

Training the future HIV nursing workforce from 2016

Eileen Nixon and Michelle Croston

Current Issues

- Variability in HIV specialist nursing roles across the UK
- Access to specialist HIV nurse training
- Evolving career structure for HIV nurses

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Some Models in UK

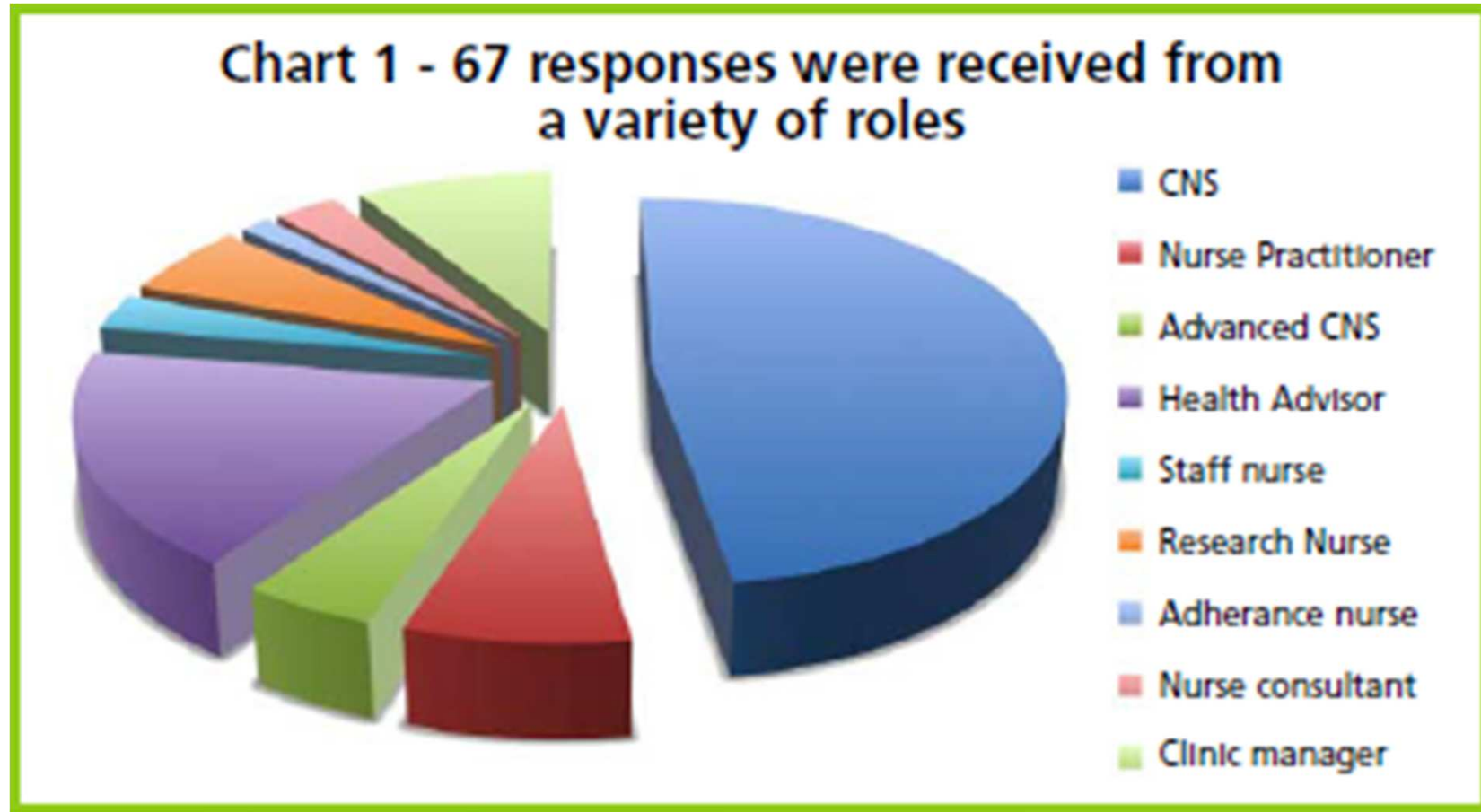
- New patients
- Transfers
- Complex patients
- Virtual clinic
- Community remit

All patients
 Across acute
 and
 community

- Daily stable
- clinics/ **IP**
- Adherence
- Co-infection
- Pregnancy

Brighton: Practice Nurse/ **IP** / Integrated community team. Clinic: Stable/complex patients/PEPSE

Survey of HIV advanced practice roles



WHAT DO WE DO? AN EXAMINATION OF HIV SPECIALIST NURSING ROLES ACROSS ENGLAND.

