Road Map for Setting up the Academy Colleges
Nurse Leaders’ Forum

Dr. Susie Lum, Chairperson
Hong Kong Academy of Nursing Preparatory Committee
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Nurse leaders coming together to create our own preferred future in establishing the HKANPC in 2006

Visionary leaders perform in the moment with both eyes on the future, a clear grasp on the aspirations of those they lead, and a finger pressed on the pulse of opportunity.
Globalization of Nursing

- Increased globalization requires greater standardization of regulations, licensure, and certification.
- Certification will specify that there is an advanced nurse (title) and scope of practice that can only be used by nurses who meet the certification criterion (passing the two exams) and who practice under the guidelines of the College.

Why Regulations Matter

- Nursing is regulated because it is one of the healthcare professions that pose risk to the public if it is practiced by a person who is not fully prepared.
- Members of the public can not be expected to have the sophistication to determine for themselves whether a practitioner is competent or not.

World Class Opportunity for Hong Kong

- Provision of a single pathway to advanced nursing practice
- Joining Global leadership in:
  - Definition of credentialing process
  - Title protection
  - Scope of Practice protection
  - Relationship to practices for licensing MDs

Post RN Education

- RN
- MASTER OF NURSING
- APN SPECIALIST CERTIFICATION
- FELLOWSHIP
- DOCTOR OF NURSING
- MASTER OF PHILOSOPHY
- DOCTOR OF PHILOSOPHY
- POST DOCTORAL FELLOWSHIP

Academy Colleges of Nursing

- Specialty Colleges of Nursing, Specialties Certification
- Choice of area of Specialization
- MSN Education Stream
- RN Licensure
- Registered Psychiatric Nurse
- Registered General Nurse

Levels of Oversight

- Graduate Level Education Program (University)
- Certification Program for Specialization (Colleges of Nursing accredited by the Hong Kong Academy of Nursing)
- Licensure at RN and APN levels (Nursing Council & future HKAN)
GUIDING PRINCIPLES OF NURSING REGULATION

- Protection of the public
- Competence of all practitioners
- Practitioners can be held accountable
- Practitioners will be protected
- HKAN, Colleges, Clinical practice sites will share accountability to public
- Evidence-based practice will be supported

Hong Kong Academy of Nursing

- Promotes advancement of the art and science of nursing
- Promotes integrity, ethical conduct, and standards of practice in specialty APN areas
- Fosters development of APN education and certification
- Facilitates exchange of information across public, education and practice sectors

Progress of the HKAN

- We have established a world class framework for advanced practice nurse examination and certification; the organizational and operational model by which the Academy will function.

Meeting with Food & Health Bureau on Formation on the Hong Kong Academy of Nursing

- First - meeting in June 2007 with Dr York CHOW Secretary of Bureau & Mr. Patrick NIP → HKANPC registered as a society under the Societies Ordinance. Website started.
- Second - meeting with Dr Patrick NIP (Deputy Secretary (Health)) of the Bureau in April 2008 → HKANPC Business Plan for establishment of the HKAN was submitted and discussed.
- Third - Ms Anita CHAN, Principal Assistant Secretary (Health) & Mr. LEE Chau Wing, Assistant Secretary (Health) of Bureau were sent to visit our temporary office at PMH officially in May 2008 → Kick-off ceremony of the Temp. Office on 21 June 2008. New website (http://www.hkan.hk) started to function on 15 October 2008.
- Fifth – 30th August 2010 Meeting with Prof. Gabriel LEUNG, Ms Shirley Lam (PAS), Mr. Sunny Pau (AS)

Meeting with FHB US Prof. Gabriel LEUNG, Ms Shirley Lam (PAS), Mr. Sunny Pau (AS) 30th August 2010
HKANPC Representatives meeting with Prof. Gabriel LEUNG on 19 March 2009

First Visit of Professor Tanya Whitehead, Senior Fulbright Scholar, 23 April – 5 May 2009

Meeting with Specialty Organizations on Categorization of Nursing Specialties and initial proposal on formation of Academy Colleges on 10 October 2009
Processes and deliverables achieved

1. A mechanism for drawing together the leaders in nursing throughout Hong Kong. Including expert nurses from the Department of Health, The Hospital Authority, a number of University Schools of Nursing, and other private and non-governmental organizations.

2. A series of workshops to inform any interested nurses in the profession in Hong Kong about Global Standards of excellence in Nursing and the work that the Hong Kong Academy of Nursing were spearheaded in Hong Kong.

3. A series of workshops have been held to teach nurses in Hong Kong the specific world-class tools they will need to establish and monitor programs of advanced nursing practice certification. These include: Program Evaluation, Examination Setting, Program Development and Program Reporting.

