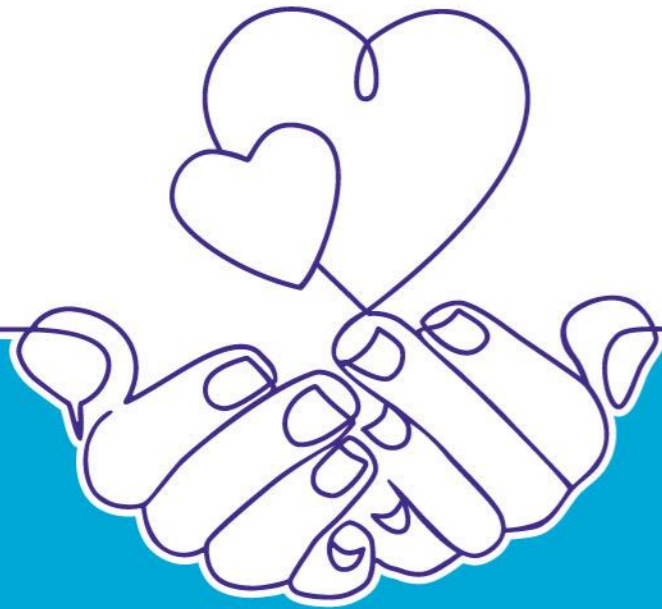




**United Lincolnshire
Hospitals**
NHS Trust



What is Advanced Practice?

Catherine Kirkpatrick

Consultant Sonographer

United Lincolnshire Hospitals NHS Trust



Is it what you think?

Explore what it means

Explore the benchmarks to achieve it

Who am I?