Hilary Piercy, Gill Bell, Simone Naylor,
Charlie Hughes, Christine Bowman

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Overview of the HIV workforce

- Huge variability in the CNS : cohort ratio, approximately 1:75 - 1:1500
- Considerable variability in the HIV nursing team structures
 - from single CNS practitioners to tiered team structure (bands 5-8)
- Variability in the composition of the multi-disciplinary team
 - Administrative support
 - Health care assistants
 - Specialist pharmacist
 - Health advisors
 - Social workers
 - Psychologists
 - Voluntary sector

Current Issues

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National HIV Nurses Association (NHVNA)

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14 January 2015

By email: simon.barton@chelwest.nhs.uk

Dr Simon Barton
Chair, Clinical Reference Group for HIV
Consultant/Clinical Director
Department of GU Medicine/HIV
Chelsea and Westminster Hospital NHS Foundation Trust
369 Fulham Road
London SW10 9NH

Dear Dr Barton

Statement by the National HIV Nurses Association on the role of HIV Specialist Nurses in the care and management of people with HIV infection

The National HIV Nurses Association supports the current consultant-led model of HIV care as defined in the HIV Service Specification.

The National HIV Nurses Association considers the role of HIV specialist nurses in both acute and community settings as integral to enhancing collaborative care and delivering on the key performance indicators of the HIV service specification and in assisting HIV specialised services to meet key NHS policy goals. The NHVNA Executive Committee acknowledges the diversity of acute and community HIV nursing specialist roles that have

While there is no specific educational qualification for HIV Specialist Nurses, registered nurses will be expected to have undertaken post registration education and training in HIV to academic level 6 or 7. As availability of HIV nursing courses is variable, this should not act as a pre-requisite. However, specialist nurses working in HIV must be able to demonstrate knowledge, skills and competencies relating to their role to a minimum of Level 3 of the National HIV Nursing Competencies (NHVNA 2013).

standards and the HIV service specification.
With kind regards

Yours sincerely

Michelle Croston
Chair, National HIV Nurses Association (NHVNA)

Eileen Nixon
NHVNA CRG Representative

E-learning



Module 1 - Understanding HIV

Module 2 - Caring for people with HIV

Module 3 - Antiretroviral therapy

Module 4 - Health promotion

Module 5 - HIV testing

HIV Nursing: Advanced Practice

This new section will include modules that support nurses working towards competency Level 3. The new advanced modules will provide the knowledge and understanding required to manage complexity within HIV care and help nurses to work more autonomously.