4. We have created and vetted a working handbook for Colleges. This booklet contains the array of informational materials needed by our newly formed Colleges of Nursing to create and sustain programs for examination and certification of advance practice nursing.

5. Application materials for HKAN Colleges of Nursing have been created and will be given to interested applicant colleges in the coming month. A workshop was held to demonstrate to applicants the way they might prepare successful applications.

Second Visit of Professor Whitehead, the Fulbright Senior Scholar

2 December 2009 – 17 December 2009

1. College Certification Examination Setting (help college officials learn techniques for designing and implementing core curriculum and examinations for advanced practice nursing.)

2. College Development & Evaluation for Colleges (learn methods e.g. Logic Model for development & evaluation of colleges.)

3. Accreditation Application (learn how to complete the application process)
Dr CH LEONG & Dr Raymond LIANG
meeting with HKANPC members in Dec. 2009

Professor Gabriel LEUNG and Advisors joined the farewell dinner for Professor Whitehead 2nd Visit in Dec. 2009

Advice of Prof Gabriel Leung concerning Future Development of HK Academy of Nursing (15/12/2009)

- The message of the setting up of HKAN has to be cascaded to all nurses to gain their support
- The College programs of HKAN are to dovetail with career structure of HA and private hospitals
- Individual nurses have their personal interests, the regulatory value of the “nursing fellows” to the whole profession has to be clarified and explained
- Recognition by overseas accrediting body of similar specialty will be a benefit
- Lobbying the LegCo members for future ACT

The Leadership Roadmap Model
A Simple Pictorial Representation
HKAN Academy Colleges
(endorsed by HKANPC on 4th March, 2010)

1. College of Community & Public Health Nursing
2. College of Medical Nursing
3. College of Surgical Nursing
4. College of Cardiac Nursing
5. College of Critical Care Nursing
6. College of Emergency Nursing
7. College of Perioperative Nursing
8. College of Mental Health Nursing
9. College of Paediatric & Adolescent Nursing
10. College of Gerontological Nursing
11. College of Women Care Nursing
12. College of Education & Research in Nursing
13. College of Nursing & Health Care Management

HKAN Responsibilities

- Create standards for Colleges based on global international benchmarks
- Accredit Colleges to award the certificates
- Monitor performance of Colleges
- Prepare and disseminate annual report of Colleges and HKAC performance
- Assist member Colleges in specific areas to be determined (potentially: training, financial support, etc)

Responsibility of Colleges

- Provide umbrella organization for a number of specialization clusters and assume responsibility for HKAN membership criterion
- Provide a mechanism for ongoing exchange of information within the college through a leadership council composed of each professional certification area within the college
- Speak with one voice
- Prepare annual report for HKAN

Responsibility of Accredited Specialty Organizations

- Send leader to sit on College Council
- Maintain all standards given by HKAN
- Maintain highest standards and benchmarks for education and training in the specialty area competencies
- Certify graduates and maintain records
- Provide self evaluation annually

Membership of the HKAN

Earned Membership
- Fellow
- Member
- Associate

Honorary membership
- Honorary Fellow

Membership of the Hong Kong Academy of Nursing

- The members of the HKAN are members of an Academy College who recommended by that Academy College for admission to the membership of the Academy and approved by the Registration Committee.
MINIMUM STANDARDS FOR CANDIDATES MEMBERSHIP

- Postgraduate Degree from Accredited university
- Unrestricted licensure to practice nursing
- Minimum of 2,000 hours over a period of 5 years training or supervised practice in the area of specialization; training site must meet standards set by Academy College
- Letter of certification from employer or internship/practicum placement supervisor
- Evidence of either coursework or supervised on-the-job training in area of specialization, to cover each one of the core content areas designated by the Academy College
- Other standards as set by each Academy College, unique to that area of specialization

Earned membership

Fellow:
- if an Academy Member has successfully fulfilled an assessment, conducted or recognized by such Academy College in relation to the admission of Fellow;
- or if a registered nurse / a registered midwife has specialised and practised in a branch of nursing for 15 years or more within two years of the establishment of the PHKAN and has demonstrated significant contributions to specialty services development, and in the opinion of the Council, the conduct of his/her practice was consistently good throughout such years.

Member:
- if an Associate Member has successfully completed such courses or periods of training and passed such examinations held, conducted or recognized by such Academy College in relation to the admission of members.

Associate:
- if a registered nurse / registered midwife is engaged in postgraduate nursing education or in any study or other activity which is in the nature of continuing nursing education or if the PHKAN is satisfied that he/she is interested in such study or activity.

Honorary membership

Honorary Fellow:
- person of eminence or any person who has rendered outstanding service to the art or science of nursing or to the HKAN, may be admitted to the membership of the Academy as an Honorary Fellow.

