



L-Università  
ta' Malta

# Leadership & Specialist Nurses

Dr. Corinne Scicluna Ward



L-Università ta' Malta  
Faculty of Health Sciences

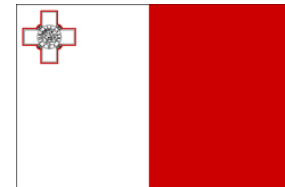
Department  
of Nursing

L-Università ta' Malta

**Making a difference in  
patients' lives**



L-Università  
ta' Malta



**No Conflict of interest in this presentation**



**Dr Corinne Scicluna**



## Overview

- What we know about Specialist Nurses
- Future Considerations and Recommendations



# Definition (ICN, 2020)

- An Advanced Practice Nurse (APN) is one who has acquired, through additional education, the expert knowledge base, complex decision-making skills and clinical competencies for expanded nursing practice, the characteristics of which are shaped by the context in which they are credentialed to practice (ICN 2008a). The Clinical Nurse Specialist (CNS)<sup>1</sup> and Nurse Practitioner (NP) are two types of APNs most frequently identified internationally

# Definition of Clinical Specialist Nurse (CNS)

- The CNS is a nurse with advanced nursing knowledge and skills, educated beyond the level of a generalist or specialised nurse, in making complex decisions in a clinical specialty and utilising a systems approach to influence optimal care in healthcare organisations.
  - (ICN, 2020)

# ICN's Vision/direction (2020)



# The quality of care and support that specialist nurses offer has been instrumental in reducing:

- unnecessary hospital admissions and readmissions
- reducing waiting times
- freeing up time to treat other patients
- improving access to care
- educating health and social care professionals and supporting patients in the community

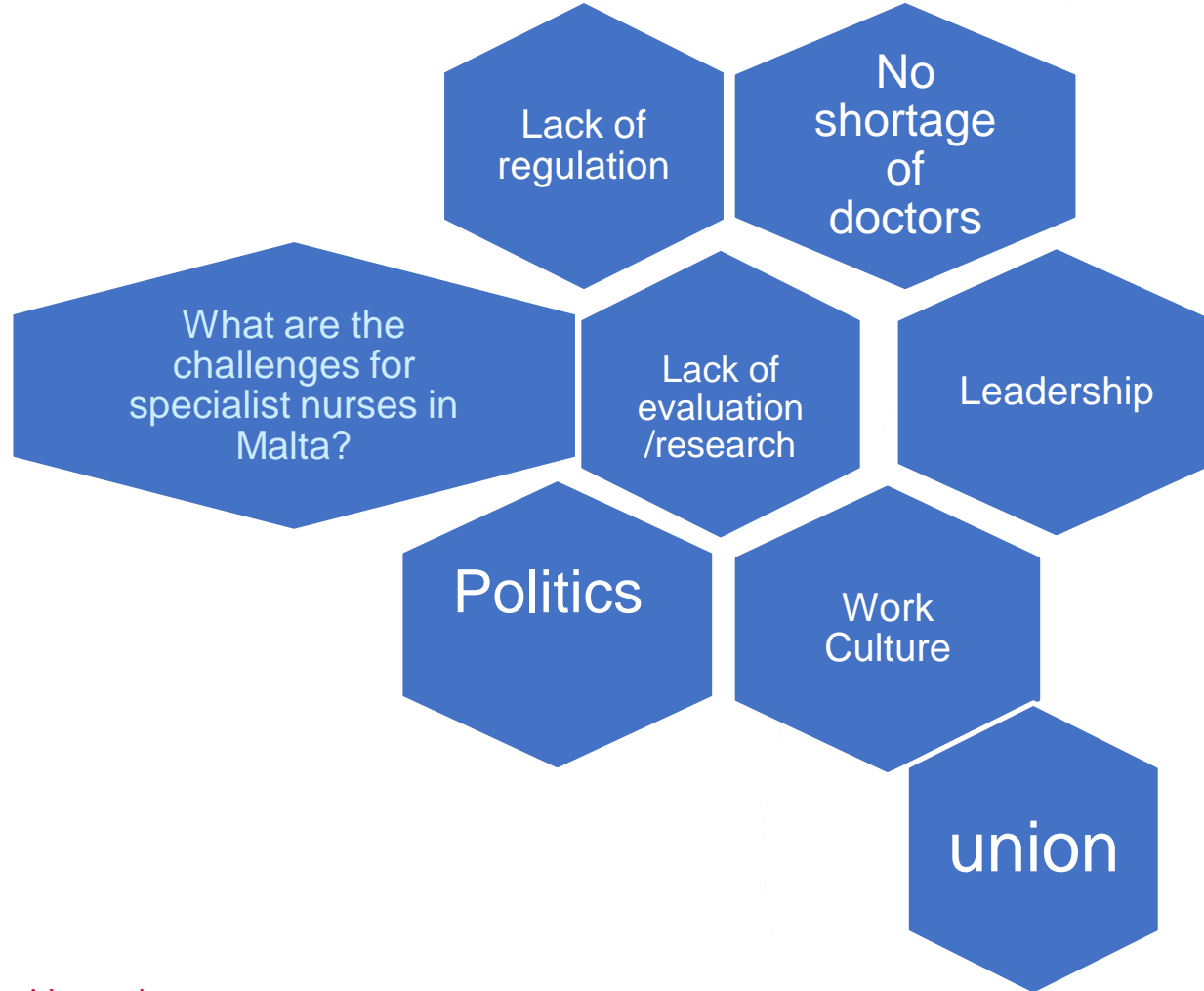
- (RCN 2013)