Walked the journey, sometimes with no path to tread



Come up against barriers and prejudice



Continue to develop

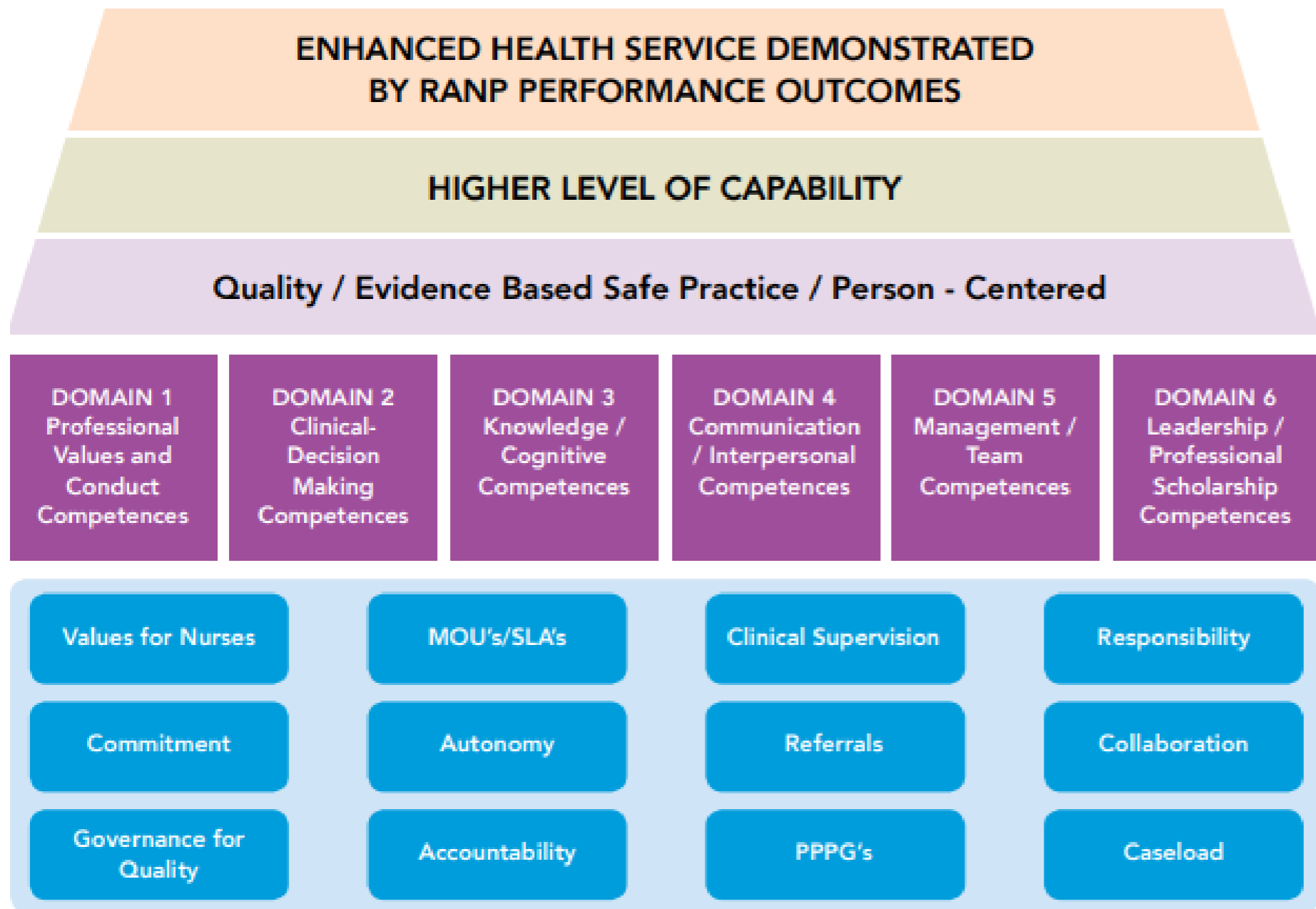
Aims & Learning Outcomes

- Not to be too controversial
- Identify all aspects of advanced practice
- Outline key performance indicators which practitioners can be benchmarked against
- Address HEE/BMUS Preceptorship and Capability Framework for Sonographers document [PC with CPF app A and explanatory notes FIN AL Mar2023.pdf \(bmus.org\)](#)

Why do we need to look at this?

- Many versions of what an Advanced Practice Sonographer looks like
- No specific national framework to measure/benchmark capabilities against
- Significant changes in the last 20 years in the range and complexities of ultrasound and ultrasound interventional procedures and how they are delivered driving landscape changes
- The goal post moved and got wider
- Clinical and Non Clinical aspects of Advanced Practice need to be developed in equal measure

