PIioneerIng MoMents OF APN
in an acute tertiary hospital
in singapore
Advanced Practice Nurse (APN)

APN is an umbrella term given to a Registered Nurse who has acquired the **expert knowledge base, complex decision making skills** and **clinical competencies** for extended practice.
Scope of Practice of APN

• Cognitive, integrative and technical abilities

• Clinical practice - scientifically based, applicable to primary, secondary and tertiary settings

• Dimensions of pt and peer education, mentorship, clinical leadership; translate, utilize and undertake meaningful research
A registered nurse who

1. Holds such **qualification**, or has gained such **special knowledge**, in a specialised branch of nursing as may be approved by Board

2. Has such **experience** in that branch of nursing as may be required by the Board

3. Has fulfilled such further conditions as may be specified by the Board

**shall be eligible to apply to the Board to be certified as an Advanced Practice Nurse**
Protection of the Title

‘Advanced Practice Nurse’ is a protected title restricted to RN who are certified by the SNB to practice as APNs

The use of the title in any form without authorization by the SNB is an offence under the Nurses and Midwives Act
Four Specialised Branches of Nursing

- Acute Care
- Community Nursing
- Medical/Surgical
- Mental Health
Registered APNs

- 78 certified APNs
- 15 APN interns (provisional certification)
- Singapore’s Target by 2014 - 200 certified APNs
Requirements For APN Certification

Educational Preparation

Model

Masters in Nursing

Bachelor of Nursing

Advanced Diploma (Nursing)

RN
Requirements For APN Certification

Educational Preparation

- **Master-level programme** leading to APN/NP registration
- **Clinically focused** of ≥ 500 hrs of supervised practicum
- **Advanced practice-oriented** modules
  - Advanced Physical/ Health Assessment
  - Advanced Physiology and Pathophysiology
  - Advanced Pharmacology
Requirements For APN Certification

Key Elements of Internship

• Minimum clinical hours - 1280 hours of direct patient care

• Approved clinical areas

• Clinical supervision by named clinical supervisors

• Assessment - monthly presentation of case studies to clinical supervisor
Requirements For APN Certification

APN Certification Panel Interview

Pre-requisites

• 2 case studies
• Competency checklist
• Recommendations from clinical supervisor, HOD and DN
Requirements For APN Certification

APN Certification Panel Interview

• An expert panel

• Portfolio review of 2 case studies; assessment interview

• Recommendations
  - Full Certification
  - Extension on internship
  - Not recommendation for APN certification
## Advanced Practice Nurse

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<th>Singapore Nursing Board Register</th>
<th>Nurse Clinician / Clinical Nurse Specialist</th>
<th>Advanced Practice Nurse</th>
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<td>RN register</td>
<td>RN register</td>
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<tr>
<td>Education &amp; Clinical Preparation</td>
<td>Adv Dip / Degree in Nursing</td>
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<td>Practice Governance</td>
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<td>Scope of Practice</td>
<td>Pt &amp; Caregiver Teaching Discharge Planning Continuing of Pt Care Nurses Education</td>
<td>Assessment &amp; Differential Diagnoses Initiate Treatment &amp; management plan Furnishing</td>
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# Advanced Practice Nurse

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<tr>
<th>Clinical Leadership</th>
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<tr>
<td>Education</td>
<td>Related to specific field</td>
<td>Staff education of holistic approach to ensure consistency and standards of care</td>
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<tr>
<td>Mentoring</td>
<td>Similar clinical role</td>
<td>Nurse clinicians / APNs</td>
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<td>Consultancy / Resource</td>
<td>Related to specific field</td>
<td>Related to overall care of a specific patient population</td>
</tr>
<tr>
<td>Research / EBN / Quality Improvement</td>
<td>Involved</td>
<td>Provides leadership / directions</td>
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Enhancing APN Career Pathway

Director of Nursing

Asst Director (Mgt)
- Senior Nurse Manager
  - Management

Asst Director (Education)
- Senior Nurse Educator
  - Education

Advanced Practice Nurse
- Advanced Practice Nurse
- Senior Nurse Clinician
- Nurse Clinician
  - Clinical

Senior Staff Nurse / Staff Nurse
PIONEERING MOMENTS OF APN

OUR JOURNEY
Master of Nursing Training Experience

Clinical Skills
Master of Nursing Training Experience

Critical Thinking

Research / Biostatistic
Master of Nursing Training Experience

Workshops / Nursing Conferences
Master of Nursing Training Experience

Overseas Clinical Attachment
Master of Nursing Training Experience

Overseas Clinical Attachment
Master of Nursing Class of 2003

1st Cohort
Master of Nursing Class of 2005

2nd Cohort
Preparing for APN Role

APN Workshop
Preparing for APN Role

APN Consultation Review
Clinical Leadership

Clinical Rounds

Case Conferences
Clinical Expert

Physical Examination

Counselling

Pre-op Teaching
Clinical Expert

Arterial Line Insertion

Regulating Ventilator Settings
Clinical Educator

Mentoring & Teaching

Clinical Teaching
Clinical Educator

Conference Presentations
What were your feelings as an APN intern during your internship?
Dr Tan Siok Bee

Neurology

1st cohort of Master of Nursing students, NUS

“I faced many challenges when I developed the APN role. Since it was a new role, both medical and nursing were not sure what this role was all about.”
APN Voices

APN Nidumaran
Orthopaedic Surgery
2\textsuperscript{nd} cohort of MN students, NUS

“During the initial stages, being the pioneer group, we didn’t know what is expected from us and where we are heading towards the direction. So the main factor that I faced was there’s too much to learn in such a short period”
APN Lim Su Fee
Rehabilitation Medicine
2nd cohort of MN students, NUS

“We had to plan our time efficiently well during our internship due to our heavy CNS role component”
APN Voices

APN Juriyah Yatim
Urology / Gynaecology / Colorectal
3rd cohort of MN students, NUS

“...I was striving to meet every need in 3 different postings such as Urology, Gynaecology and Colorectal. Nevertheless, I was very optimistic with every new learning”
What were the challenges faced as a newly certified APN and how did you overcome the challenges?
APN Lian Siew Bee
Oncology
2nd cohort of MN students, NUS

"Be realistic with yourself & continue to learn to improve yourself"
“We need to prove to the doctors that we are reliable, knowledgeable and our proposed patient plans during daily clinical rounds are valuable to the team”

APN Loy Kia Lan
Gastroenterology
2nd cohort of MN students, NUS
“Fortunately, the training has provided the necessary knowledge and information to craft my role in Neurology. It was a long process, but when the medical recognised your expertise, support was more forthcoming. Currently I conduct 3 nurse-led clinics on top of my clinical workload in the neurology ward”
Thank you