submits the application to the National Council.

PART 2 ACCREDITATION OF THE ANP/AMP				
Application form and portfolio preparation	Review by Director of Nursing/Midwifery and submission of application to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

Each application is reviewed by an officer of the National Council to ensure that all necessary documentation and information is included. If there are areas requiring clarification the officers liaise with the applicant.

PART 2 ACCREDITATION OF THE ANP/AMP				
Application form and portfolio preparation	Review by Director of Nursing/Midwifery and submission of application to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

When all the necessary information has been collated an accreditation committee is convened. The membership of the accreditation committee is the same as that for part 1 of the process (see page 19). The accreditation committee reviews the documentation against the criteria for ANP/AMP and the job description for the post that the nurse/midwife intends to take up. The applicant may be required to provide additional information or clarification at this stage and where necessary he/she may be required to meet the accreditation committee. The accreditation committee makes a decision and recommends a decision to the National Council.

PART 2 ACCREDITATION OF THE ANP/AMP				
Application form and portfolio preparation	Review by Director of Nursing/Midwifery and submission of application to National Council	Review of application by officers	Review of application by accreditation committee	National Council decision

The final decision is taken by the National Council. The Chief Executive Officer of the National Council advises the applicant, the Director of Nursing/Midwifery and the Director of the NMPDU in writing of the outcome.

Where the applicant is accredited as an ANP/AMP he/she will be issued with a certificate of accreditation bearing the seal of the National Council. Accreditation as an ANP/AMP (title of specialty) is granted for a five-year period from the date of accreditation by the National Council, providing all the criteria continue to be fulfilled. Accreditation as an ANP/AMP is valid only as long as the person holds an approved ANP/AMP post.

ANPs/AMPs wishing to move post are required to reapply for accreditation as a ANP/AMP as per part 2 application.

The National Council must be notified by the director of nurses/midwifery when posts become vacant.

Where the applicant is not accredited, feedback will be provided in writing to the applicant on the rationale for this decision together with guidance on areas of development. The applicant may then re-apply providing he/she has addressed the areas recommended by the National Council.

Re-accreditation as an ANP/AMP

Application for re-accreditation is necessary after a five-year period. To re-apply for accreditation to practise as an ANP/AMP the applicant must demonstrate to the National Council that the requirements for the initial application continue to be met. Application for re-accreditation involves the submission of an application form together with a document indicating how the applicant continues to fulfill the criteria for ANP/AMP. It is important to note that in order to continue practising as an ANP/AMP the nurse or midwife needs to make application for re-accreditation well in advance of the date that their current accreditation expires. The National Council recommends that nurses and midwives apply for re-accreditation at least six months before their current period of accreditation expires. In order to apply for re-accreditation the ANP/AMP must submit:

1. A re-accreditation form and
2. A portfolio up-date

A template for application for re-accreditation is provided on pages 41-44 of this document.

The process is then the same as part 2 of the accreditation process above.

Monitoring the development of ANP/AMP posts

The National Council is responsible for monitoring the development of ANP/AMP posts. This involves monitoring posts at service, regional and national level.

At service level approval of a post is granted for as long as the post is required to meet an identified and continuing service need. The National Council recognises that it is inevitable and desirable that role descriptions change in line with service and patient/client need. As roles and scope of practice develop job descriptions should also be up-dated. It is a requirement of the continuing approval of posts that the National Council is informed of any substantial changes to the job description of approved ANP/AMP posts. Directors of Nursing or Midwifery should, when relevant, submit amended job descriptions of approved posts to the National Council. Providing the core concepts of ANP/AMP roles continue to be fulfilled approval will be ongoing. The organisation must ensure that it continues to support ANP/AMP posts with the appropriate resources necessary to enable the role to fully respond to the service need and the development needs of the post-holder. The National Council may, as part of its monitoring function, require services to supply details of continued development of the site and the progress of the ANP/AMP service as appropriate.

At regional and national level the National Council will liaise and work in partnership with the Directors of Nursing/Midwifery and the Directors of the NMPDUs in this process. This will include a review of the geographical spread of posts, national and local developments and appropriateness of ANP/AMP role development (Commission on Nursing 1998 6.62).

References

An Bord Altranais (2000a) *Requirements and Standards for Nurse Registration Education Programmes*.
Dublin, An Bord Altranais.