Module 1 - Managing complexity in antiretroviral therapy

Current Issues

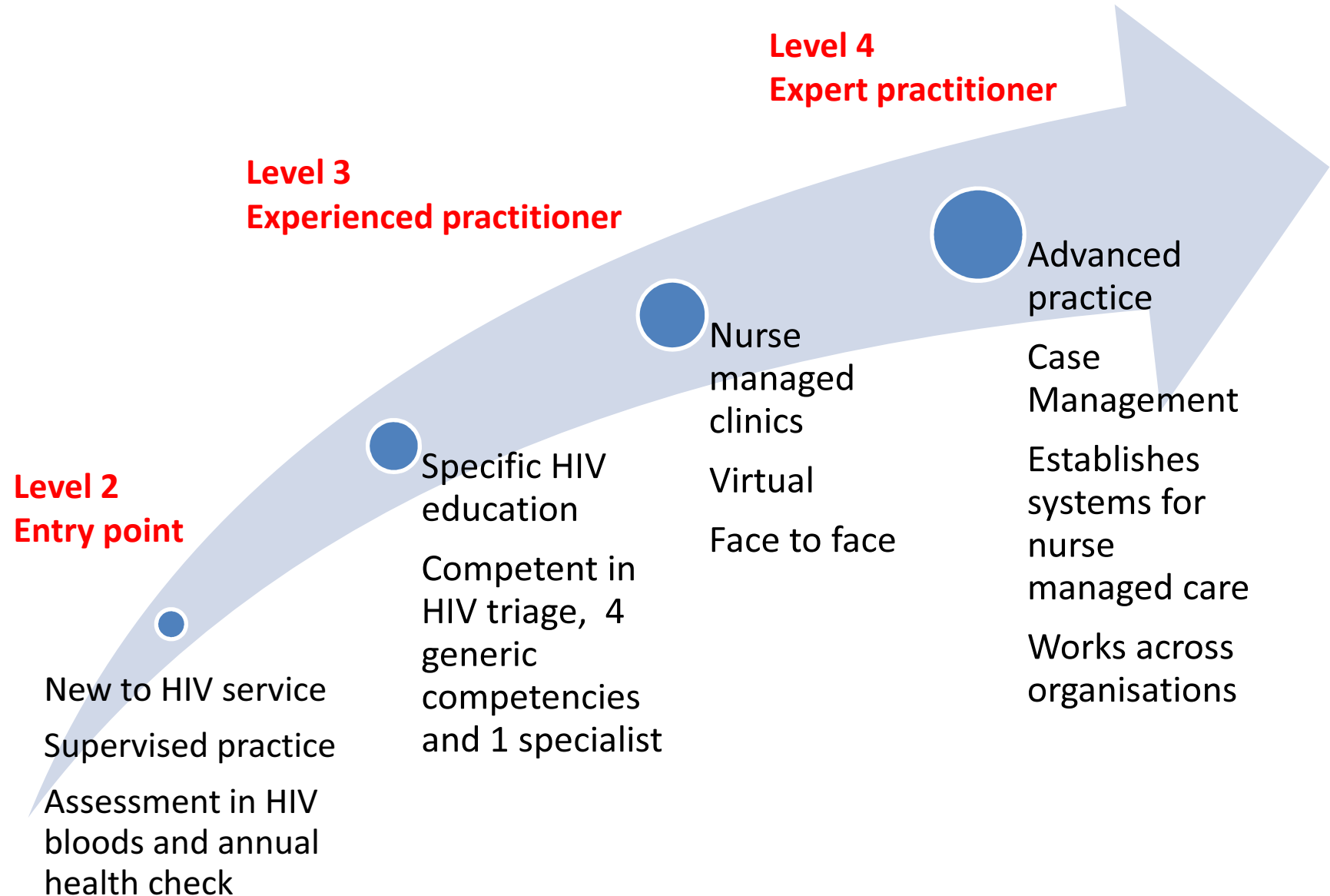
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Novice to Expert in Nursing Practice



Benner, P. (1984). From novice to expert: Excellence and power in clinical nursing. Menlo Park, CA: Addison-Wesley.