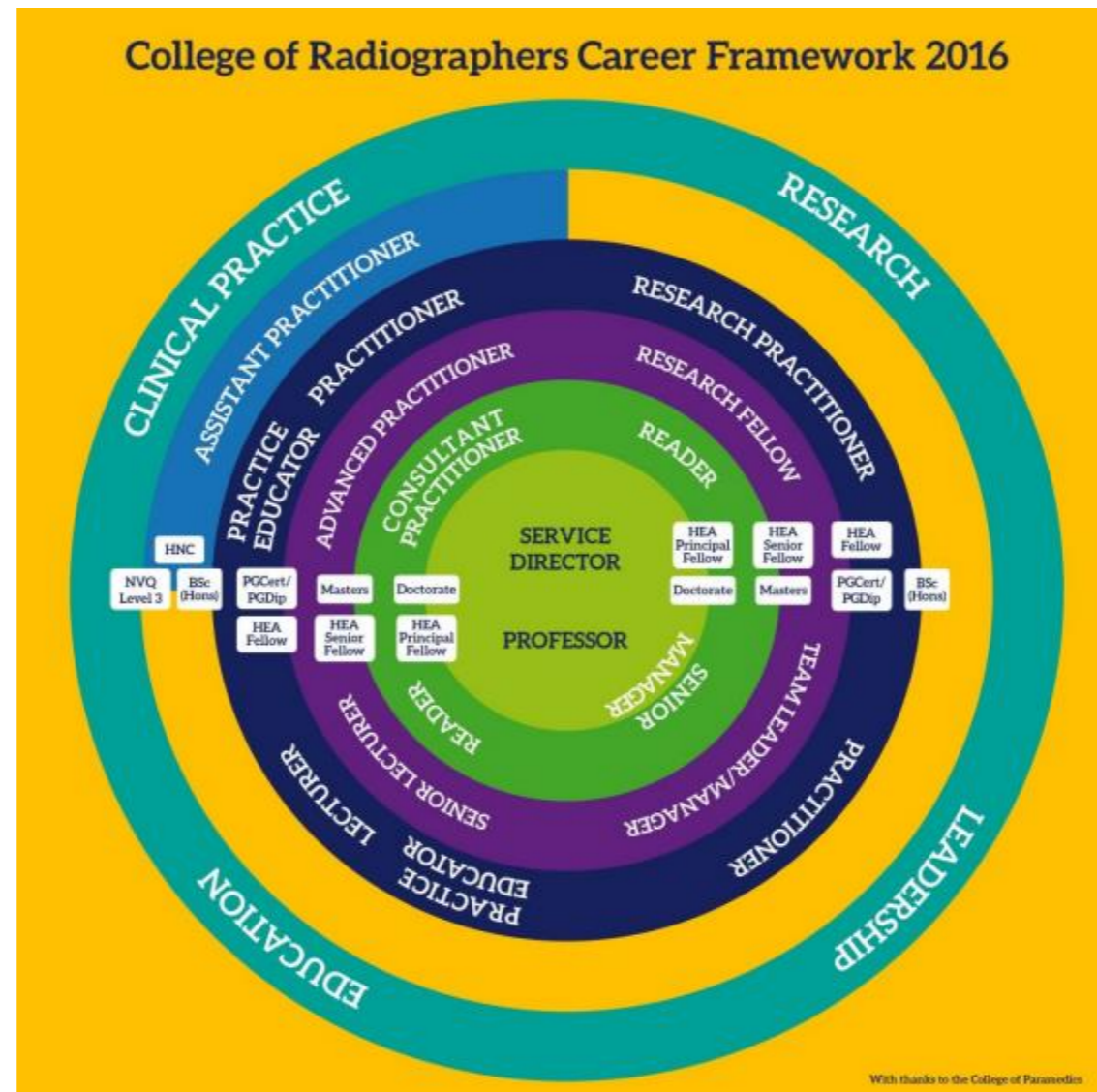
Figure 2 Advanced Practice Nursing Model



Advanced Practice (Nursing) Standards and Requirements

Bord Altranais agus Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland

<https://www.nmbi.ie/NMBI/media/NMBI/Advanced-Practice-Nursing-Standards-and-Requirements-2017.pdf?ext=.pdf>



Question?

Is there a difference between advanced practice and being an advanced practitioner?



The Answer?



Advanced Practitioner

Autonomous in clinical practice, defines the scope of practice of others and continuously develops clinical practice in a defined field