An Bord Altranais (2000b) *Scope of Nursing and Midwifery Practice Framework*.
Dublin, An Bord Altranais.

An Bord Altranais (2000c) *The Code of Professional Conduct for each Nurse and Midwife*.
Dublin, An Bord Altranais.

An Bord Altranais (2001) *Guidelines for Midwives (3rd Edition)*.
Dublin, An Bord Altranais.

Department of Health and Children (2001) *Quality and Fairness – A Health System for You*.
Stationery Office, Dublin

Department of Health and Children (2003a) *Report of the National Taskforce on Medical Staffing*. Stationery
Office, Dublin.

Department of Health and Children (2003b) *Audit of Structures and Functions in the Health System, Prospectus*. Stationery Office, Dublin.

Government of Ireland (1998) *Report of the Commission on Nursing A Blueprint for the Future*.
Dublin, Stationery Office.

National Council for the Professional Development of Nursing and Midwifery (2001)
Framework for the Development of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts.
Dublin, National Council for the Professional Development of Nursing and Midwifery.

National Council for the Professional Development of Nursing and Midwifery (2003)
Guidelines for Portfolio Development for Nurses and Midwives.
Dublin, National Council for the Professional Development of Nursing and Midwifery.

National Qualifications Authority of Ireland (2003) *Outline National Framework of Qualifications-
Determinations Made by the National Qualification Authority of Ireland*.
Dublin, NQAI.

Template Part 1 - Approval of Advanced Nurse Practitioner/Advanced Midwife Practitioner Post - Organizational Application

The application should comprise:

1. Application Form for ANP/AMP Post Approval
2. Job Description
3. Details of Site Preparation
4. Financial Approval Form

- Two copies of the application should be submitted, one bound and one loose-leaf.
- All pages including appendices should be numbered (with the exception of the Application and Financial Approval Forms)
- A table of contents should be included. It should list in sequence, indicating page numbers, all relevant divisions and sub-divisions of the documents.
- Reference should be in the Harvard Style
- The title page of the application should contain the following information:

Name of Organisation

Title of Post

Date of Submission

Applications should be submitted to the Director of the Nursing and Midwifery Planning and Development Unit in your Health Region and submitted by them to the:

Chief Executive Officer

National Council for the Professional Development of Nursing and Midwifery

6/7 Manor Business Park

Manor Street,

Dublin 7

This template is available electronically on the National Council website (www.ncnm.ie) to facilitate ease of documentation.

Application Form for ANP/AMP Post Approval

Title of Post(s)

Advanced Nurse/Midwife Practitioner

Title of speciality

Name of Organisation

Health Region

Job description enclosed:

Yes

Site preparation details enclosed:

Yes

Financial approval form enclosed:

Yes

Name of contact person in service for liaison purposes regarding this application

(if different from Director of Nursing/Midwifery)

Signature of Director of Nursing and Midwifery:¹

Signature of Director of Nursing and Midwifery
Planning and Development Unit:

Date of submission of application to National
Council:

¹In the absence of a nursing/midwifery management structure this step can be undertaken by the management of the service in consultation with the appropriate Nursing and Midwifery Planning and Development Unit.

ANP/AMP Job Description Template

Role Description

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
Job title	<ul style="list-style-type: none"> ● Advanced Nurse Practitioner (title of specialty) ● Advanced Midwife Practitioner (title of specialty)
Grade	<ul style="list-style-type: none"> ● Assistant Director of Nursing/Midwifery (hospital band)
Whole time equivalent hours	<ul style="list-style-type: none"> ● Must be the equivalent of at least 19.5 hours per week
Reporting relationships	<ul style="list-style-type: none"> ● Professionally accountable to Director of Nursing/Midwifery² ● Clinically accountable to Senior Nurse/Midwife Manager or another named professional member of the healthcare team as appropriate
Location	<ul style="list-style-type: none"> ● Department/Centre/Unit ● Hospital/Service/Organisation ● Health Region
Background to post	<ul style="list-style-type: none"> ● Description of the service in which the post is placed including details of the roles of nurses/midwives and professionals related to the ANP/AMP role ● How and why has the post been developed with reference to service need
Purpose of post	<ul style="list-style-type: none"> ● What are the main aims of this post?