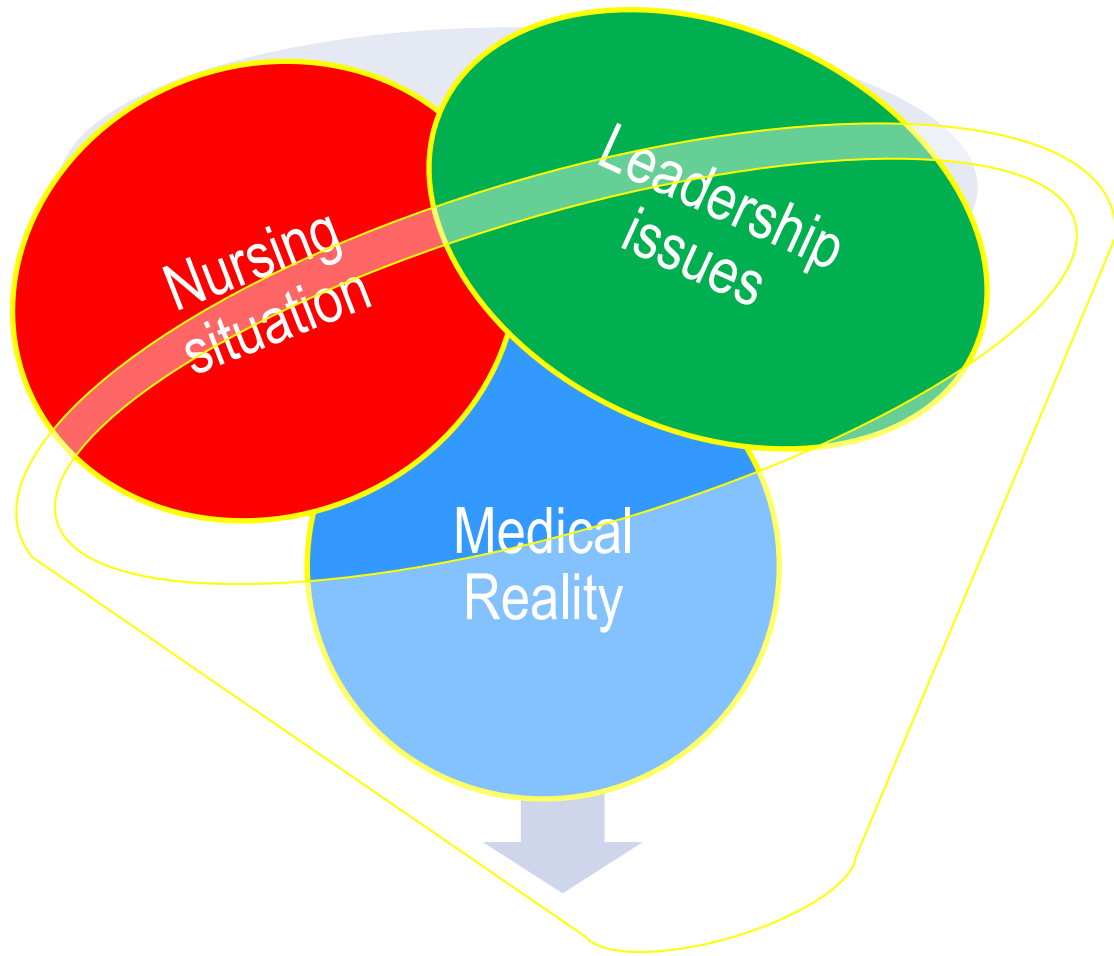
# Regulation is Needed for Advanced Practice