BMUS 

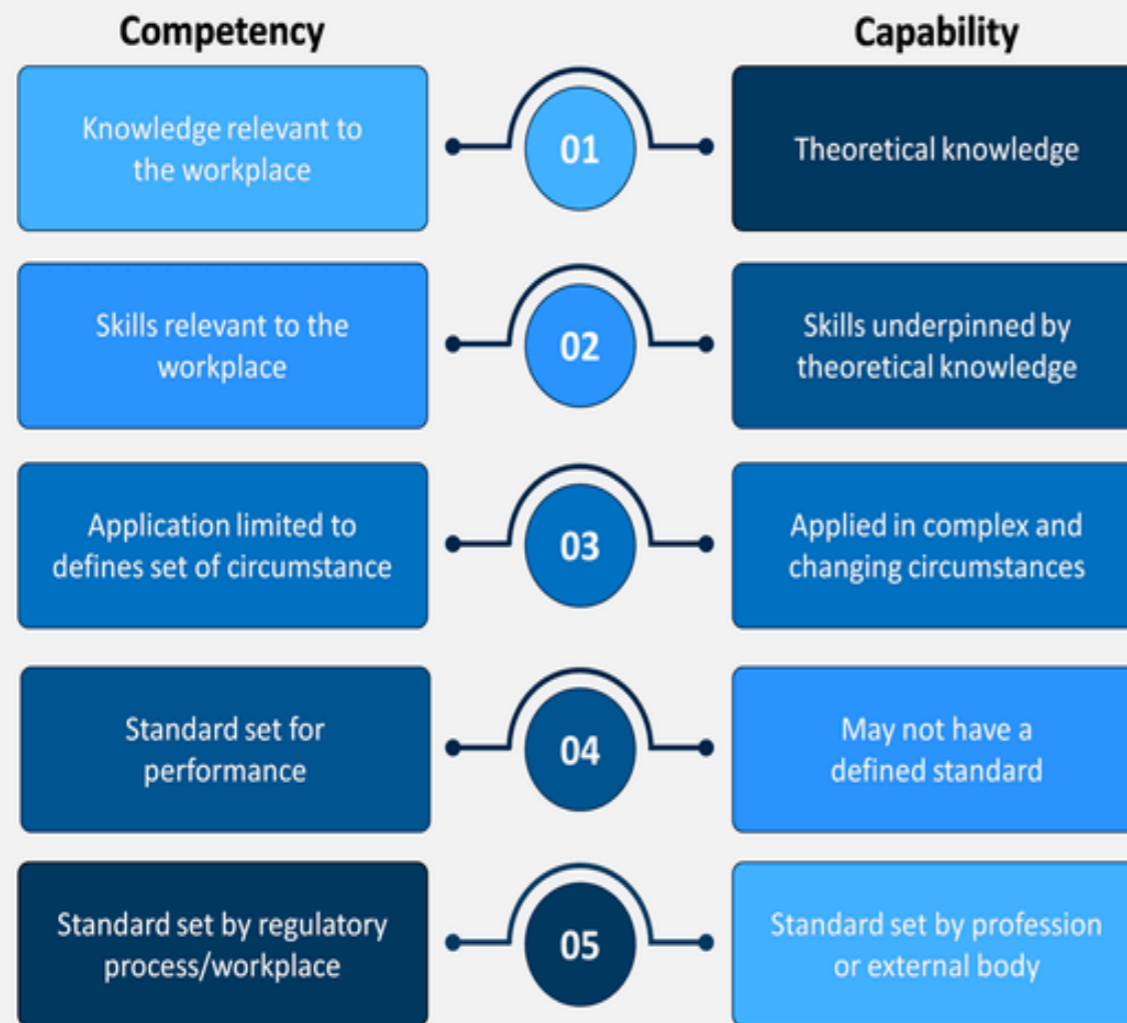
Preceptorship and Capability Development Framework for Sonographers

[Preceptorship and Capability Development Framework for Sonographers.v5 002.pdf \(bmus.org\)](#)

Competency Vs Capability

COMPETENCY VS CAPABILITY

Comparison Between Competency and Capability



- Competence refers to a person's current state and to them having the knowledge and skills necessary to perform a job.
- **Capability is about integrating knowledge and skills and adapting and flexing to meet future needs**

