

Strategy 2022-2025

Supporting nurses and midwives in developing their role in Advanced Practice by collaborating with relevant stakeholders, providing education, and increasing awareness of our role in driving person-centered care

Who we are



We provide **expert** and **specific care** to patients and their significant others

We **motivate** healthcare professionals through training, education, and provision of the latest evidence-based practice

We provide **support** and **professional advice** to healthcare professionals and act as **advocates** to patients

We strive to be a **platform of communication** throughout the healthcare services and among healthcare professionals

We strive to act as **role models** and to be **pioneers** in advanced practice nursing/midwifery

Challenges we face



1. The majority of our colleagues do not understand our role
2. APN/M's are seen as supernumerary having to deal with multiple conflicting demands
3. Lack of career growth

4. Little or no preparation for the role
5. Most specialities feel isolated

6. Lengthy and complicated bureaucratic procedures are an added burden
7. Restricted competencies notwithstanding qualifications and expertise in a specific area

8. Absence of mentoring and a lack of continued coaching opportunities
9. Lack of protected time and financial support for professional development

10. The importance of our role is not recognized/appreciated by the organization and the community

Our objectives



Address role ambiguity

- Advanced Practice scope of practice
- Change in nomenclature
- Specialist register

Provide guidance & support

- Provide support structures
 - Discussion forum
 - Coaching
 - Networking opportunities

Increase autonomy

- Lobby for change in legislation/cumbersome procedures
- Provide a discussion forum

Provide professional development

- Provide learning opportunities
- Provide networking opportunities
- Professional coaching

Promote the Advanced Practice role

- Seek opportunities to market the Advanced Practice role

Programme of activities

We will deliver an expert-led high-quality programme of training and events

We will provide expert guidance on the local development of the Advanced Practice role

We will provide accessible digitalised platforms (e.g. discussion forum)

We will lobby and participate for change in legislation, scope of practice and the setting up of the Nursing/Midwifery Specialist Register

People

Our activities and publications will support the professional development of our members and the wider healthcare professional community at all career stages and levels

We will encourage our members to become involved in order to help us realise our vision

We will support our members and collaborate with all relevant stakeholders

Perception

We will ensure that our vision and purpose is marketed through diverse platforms to increase the knowledge and awareness of the Advanced Practice role

Our priorities



* APN/M's – Advanced Practice Nurse/Midwife