An example of career structure in HIV Nursing



Advanced Practice Nursing in HIV

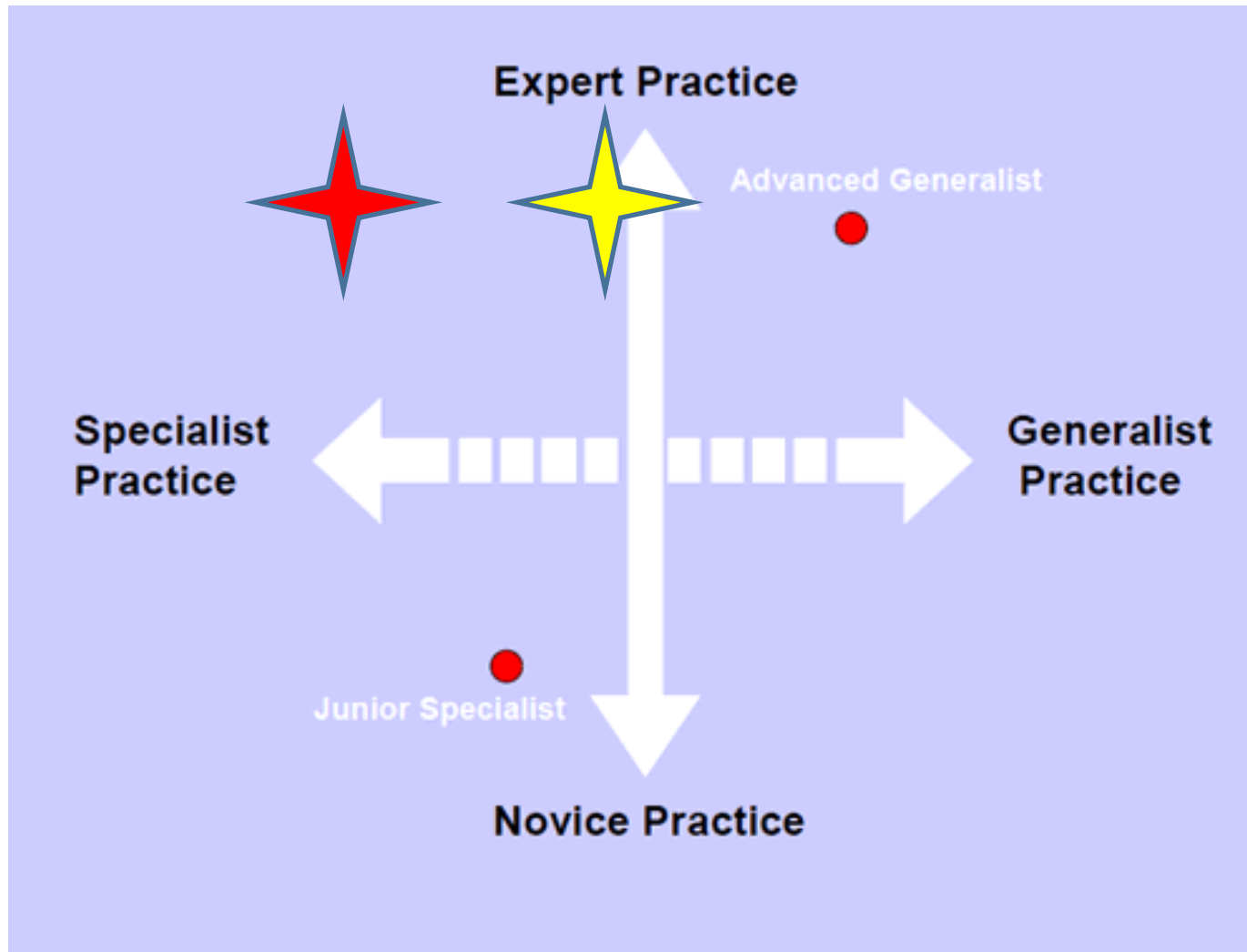
- Current national working party defining advanced practice HIV nursing
- No current regulation for advanced practice or specialist nursing practice
- Need to situate within current policy drivers

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Specialist Practice or Generalist Practice



Workforce Planning

Simple/Static	Elements	Sophisticated/Dynamic
<ul style="list-style-type: none"> Based on current service models independent of service planning 	<div>Service Driven</div> 	<ul style="list-style-type: none"> Linked service, workforce and financial plans based on changing service need
<ul style="list-style-type: none"> Specialty and organisation based 	<div>Patient Pathway/Care Group Based</div> 	<ul style="list-style-type: none"> Cross organisations Care-group based
<ul style="list-style-type: none"> Numbers by profession/grade 	<div>Skill Mix</div> 	<ul style="list-style-type: none"> Numbers on roles, competencies, characteristics
<ul style="list-style-type: none"> Uni-disciplinary with organisation focus 	<div>Level of Integration</div> 	<ul style="list-style-type: none"> Across professions Across health/social care Across primary, secondary and tertiary care
<ul style="list-style-type: none"> Senior professional and HR/regional staff 	<div>Participation and Ownership</div> 	<ul style="list-style-type: none"> Board, general management, senior teams, engaged across sectors
<ul style="list-style-type: none"> Numbers within staff groups Extrapolation of historical trends 	<div>Baselines and Forecasts</div> 	<ul style="list-style-type: none"> Focused on role, productivity, effectiveness Future projections based on well-developed demand predictions

HIV nursing in the future?



<http://nursinglink.monster.com/education/articles/3032-virtual-nursing-nursing-field-of-the-future?page=2>

- Case managers working at advanced practice level
- Working across organisational boundaries
- Generalist skills in managing common comorbidities

Key questions for discussion on taking forward HIV specialist nurse training in 2016

1. Training standard or education pathway for specialist HIV nurses defined by NHIVNA?
2. Clinical specialist curriculum for HIV Nursing?
3. Integration with within long-term conditions education pathway?
4. How to obtain specialist accreditation?

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