²In the absence of a nursing/midwifery management structure there must be formal links established with an agreed nurse/midwife manager with regard to professional matters. This may be organised on a local basis as appropriate and could be through the Nursing and Midwifery Planning and Development Units.

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
<p>RESPONSIBILITIES</p> <p>Clinical Practice</p> <ul style="list-style-type: none"> ● Autonomy ● Expert Practice 	<p><i>It should be clear in this section what the post specifically entails. Information should be supplemented by diagrams, flowcharts, and protocols for practice, etc.</i></p> <ul style="list-style-type: none"> ● Outline the caseload ● Outline referral pathways to and from the ANP/AMP together with referral criteria (a flow chart may be useful here) ● Outline the level of clinical decision making ● Outline the scope of nursing/midwifery practice (i.e. the range of illnesses/conditions/health needs that the ANP/AMP can care for) (it may be useful to include as appendices details of the scope of practice for other nursing/midwifery roles in the area). ● Outline the level of autonomous decision making attached to the role (e.g. admission, discharge, comprehensive health assessment, prescription and provision of treatment/care options and diagnostic procedures) ● Outline the range of clinical and theoretical knowledge relevant to advanced nursing/midwifery practice that will be required for the role ● Outline the specific area of expert nursing/midwifery practice that the ANP/AMP will provide for patients/clients ● Outline how the role will involve co-working with other team members on specific patient's/client's problems/needs using evidence based interventions ● Outline how the ANP/AMP should maintain competence through engagement in clinical supervision and other forms of professional development
<p>Professional and Clinical Leadership</p>	<ul style="list-style-type: none"> ● Identify areas of nursing/midwifery practice requiring development within and beyond the usual scope of practice of a nurse/midwife and lead this development (specify the particular areas of practice, give examples if appropriate) ● Outline how the role will develop nurse/midwife led innovations in clinical practice which can be disseminated to nursing/midwifery and other colleagues to improve patient care ● Outline how the role will facilitate service and multi-professional practice developments in relation to the area of practice based on relevant research, clinical audit and educational activity ● Outline how the role will develop and maintain multi-agency and inter-professional relationships and networks to influence and develop current systems of care delivery ● Outline how the role will promote and develop nursing/midwifery practice at national and international level ● Outline how the role will provide new and additional health services, in collaboration with other healthcare professionals, to various communities in response to locally/nationally/internationally identified need ● Outline how the role will participate in and develop educational programmes for the education of nursing/midwifery staff and other healthcare professionals, in the classroom, the clinical area and the wider community (specify what staff and level of involvement is required) ● Outline how the role will provide supervision and mentoring to nurses/midwives and other professionals ● Outline how the role will provide leadership by contributing to annual service reports and service plans in the interest of high quality patient/client care
<p>Research</p>	<ul style="list-style-type: none"> ● Outline how the role will identify nursing/midwifery research supporting best practice relating to specific patient/client and service needs ● Identify how the role will identify research priorities for the area of practice ● Identify how the role will integrate, incorporate and disseminate research into clinical practice influencing the practice of the ANP/AMP and other team members thus advancing nursing/midwifery and clinical practice ● Outline how the role will initiate, co-ordinate and conduct nursing/midwifery research ● Outline how the role will initiate, co-ordinate and conduct clinical audit

Person Specification

HEADING	DETAILS TO BE INCLUDED UNDER EACH HEADING
<p>Qualifications</p>	<p>Essential</p> <p>The applicant must:</p> <ul style="list-style-type: none"> ● Be a registered nurse or midwife on An Bord Altranais’ live register ● Be registered in the division of An Bord Altranais’ register for which application is being made ● Have a masters degree (or higher) in nursing/midwifery or an area which is relevant to the specialist field of practice. This educational preparation must include a substantial clinical modular component(s) pertaining to the relevant area of specialist practice <p>Desirable</p> <ul style="list-style-type: none"> ● These are specific to the area of practice and the service
<p>Experience</p>	<p>Essential</p> <p>The applicant must:</p> <ul style="list-style-type: none"> ● Have extensive experience in the relevant specialist area (ie, at least 7 years post registration experience, which will include 5 years in the chosen area of specialist practice) <p>Desirable</p> <ul style="list-style-type: none"> ● These are specific to the area of practice and the service
<p>Competencies</p>	<ul style="list-style-type: none"> ● Identify the core and specific competencies required to fulfill the role description ● The core competencies for ANP/AMP as defined by the National Council should be included together with specific competencies for the role as defined by the employer and should relate to the specific responsibilities outlined in the job description
<p>Terms of service</p>	<ul style="list-style-type: none"> ● In accordance with local/organisational/national policy ● Because this is a new and developing role, it is important to specify that the job description and person specification may be subject to review in accordance with local/national policy and guidelines and in consultation with the post-holder.