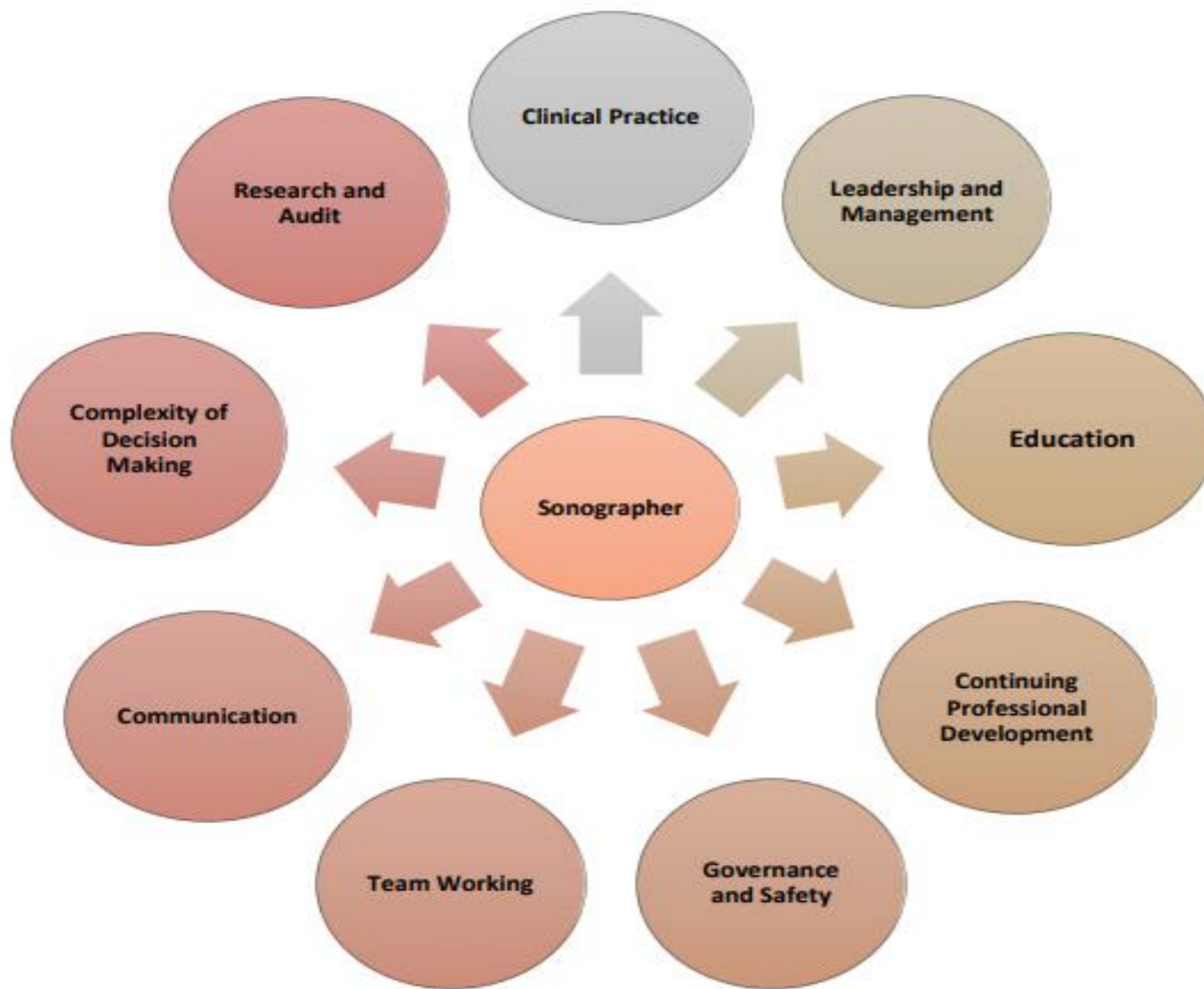


Figure 3: Main capability descriptors

Capability:

**acquire the power
and ability to learn
and do**

New Terminologies

Enhanced Practitioner

- Enhanced practice is the preceding level of practice healthcare professionals can attain before advanced practice
- The term is used to describe the practice of highly experienced, knowledgeable healthcare professionals

Advanced Practitioner

- Advanced practice is a level of practice in which a practitioner has demonstrated their ability to work autonomously at a high level (level 7/ Masters level) across all four pillars of advanced practice:
 - clinical practice,
 - leadership and management,
 - education
 - research.

