

# Magnet Hospital concept to develop advanced nurse practitioner framework : A proposition

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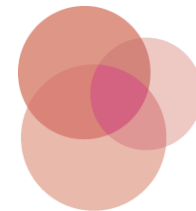
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C H U | U V C  
B R U G M A N N

No conflict of  
interest

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# ANP in Belgium today

No regulation law

No implementation framework

No « cadastre »

Function not well defined (practionner vs clinical specialist)

Fractionned point of vue (north and south)

Local/Regional/Federal intrication

Interdisciplinary difficulties (RN/Phys/other)

Not funded

# ANP tomorrow

## Regulated by law

- Master in nursing science
- 2 years of practice
- Scope of practice organized 5 domains
- Integration of previous look a like practice

## No implementation framework defined

## Different scope of practice North and South

## Regulation at regional level

# At the same time

Financially depleted  
hospitals

Disorganized and  
overloaded first line

Shortage of nursing staff  
Loss of meaning  
burn out  
Retention

Multi-pathological  
patients

Complex care pathways  
(chronic, acute,  
technological advances)

Consumerist model of  
care

EVB care, individualized,  
P4Q



# Existing framework EVB

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Lot of : Hamric, PEPPA Bryant-Lukosius, ....

- Application without change ?
- Importance of the landscape features
- Nursing on field philosophy
- Not designed to challenge actual work environment problems

Using  
MAGNET  
Framework  
as conceptual  
framework ?

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# Magnet concept

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- Not specifically designed for ANP Practice
- 7 Key component can be used in ANP core :
  - Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations & Improvements, Empirical Outcomes.
- More focus on problem solving, leadership, regulation, collaboration
- LEARN / ADAPT / IMPROVE concept
- 1 component specifically designed to support nurse foundation : PPM
- No publication on the subject





Use of PPM as ANP  
framework ?



# What is a PPM?

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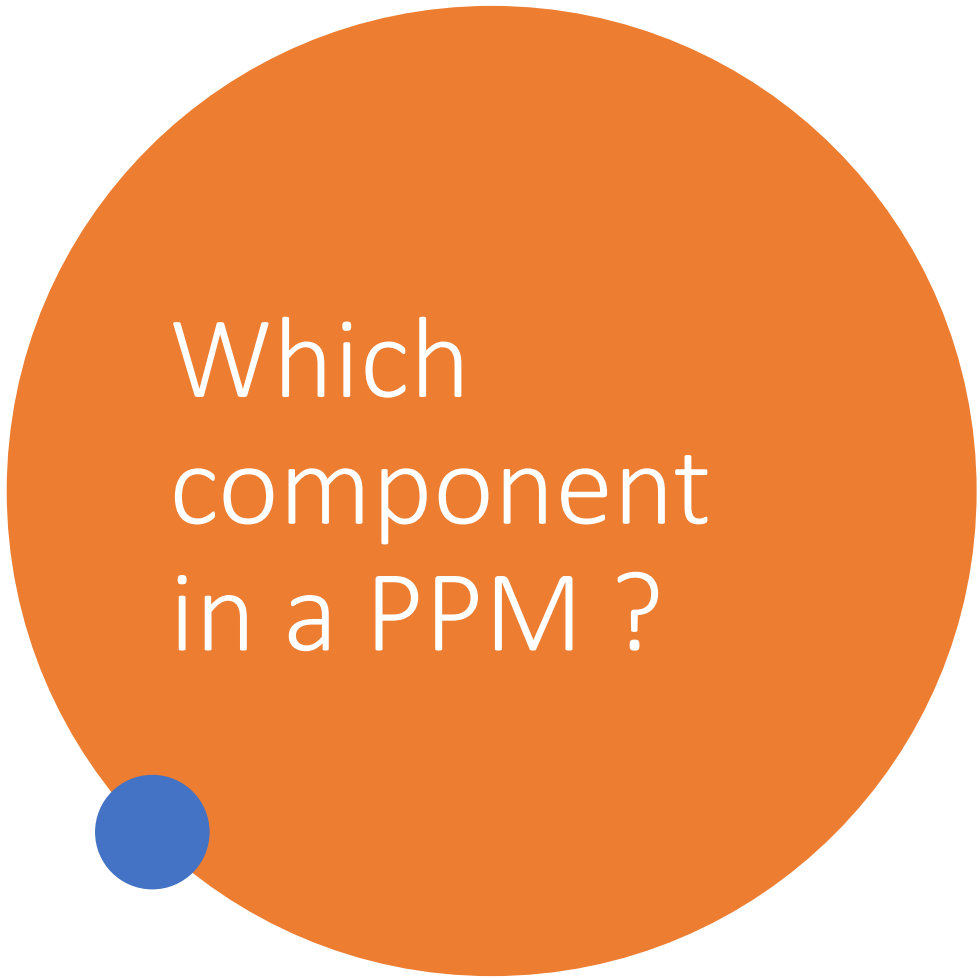
- Provides the foundation for safe, high quality, patient-centered care.
- It is a contextual framework that allows the nursing profession to consider and communicate about their practice
- The PPM describes nursing values, describes the structures and processes that allow nurses to control their practices and care environment..

According to Johanne R DUFFY (2016),

"PPMs provide a means for nurses to appreciate their role expectations, facilitate a common language useful for communication, enable connections with patients, families and other members of the health care team, accelerate the documentation, oversee nursing interventions and improve their practice.

Essentially, PPMs are about the “voice of the nurse,” enabling the nurse to advocate for patients and families, meet societal expectations, innovate creatively, and move forward”

“For nurses, a model of professional practice describes core values and beliefs about nursing, identifies the parameters of nursing practice, including responsibilities and authority for patient care, explicitly describes systems for operationalizing the nursing work and recognizes expert practice".




# Which component in a PPM ?

According to Susan Slatyer (2016) who carried out a meta-analysis focused on the emergence of PPM:

## 1 Theoretical basis:

- 6 common components:
  - Leadership;
  - Independent and collaborative nursing practice;
  - Environment;
  - Skills development and recognition;
  - Research/innovation;
  - Results for patients.

A white computer keyboard is partially visible in the top left corner, with keys like 'S', 'D', 'F', 'G', 'H', 'J', 'K', 'L', 'Z', 'X', 'C', 'V', 'B', 'N', 'M', 'option', and 'command' visible. A black stethoscope is positioned diagonally across the white surface, with its chest piece on the left and its earpieces extending towards the bottom right.

# Proposition : Magnet and most specifically PPM as framework for developing ANP practice

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- Study in 2 years using Magnet component :
  - 1. What are the current characteristics of ANP in Belgium? (Professional landscape, cadastre of practices, interactions between professionals, place of practice, financing, etc.)
  - 2. What is the patient's perception of the emergence of ANP function?
  - 3. What are the perceptions of other health disciplines?
  - 4. What is the nursing world's perception of this function?
  - 5. What is the employers point of view?
  - 6. What funding for this function?
  - 7. What consensus for a conceptual framework applicable to ANP in Belgium?



See you next  
year for  
preliminary  
results

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