

# ***Advanced Practice Nurse Development in Singapore***

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# Disclosure

✓	<i>No (potential) conflict of interests</i>
✗	<i>1. Relations that could be relevant for the meeting</i>
✗	<i>2. Sponsorship or research funds</i>
✗	<i>3. Payment or other (financial) remuneration</i>
✗	<i>4. Shareholder</i>
✗	<i>5. Other relation</i>

# *Presentation Outline*

- *APN development milestones*
- *Healthcare landscape*
- *APN development review and recommendations*
- *Conclusion*

# *APN Development Milestones*

**2003**

- *1st intake for Master of Nursing at NUS*

**2005**

- *APN register established under Nurses & Midwives Act*

**2006**

- *Criteria for APN certification drawn up*

**2007**

- *1st batch of APNs certified*

**2008**

- *MN Critical Care programme launched*

**2010**

- *Yearly intake of MN students began*

**2012**

- *Paediatric MN Programme launched*

**2014**

- *Enhanced APN Internship programme introduced*

**2018**

- *Collaborative Prescribing introduced*

# Current Statistics

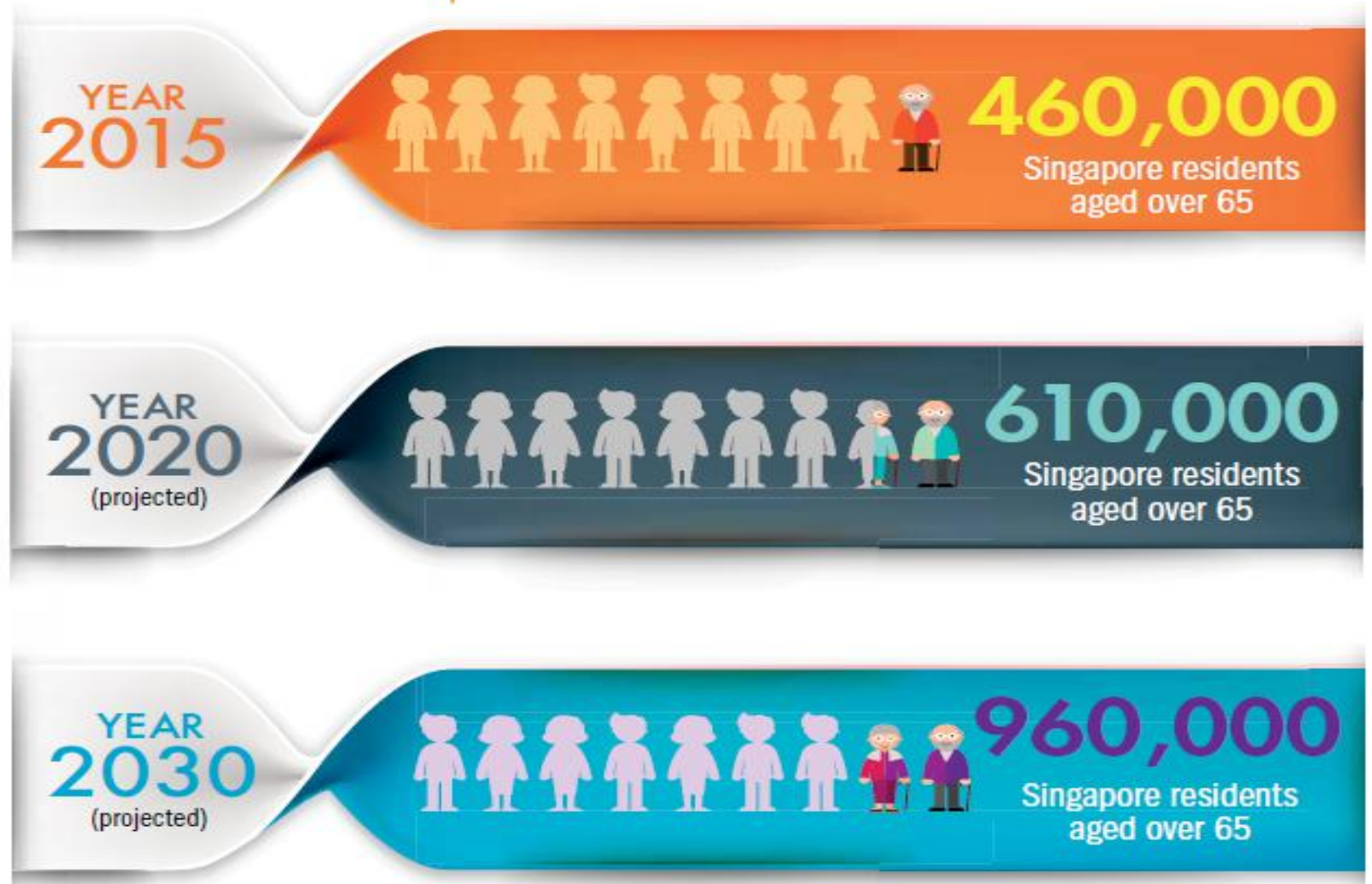
## Registered APNs



(Source: SNB Nursing Board, and CNOO as at 31 Dec 2017)