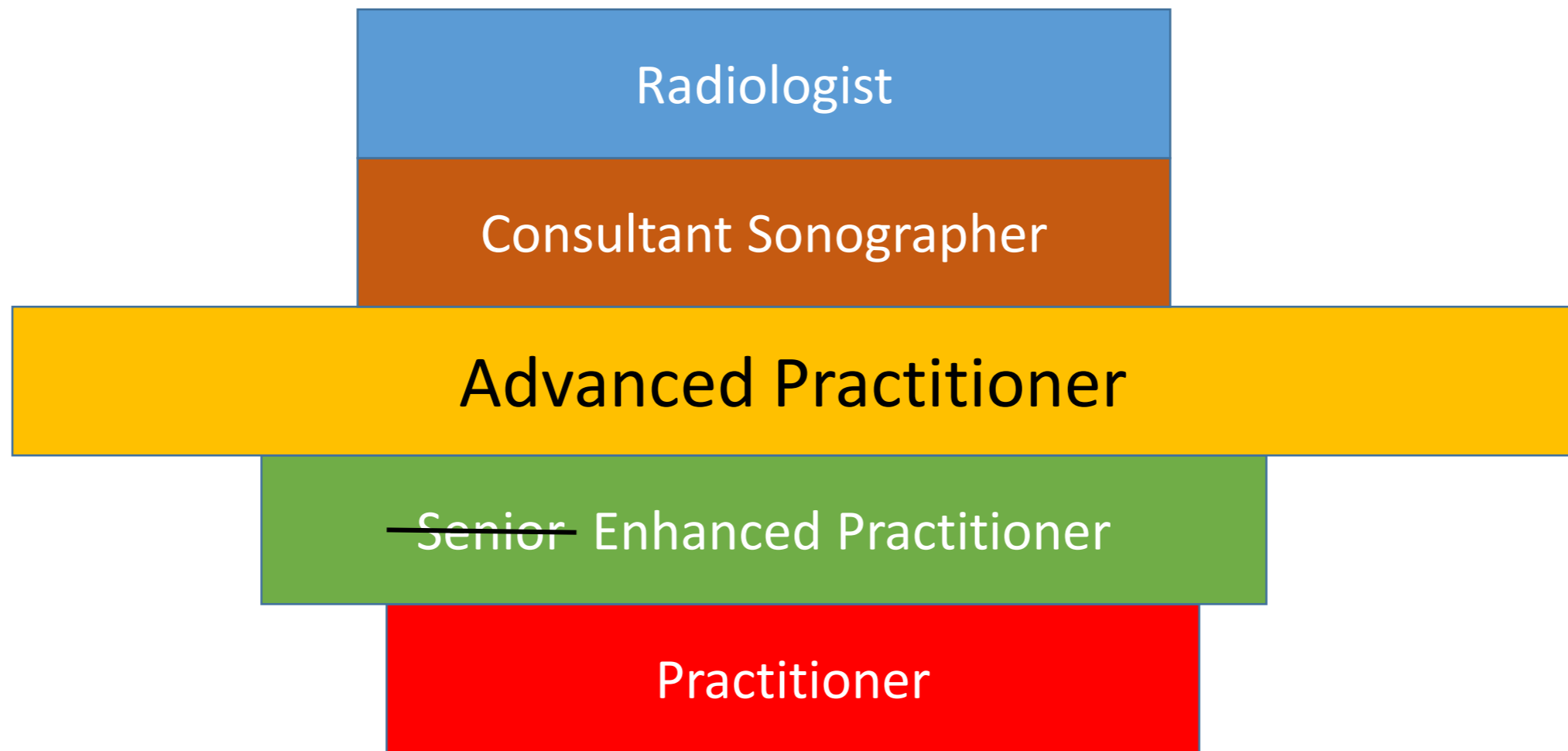
New Terminologies

Enhanced practice sonographer

- A qualified sonographer who has successfully completed a period of preceptorship and has usually gained a postgraduate qualification. (Formerly known by the title 'senior sonographer')

Advanced practice sonographer

- An experienced sonographer with, or working towards, a Master's degree (and registered with a regulatory council if practising in England). They have a high degree of autonomy and their clinical role encompasses activities associated with all four domains of advanced practice namely; clinical practice, leadership and management, education and research.



Controversy? Is Advanced Practice?

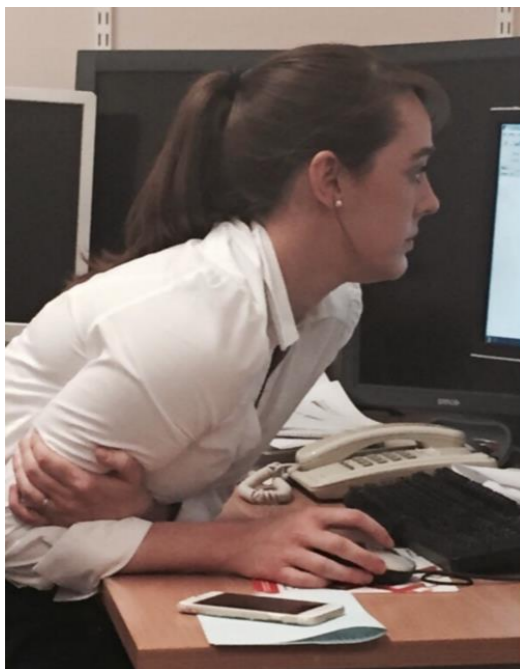
Generally being a good Sonographer that's been qualified a long time?