ANP/AMP Site Preparation Template

This part of the application is intended to demonstrate that the service has given sufficient consideration to the implications of the integration of the ANP/AMP role into the overall service and that sufficient resources are available (and will continue to be) to the ANP/AMP to fulfill all aspects of the role. The National Council criteria are outlined below and suggestions for evidence that may be submitted to demonstrate compliance are given.

CRITERIA	POSSIBLE SOURCES OF SUPPORTING EVIDENCE
<p>The healthcare need to be addressed by the introduction of the ANP/AMP has been identified from health service need, from patient/client feedback and/or in service plans</p>	<ul style="list-style-type: none"> ● Results of audits ● Service reviews/evaluation ● Health care policy documents ● Nursing and midwifery literature ● Epidemiological and demographical data ● Caseload analysis ● National and International developments in best practice
<p>Have a clear understanding of the legislation, rules, regulations and guidelines that govern nursing/midwifery practice and their implications for the proposed ANP/AMP service</p>	<ul style="list-style-type: none"> ● Relevant legislation, rules, regulations and guidelines (national and local) that govern nursing/midwifery practice for the particular area ● Areas of expansion of nursing/midwifery practice in the context of the above
<p>Ensure that the service insurance arrangements incorporate all aspects of the post</p>	<ul style="list-style-type: none"> ● Copies of correspondence indicating that service insurers have been made aware of the full scope of the role and written evidence that they are satisfied that the role is incorporated into the standard insurance arrangements (where the ANP/AMP service is provided in sites other than the organisation making the application, the insurers of other organisations will need to provide similar documentation)
<p>Ensure that guidelines for good practice are developed collaboratively</p>	<ul style="list-style-type: none"> ● List of guidelines that have been developed to support the role, including process established for development and review of guidelines ● Details of the key stakeholders affected by these guidelines and their involvement in their development

CRITERIA	SUPPORTING EVIDENCE
<p>Determine how the patient/client will benefit from the ANP/AMP service</p>	<ul style="list-style-type: none"> ● Identification of key projected outcomes in patient/client service ● Indication of level of service currently provided ● Projected level of service provided with implementation of the role
<p>Ascertain that the service to be provided is consistent with service/organisation philosophy</p>	<ul style="list-style-type: none"> ● Account of service and departmental philosophy/mission ● Outline of how the role fits into the overall philosophy/mission
<p>Project how the change will help to meet the service plan</p>	<ul style="list-style-type: none"> ● Outline of the part of the service plan that relates to this overall service and details of how the role will support the stated aims in the service plan
<p>Give consideration to the optimal location of the service</p>	<ul style="list-style-type: none"> ● Rationale for location of service in the context of optimizing service provision
<p>Give consideration to managing the integration of the ANP/AMP into the multidisciplinary team and the effect of the new role on the work of other healthcare professionals</p>	<ul style="list-style-type: none"> ● Statement indicating the relationship of the role to other members of multidisciplinary team including referral mechanisms, communication channels and areas of responsibility ● Statement indicating areas of the role development that required negotiation and how this was/is managed ● Job descriptions of other roles in the team including staff nurses/midwives and CNSs/CMSs with details of how the workload is managed
<p>Define role content within a framework of nursing/midwifery practice, identifying areas of responsibility, levels of authority and channels of accountability</p>	<ul style="list-style-type: none"> ● Indicate how the role fits within nursing/midwifery framework
<p>Identify resource implications Resources likely to be required include:</p> <ul style="list-style-type: none"> ● Staff, e.g. secretarial and administrative support ● Equipment and facilities, e.g. clinical space, ● Diagnostic and treatment equipment and office space, computer, other information technology and appropriate furnishings ● Access to research applicable to the area of practice, including access to library resources and/or access to a third level institution and internet access opportunities for networking ● Opportunities for engaging in continuing professional development; ● Facilities to audit and evaluate his/her work, to undertake research, and to develop and provide evidence-based services ● Liaison arrangement with an appropriate department of a third-level educational institution 	<ul style="list-style-type: none"> ● Statement enumerating the resources required to develop and maintain the role and how the role will continue to be resourced taking into consideration developments in the role and service ● Financial Approval Form

Financial Approval Form for ANP/AMP Posts

Title of ANP/AMP post

Whole Time Equivalent (WTE)

Name of Organisation

Is funding for this post approved at level of
Assistant Director of Nursing/Midwifery?