- Studies on Advanced Practice Nursing have found that countries in which titles and scope of practice are regulated generally achieve greater role clarity, recognition and acceptance by the consumer and other healthcare professionals (Maier et al. 2017; Donald et al. 2010).
- It is acknowledged that this is especially important for CNSs as these nurses seek to achieve increased visibility in demonstrating the importance of their roles in healthcare systems worldwide.









# Status and profile of nurses and nursing leadership –considerations

- Nurses are often:
  - • neither allowed nor enabled to work at the full potential of their competence
  - • subordinate to and subject solely to the direction of doctors
  - • invisible, and their clinical and other contributions underestimated
  - • without opportunities to develop leadership, occupy leadership roles, and influence wider policy
  - • faced with inadequate training and professional development or are unable to share their learning.

# WHO: Policy priority

- Adapt workplace policies to Enable midwives and nurses to maximally contribute to service delivery in interdisciplinary health care teams.
- Efforts to optimize the contributions of midwives and nurses must account for the different models of service delivery within the health system and the roles, responsibilities, and scopes of other health occupational groups

# WHO: Enabling Actions

- Consider the impact of specific health strategies or disease-focused policies, and health facility protocols on the roles and responsibilities of midwives and nurses in health care teams.
- Ensure decent work and an enabling environment for midwives and nurses which encompasses the supports needed to fully and effectively practice nursing and midwifery.
- Provide opportunities for maintaining competencies, such as trainings in management of emerging infectious diseases and ample time in maternity care settings for dually-credentialed midwives and nurses.

# Regulation and Education

- The lack of a competent authority to regulate the profession, or one that was severely under resourced was a further indication of the lack of status of nurses and women in these societies.
- Strengthen nurse leadership – both current and future leaders – to ensure that nurses have an influential role in health policy formulation and decision-making, and contribute to the effectiveness of health and social care systems.

## Wider Considerations ...

*“Investment in nurses and addressing gender-related barriers to leadership will improve health for all”*

Barbara Stilwell  
Executive Director  
Nursing Now



# References

- M.Prevo-Morgant et al. (2019) Benefits of the epilepsy specialist nurses (ESN) role, standardized practices and education around the world.  
[https://www.sciencedirect.com/science/article/pii/S0035378718307859?casa\\_token=pqZfPNetvGIAAAA:134cyr8DmytGtLBGuw-zLD-DB4D2hrVMuiAvwUh3icc-caxhi\\_ZjO4WDZx98pYk5nbcoEsW0](https://www.sciencedirect.com/science/article/pii/S0035378718307859?casa_token=pqZfPNetvGIAAAA:134cyr8DmytGtLBGuw-zLD-DB4D2hrVMuiAvwUh3icc-caxhi_ZjO4WDZx98pYk5nbcoEsW0)
- The Future of Nursing: Leading Change, Advancing Health. Institute of Medicine (US) Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine. <https://www.ncbi.nlm.nih.gov/books/NBK209867/> Washington (DC): National Academies Press (US); 2011
- RCN (2013) <https://www.apollonursingresource.com/wp-content/uploads/2013/10/003581.pdf>
- World Health Organization. (2020). State of the world's nursing 2020: investing in education, jobs and leadership. World Health Organization. <https://apps.who.int/iris/handle/10665/331677>. License: CC BY-NC-SA 3.0 IGO
- [https://www.who.int/docs/default-source/nursing/investing-in-nurse-leadership-report.pdf?sfvrsn=eb191afe\\_2](https://www.who.int/docs/default-source/nursing/investing-in-nurse-leadership-report.pdf?sfvrsn=eb191afe_2) Investing in the power of Nurse Leadership
- INTERNATIONAL COUNCIL OF NURSES GUIDELINES ON ADVANCED PRACTICE NURSING 2020  
[https://www.icn.ch/system/files/documents/2020-04/ICN\\_APN%20Report\\_EN\\_WEB.pdf](https://www.icn.ch/system/files/documents/2020-04/ICN_APN%20Report_EN_WEB.pdf)