Generally being a good Sonographer that's been qualified a long time & pokes a few needles in patients?

Clinical Aspects of Advanced Practice

Enhanced practice sonographer	Advanced practice sonographer	Consultant sonographer
<ul style="list-style-type: none"> • Act as a role model to sonographers during the preceptorship period • Undertake, interpret and analyse ultrasound scan findings. Indirect, appropriate supervision will be available as required • Produce independently a clinical report as directed by local protocols. (Initially 10% of reports to be reviewed and approved by senior colleague, using <u>BMUS peer review tool</u> or equivalent, reducing as capability develops.) Learning points from peer review to inform development needs • Record second opinions safely and accurately • Obtain DQASS number, following successful completion of appropriate capability development period at career level 5 or 6, for those undertaking FASP examinations • Ability to work safely in isolation on occasions e.g. lone working out of hours or in satellite units 	<ul style="list-style-type: none"> • Act as a clinical role model • Independently perform a wide range of examinations, including more complex and acute cases from a broad range of referral sources • May be involved in other aspects of clinical care e.g. interventional procedures, sonographer-led discharge • Provide clinical expertise, supervision, peer review and guidance to less experienced colleagues • Independently provide interpretative reports giving a differential diagnosis of complex findings • Provide guidance on further patient management within the report, where relevant 	<ul style="list-style-type: none"> • Act as an expert clinical role model • Independently manage a complex caseload • Will be involved in other aspects of clinical care e.g. interventional procedures, sonographer-led discharge, follow-up scans and counselling • Provide expertise, supervision, peer review and guidance to medical and non-medical colleagues • Independently produce interpretative reports giving a differential diagnosis of complex findings • Provide guidance on further patient management within the report, where relevant • Advise, support and develop other staff to ensure that actionable reports are produced

Non Clinical Aspects of Advanced Practice



Non Clinical Aspects of Advanced and Consultant Practice

- Leadership and Management
- Education
- CPD
- Governance and Safety
- Team Working
- Communication including the MDT
- Research and Audit