Yes

No

Authorised budget holder signature:

Title:

Date:

Template Part 2 - Accreditation as an Advanced Nurse Practitioner/Advanced Midwife Practitioner - Individual Application

This template is intended as a guide for applicants in the preparation of their application the purpose of which is to demonstrate in writing that they meet the criteria for ANP/AMP.

The application should comprise:

1. National Council Application Form for Accreditation as an ANP/AMP
2. Job Description for the post for which the ANP/AMP application is for
3. Detailed Portfolio containing:
 - personal details,
 - a detailed employment history,
 - details of registerable qualifications
 - details of education undertaken,
 - details of continuing professional development
 - details of research activities
 - details of involvement in educational activities
 - details of professional activities.
 - details of any clinical skills development outside formal education programmes with verification of nature, duration and supervision

For guidelines on development of portfolios please refer to *Guidelines for Portfolio Development for Nurses and Midwives* (National Council for the Professional Development of Nursing and Midwifery 2003).

4. Original evidence of current registration on An Bord Altranias live register
5. Original certificates of all courses completed (these should be included in the loose leaf copy, with photocopies in the bound document, originals will be returned to the candidate).
6. Transcripts or course outlines of all courses completed bearing the stamp of the awarding body.
7. Details of competencies required for the post as outlined in the job description, together with an indication of how the nurse/midwife has obtained competence in these areas and evidence that competence has been attained in these areas, with reference to items outlined in the portfolio.

- Two copies of the application should be submitted, one bound and one loose-leaf.
- All pages including appendices should be numbered
- A table of contents should be included. It should list in sequence, indicating page numbers, all relevant divisions and sub-divisions of the documents.
- References should be in the Harvard Style
- The title page of the application should contain the following information:

Name of Candidate
Title of Post
Name of Organisation
Date of Submission
Approved Post Number

Address for submission of applications

Chief Executive Officer
National Council for the Professional Development of Nursing and Midwifery
6/7 Manor Business Park
Manor Street , Dublin 7

***This template is available electronically on the National Council website (www.ncnm.ie)
to facilitate ease of documentation.***

Application Form for Accreditation as an ANP/AMP

Title of Post

Advanced Nurse/Midwife Practitioner

Title of speciality

Whole Time Equivalent (WTE)

Name of Organisation

Health Region

Date Post Approved:

Approved Post Number:

Job description enclosed:

Yes

Portfolio enclosed:

Yes

Course certificates enclosed:

Yes

Transcripts or course outlines enclosed:

Yes

Evidence of current registration on An Bord Altranais live register enclosed:

Yes

Details of competencies enclosed:

Yes

Signature of applicant:

I declare that information supplied by me in support of this application is a true and correct record.

Signature of Director of Nursing and Midwifery¹:

I hereby verify that the above named nurse/midwife has been successful in the competition for this post subject to accreditation by the National Council.

Date of submission of application to
National Council:

¹In the absence of a nursing/midwifery management structure this step can be undertaken by the management of the service in consultation with the appropriate Nursing and Midwifery Planning and Development Unit.

Competency Attainment for ANP/AMP Role Template

COMPETENCY <i>(Core and Specific)</i>	HOW COMPETENCY HAS BEEN ACHIEVED <i>(specify whether through formal education, supervised clinical practice, or other professional development pursuit as outlined in the portfolio)</i>	EVIDENCE THAT COMPETENCY HAS BEEN ACHIEVED <i>(indicate where in the document is the evidence that this competency has been achieved)</i>

Template - Re-Accreditation as an Advanced Nurse Practitioner/Advanced Midwife Practitioner - Individual Application

The aim of the portfolio up-date is to demonstrate that the criteria for ANP/AMP continue to be met, that the applicant has fulfilled the core concepts of ANP/AMP and that they have maintained and up-date their competencies in line with the requirements of their role.