# Healthcare Landscape

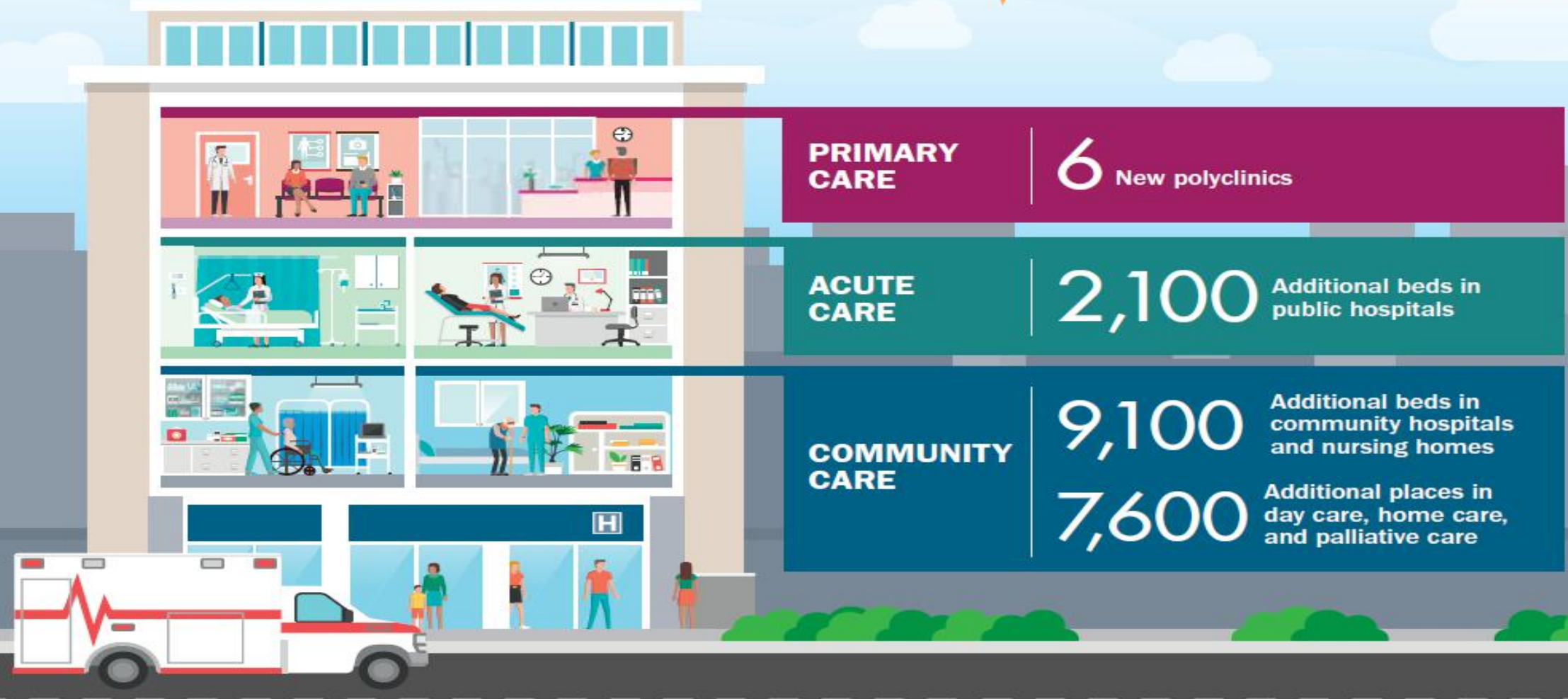
## AGEING POPULATION



Source: MOH 2016 Budget Initiatives  
[https://www.moh.gov.sg/content/dam/moh\\_web/PressRoom/Highlights/2016/cos/Low-res%20preview%20online\\_MOH%20Budget%202016%20Booklet.compressed.pdf](https://www.moh.gov.sg/content/dam/moh_web/PressRoom/Highlights/2016/cos/Low-res%20preview%20online_MOH%20Budget%202016%20Booklet.compressed.pdf)

# Healthcare Landscape

## GROWTH IN HEALTHCARE FACILITIES FROM 2015 TO 2020



Source: MOH 2016 Budget Initiatives  
[https://www.moh.gov.sg/content/dam/moh\\_web/PressRoom/Highlights/2016/cos/Low-res%20preview%20online%20MOH%20Budget%202016%20Booklet.compressed.pdf](https://www.moh.gov.sg/content/dam/moh_web/PressRoom/Highlights/2016/cos/Low-res%20preview%20online%20MOH%20Budget%202016%20Booklet.compressed.pdf)



# *APN Development Committee Work (2017-2019)*

## *Set strategic directions and policies for APN development*

- *Recommend strategies to develop the supply of APNs*
  - *National needs*
  - *Numbers needed and in what areas*
- *Review and provide recommendations for APN preparation and certification*
  - *Duration and mode*
- *Determine professional and career development of APN (future work)*
  - *Role expectations*
  - *Career progression*
  - *Remuneration*



# ***Survey : APN Practice and Perception of Their Role***

- ***most competent in ‘direct comprehensive care’ and ‘education’ which they spent 30-80% of their time***
- ***least competent in ‘research’ and ‘publication and professional leadership’ which they spent less than 30% of their time***
- ***more APNs would improve the quality of healthcare***
- ***there are existing institutional restrictions that limit autonomy***
- ***involvement of relevant stakeholders in the APN role implementation and expansion is important***

# *Proposals from APN Development Committee*

**1**

*Training  
roadmap for  
RNs  
interested  
in APN track*

**2**

*Minimum  
level of  
competence  
for entry  
and practice*

**3**

*Restructuring  
