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
Current Issues

• Variability in HIV specialist nursing roles across the UK
  
  • Access to specialist HIV nursing courses
  
  • Evolving career structure for HIV nurses
Some Models in UK

- Some stable patients
- Adherence
- Starting therapy
- Complex cases

NC - Stable patients / Pregnancy/PEPSE/ IP
CNS – Adherence /
New patients / new ARV
CNS - Co-infection

- All patients
  - Across acute and community

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

- Advanced
  - Practice / IP/NC
  - Community Matrons
  - PEPSE/ Stable patients/ co-infection roles

- E-mail clinic/adherence clinics/ new ARV

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

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

E. Nixon, 2011
Survey of HIV advanced practice roles

Chart 1 - 67 responses were received from a variety of roles

- CNS
- Nurse Practitioner
- Advanced CNS
- Health Advisor
- Staff nurse
- Research Nurse
- Adherence nurse
- Nurse consultant
- Clinic manager

G. Barker 2012
WHAT DO WE DO? AN EXAMINATION OF HIV SPECIALIST NURSING ROLES ACROSS ENGLAND.

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

Supported by a grant from ViiV Healthcare
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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• Evolving career structure for HIV nurses
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 (NHIVNA 2013).
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

http://www.hivinsight.co.uk/
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• Evolving career structure for HIV nurses
Novice to Expert in Nursing Practice

An example of career structure in HIV Nursing

Level 2
Entry point
- New to HIV service
- Supervised practice
- Assessment in HIV bloods and annual health check

Level 3
Experienced practitioner
- Specific HIV education
- Competent in HIV triage, 4 generic competencies and 1 specialist
- Nurse managed clinics
- Virtual
- Face to face

Level 4
Expert practitioner
- Advanced practice
- Case Management
- Establishes systems for nurse managed care
- Works across organisations
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
Novice to Expert in Nursing Practice

Specialist Practice or Generalist Practice

Framework for Advanced Nursing, Midwifery and Allied Health Professional Practice in Wales
Workforce Planning

<table>
<thead>
<tr>
<th>Simple/Static</th>
<th>Elements</th>
<th>Sophisticated/Dynamic</th>
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<tbody>
<tr>
<td>Based on current service models</td>
<td>Service Driven</td>
<td>Linked service, workforce and financial plans based on changing service need</td>
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<tr>
<td>independent of service planning</td>
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<tr>
<td>Specialty and organisation based</td>
<td>Patient Pathway/Care Group Based</td>
<td>Cross organisations</td>
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<tr>
<td>Numbers by profession/grade</td>
<td>Skill Mix</td>
<td>Care-group based</td>
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<tr>
<td>Uni-disciplinary with organisation focus</td>
<td>Level of Integration</td>
<td>Numbers on roles, competencies, characteristics</td>
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<tr>
<td>Senior professional and HR/regional staff</td>
<td>Participation and Ownership</td>
<td>Across professions</td>
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<tr>
<td>Numbers within staff groups</td>
<td>Baselines and Forecasts</td>
<td>Across health/social care</td>
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<tr>
<td>Extrapolation of historical trends</td>
<td></td>
<td>Across primary, secondary and tertiary care</td>
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National Workforce Planning Framework 2005
HIV nursing in the future?

- 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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