This template is intended as a guide to applicants in the preparation of their portfolio up-date indicating what evidence they should present to indicate that they meet the criteria.

The portfolio up-date should comprise:

1. National Council application form for re-accreditation as an ANP/AMP
2. A portfolio up-date relevant to the preceding 5 years, including:
 - details of education undertaken
 - details of continuing professional development
 - details of research activities
 - details of involvement in educational activities
 - details of professional activities
 - details of any clinical skills development outside formal education programmes with verification of nature, duration and supervision
3. Original evidence of current registration on An Bord Altranias live register
4. Original certificates of any courses completed (these should be included in the loose leaf copy, with photocopies in the bound document, originals will be returned to the ANP/AMP).
5. Transcripts or course outlines of any courses completed bearing the stamp of the awarding body.
6. Details of any significant changes in the scope of practice of the post
7. Details of any additional competencies required by the role
8. An account of how additional competencies have been obtained relating to 2 above if relevant

For general guidelines on development of portfolios please refer to *Guidelines for Portfolio Development for Nurses and Midwives* (National Council for the Professional Development of Nursing and Midwifery 2003).

- Two copies of the application should be submitted, one bound and one loose-leaf.
- All pages including appendices should be numbered
- A table of contents should be included. It should list in sequence, indicating page numbers all relevant divisions and sub-divisions of the documents.
- Reference should be in the Harvard Style
- The title page of the application should contain the following information:
 - Name of Candidate
 - Title of Post
 - Name of Organisation
 - Date of Submission

Address for submission of applications

Chief Executive Officer
National Council for the Professional Development of Nursing and Midwifery
6/7 Manor Business Park
Manor Street , Dublin 7

This template is available electronically on the National Council website (web address) to facilitate ease of documentation.

Application Form for Re-Accreditation as an ANP/AMP

Title of Post

Advanced Nurse/Midwife Practitioner

Title of speciality

Whole Time Equivalent (WTE):

Name of Organisation

Health Region

Date post approved:

Date of accreditation as an ANP/AMP:

Portfolio update enclosed:

Yes

Evidence of current registration on
An Bord Altranais live register enclosed:

Yes

Signature of applicant:

I declare that information supplied by me in support of this application is a true and correct record.

Signature of Director of Nursing/Midwifery¹:

I hereby verify that the above named nurse is in employment in the above stated post subject to re-accreditation by the National Council.

Date of submission of application to
National Council:

¹In the absence of a nursing/midwifery management structure this step can be undertaken by the management of the service in consultation with the appropriate Nursing and Midwifery Planning and Development Unit.

Portfolio Up-Date for Re-accreditation as an ANP/AMP Template

The following outlines the criteria for ANP/AMP and the likely sources of information for presentation in the portfolio up-date.

CRITERIA	SUPPORTING EVIDENCE
<p>Current registration</p>	<ul style="list-style-type: none"> ● Original evidence of current registration on An Bord Altranais live register
<p>The ANP/AMP fulfills all aspects of the ANP/AMP role as defined by the National Council:</p> <ul style="list-style-type: none"> ● Autonomy in Clinical Practice ● Expert Practice ● Professional and Clinical Leadership ● Research 	<ul style="list-style-type: none"> ● An account of each aspect of the role over the past 5 years and what activities that the ANP/AMP has been engaged in fulfillment of it ● Results of clinical audits or research studies ● Evidence from service plan demonstrating how the role has contributed to the service ● Details of involvement in consultancy, education of others, research and audit ● Evidence of clinical supervision undertaken ● Case studies ● Practice development initiatives ● A diary of typical working week ● Publications and other documents to which the applicant has contributed ● Membership and involvement in professional organisations and activities
<p>The ANP/AMP ensures that they develop competencies as the role develops relative to service requirements</p>	<ul style="list-style-type: none"> ● Changes to the job description, for example, expansion of scope of practice or expansion of service to other clients groups ● Newly developed guidelines and protocols for practice ● How the ANP/AMP has responded to these changes and developed their competencies accordingly through engagement in: <ul style="list-style-type: none"> ● Formal education ● Supervised clinical practice ● Attendance at study days, in-service education or conferences