APN  
preparation*

**4**

*Developing  
Clinical  
Faculty*

# ***Proposed training roadmap for RNs (Pre-APN Training)***

- ***Clinical preparation (APN as mentor)***
- ***Leadership development***
- ***Regular review of progress***

## ***Input from Focus Group***

- ***Structured preparation course***
- ***Criteria for entry should include professionalism***

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# *Minimum Level of Competence*



## *Input from Focus Group*

- *Consensus reached on the expected competency level at the different stages of APN preparation*

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# ***Proposed Revision to 2-year Master of Nursing Programme***

***Key changes with input from the focus group:***

- 1. Integrate modules to remove duplications and enhanced clinical decision making***
- 2. Focus on core APN skills***
- 3. Teach core competencies then specialty specific competencies***
- 4. Have advanced gerontology, and integrated primary and community modules for all***
- 5. Incorporate collaborative prescribing***
- 6. Incorporate portfolio to monitor learning***



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# *Proposed APN Clinical Faculty Development*

- *Develop APNs' clinician-education capabilities*
- *Role to be reflected in APN JD*

## *Input from Focus Group*

- *APNs can become preceptors in 3-5 years*
- *Structured centralised programme for APN Clinical Faculty training*
- *Protected time*

# *Summary of Recommendations*

- *Introduce a training roadmap for RNs to better prepare them for APN training*
- *Clearly state the expected levels of competency for APNs for entry to practice as a way to monitor their progression*
- *Review APN training to ensure relevance to practice*
- *Develop APN clinical faculty framework to prepare them in their clinical educator role*

*Singapore warmly welcomes:  
International Council of Nurses  
Conference 2019  
27 June - 1 July*

SAVE THE DATE



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