COLLEGES – BEGINNING STEP

- Development of initial teams to lead each nursing specialization area toward a common understanding of what constitutes ‘best practices’ in the field
- Short term leadership roles in Colleges allow for wide participation from each sector on rotating basis
- Professionalize the field of nursing
PRELIMINARY STEPS
- January 2010: colleges initiate start-up meetings with three sets of experts:
  1. college administration leaders
  2. content leaders to set curriculum
  3. testing experts to design tests and pilot study the exams
- Identify pilot study participants early-on and include them in all stages of curriculum development

COLLEGE TIMELINE
- EXPERTS meet twice a month in their subgroups, and meet as a plenary group once a month.
- Each group works on the same application.
- Leadership reviews all drafts of application and creates a single final draft application from all of the component parts.

Academy College Roadmap
- Determine officers
- Write Mission Statement
- Contribute to application Self Study
- Write a budget

Academy College Roadmap
- Write an operational plan
- Write a curriculum plan
- Write an examination plan (didactic and practical)
- And write an evaluation plan

COLLEGE EXAMINATION SETTING
- Identification and verification of core competencies and standards for examination
  - Global standards
  - Meaningful blueprint
  - Curriculum Review Committee

Examination Criteria
- MSN (and ‘grandmothers/fathers’) 
- 2,000 hours of clinical practice
- Passing score on expert-set written examination (MCQ)
- Passing score on expert-set practice examination
APPLICATION TIMELINE

- College Applications due: October 31, 2010
- Colleges open: December 31, 2010
  - First Annual Report Response from HKAN in 10 days
  - Final Report with changes to be filed Dec. 30, 2011

QUESTIONS TO DISCUSS

- What is the incentive to take certification?
- There are many nurses working as ‘general medical – surgical’ nurses. Can we have a certification program for them in (for example): ‘Advanced Comprehensive Medical-Surgical Nursing Through the Lifespan’?

QUESTIONS TO ADDRESS

- How will the needs of the current advanced practice nurses be handled?
- What should be done to respect the many years of wisdom gained by nurses who have practiced for 15, 20, 25 years?
- How would ‘grand mothering/grandfathering’ work in advanced practice nursing?

RESOLUTIONS OF QUESTIONS

- There are many unique perspectives of those who will be impacted through the establishment of Colleges.
- Each stakeholder voice can be heard through meetings or at Tables of Ten which will lead to a consensus among all stakeholder perspectives.

NEXT STEPS

- Assure that all APNs are certified through the examination process being instituted by the Colleges of Nursing under the guidance of the HKAN
- Assure that an ongoing quality assurance process leads to continuous improvement in the functioning of the Colleges and the HKAN
Next Steps

- Seek further support from government on legislation and funding
- Step up communication with nurses via focus groups, open forums, surveys
- Set up Foundation to raise fund for the HKAN

Future Challenges for HKAN

- Development of Centre for Nursing Education and Testing
- Development of a clearinghouse for nursing internship-matching at RN, MSN and APN levels
- Development of a Centre for Excellence in Nursing that awards both nurses and hospitals and clinical sites
- Creation of a Centre for Advance Practice Nursing continuing nursing education accreditation
- Creation of a Centre for research on healthcare outcomes

The essential prerequisites for achieving the Leadership Roadmap are:

- passion,
- can-do attitude,
- discipline, and
- commitment

We have complete confidence that with our shared vision and concerted efforts, even amidst hurdles, setbacks, and new challenges, together we have the determination and courage to sail through these signposts and celebrate our successes in the near future.

In your corner' leadership

- Many potentially great leaders have failed because they didn't connect with the people who are responsible for the organization's success.
- “In your corner” leaders create a kind of synergy that resonates and is recognized intuitively.

Creating a Committed Culture

- Sam Walton, the founder of Wal-Mart, “If you, as a leader, love and are committed to your work and are out there everyday modeling that passion and commitment, everyone around you will soon catch the passion.”

LEAP leadership

Farber (2004)

- Love- of people, the business, the cause, the principle, the future, or any number of things must be the ultimate motivation.
- Energy- by sharing authentically your higher purpose, passion, noble principles, and compelling vision of the future, and connecting human-to-human through your heart, you generate energy in yourself and those around you.
- Audacity- love inspired audacity that promises to change the world and serve the common good create a belief in people that they can reach capacities they could not even imagine.
- Proof- by our actions of standing up for what is right, demonstrating progress, and literally changing the world. Leaders who invite others to participate in their development and provide feedback model the way people need to work with each other.

Challenges & Charge

1. The road to achieve our mission is still long and rugged
2. Partnership, passion, participation
Reference:

- HKANPC website
  http://www.hkan.hk
- Hong Kong Academy of Nursing Operations Handbook