Complexity of Decision Making

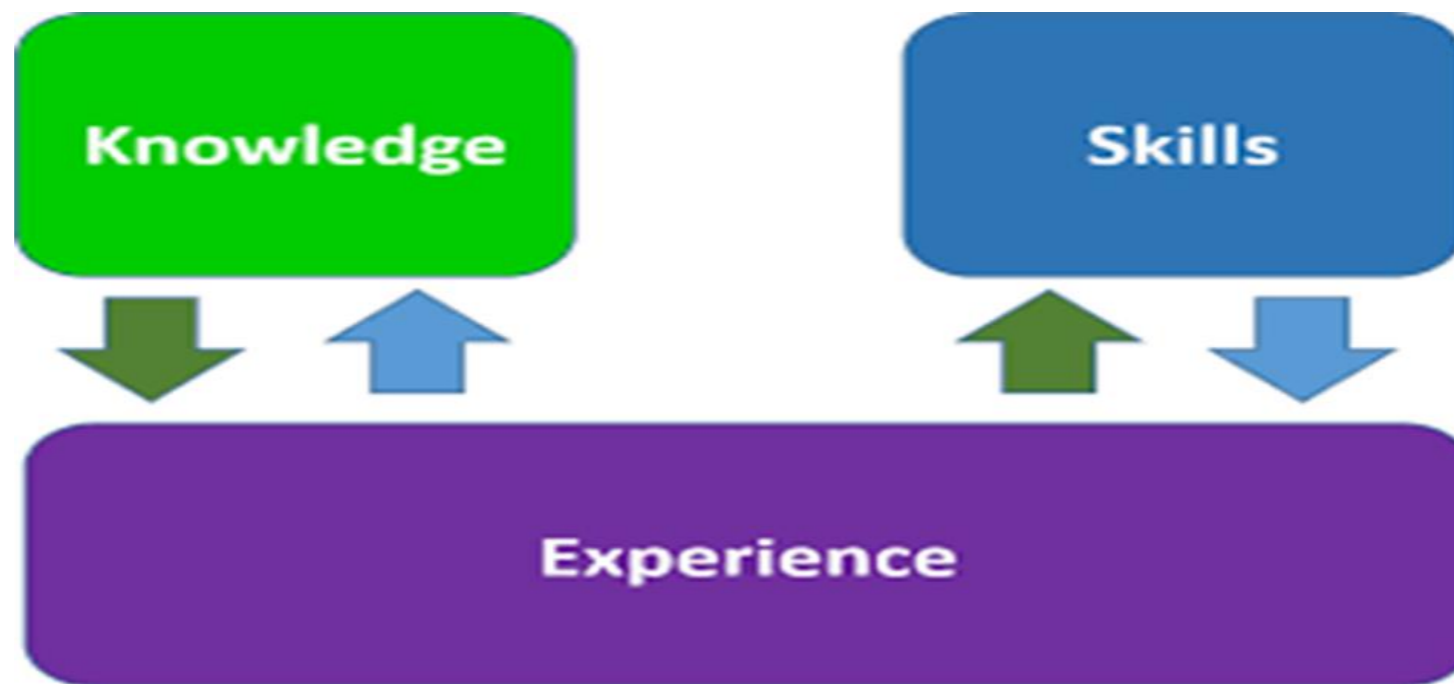
Enhanced practice sonographer	Advanced practice sonographer	Consultant sonographer
<ul style="list-style-type: none"> • Handle independently and effectively commonly encountered healthcare situations • Develop skills to assimilate more challenging situations while supported by experienced colleagues • Start to assimilate information from other healthcare sources and apply to practice 	<ul style="list-style-type: none"> • Practise with a high degree of autonomy and clinical decision-making responsibility • Influence management strategies in complex cases • Transfer and adapt research knowledge and skills to different clinical areas and/or topics. • Assimilate complex information and develop ideas for application to practice • Identify weaknesses and implement improvements in complex clinical, managerial or educational pathways 	<ul style="list-style-type: none"> • Consistently practise with a very high degree of autonomy and complex clinical decision-making responsibility • Act as a source of expertise for complex clinical cases • Assimilate complex information from multiple sources and apply to practice • Conceive, design, develop and adapt solutions through critical analysis, evaluation and synthesis • Work with others to pioneer new methods and patient pathways



OUTSTANDING CARE *personally* **DELIVERED**

Complexity of Decision Making

Good decision making requires *a combination* of experience, knowledge and skills



Complicated Vs Complexity

- Complicated problems may seem tough but the components can be separated and dealt with in a systematic and logical manner
- A complicated task is defined by how many variables and inputs it has, how much information needs to be taken into consideration, how hard it is to learn and how hard it is to calculate or predict the result. But even so, the result is predictable
- An individual can learn a complicated task and next time it is encountered the same approach will give a predictable outcome

Complicated Vs Complexity

- Something that is complex or has a high degree of complexity is affected by many factors and circumstances. All of the factors may not even be known. All the factors are deeply entwined.
- There are many things that will affect the outcome so much so that it can be very difficult to predict a good or bad decision.
- Even after the decision has been made it can be difficult to know whether it was the right one.
- You can't base your decision-making on past knowledge alone because there are constantly new things coming up that you need to take into account, things that were previously unknown.

Challenges



Time

- To release staff for development
- To give practitioners non-clinical time for service development
- To give time for mentorship & training

Challenges

Turf Wars

- Manager roles vs clinical roles
- AP Vs Radiologist / registrar
- Service needs vs personal wants
- Encouragement of excellence



Routes to Success



- There are barriers
- There are prejudices
- Is there enough time in the day?
- Burnout and Wellbeing
- You can only work to change yourself others may followor not
- You have to be prepared to achieve more than clinical expertise or performing a higher level task