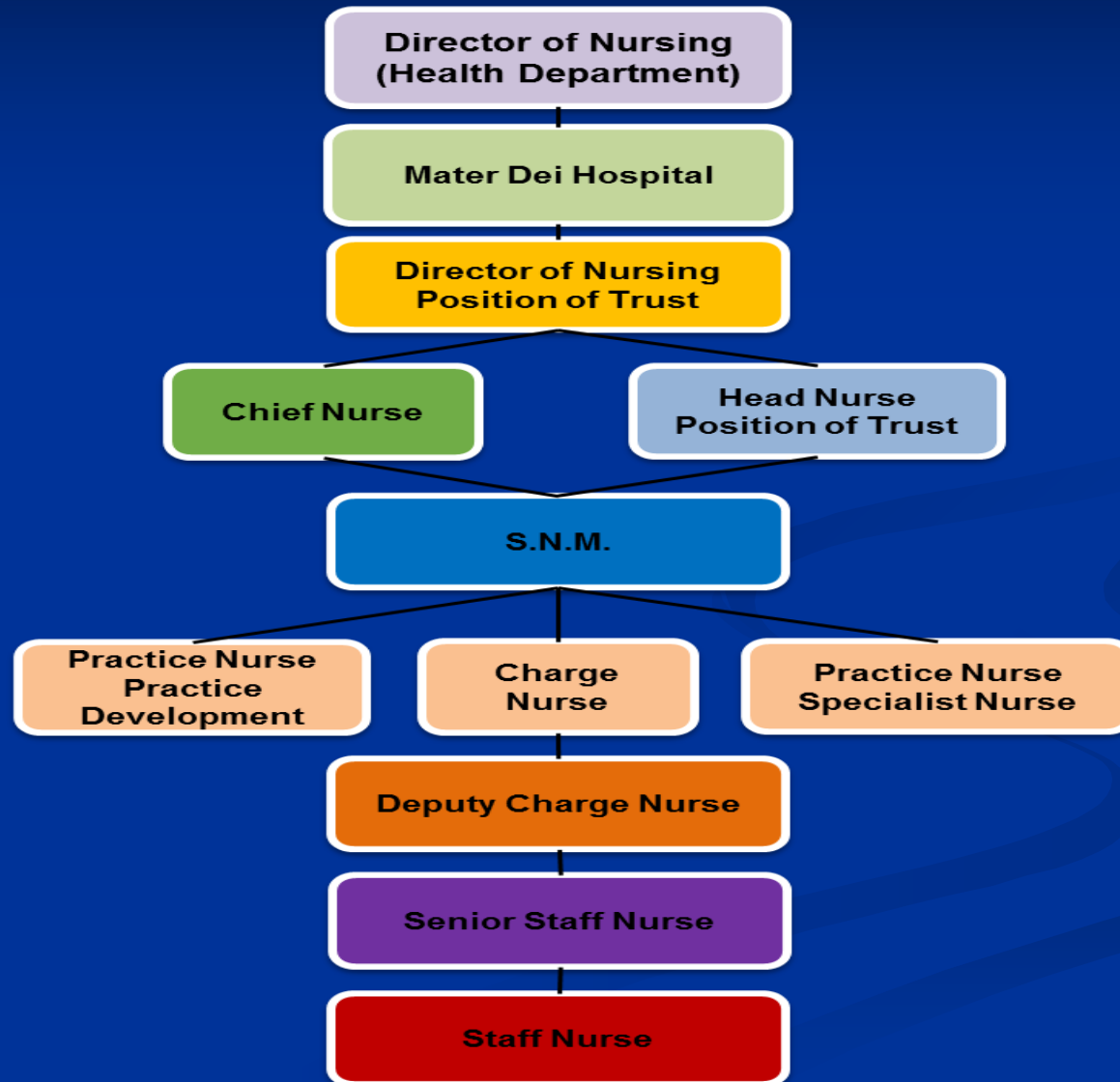


Specialist Nursing in Malta

Corinne Scicluna

The background of the slide is a solid blue color. In the lower right quadrant, there are several sets of concentric circles, resembling ripples in water, rendered in a lighter shade of blue. These circles are of varying sizes and are positioned in a way that they appear to be emanating from different points, creating a sense of movement and depth.

The present nursing structure in Mater Dei Hospital, Malta (2016)



Practice Nurses

Specialist
Nurses

Practice
Development
Nurses



2013 ...

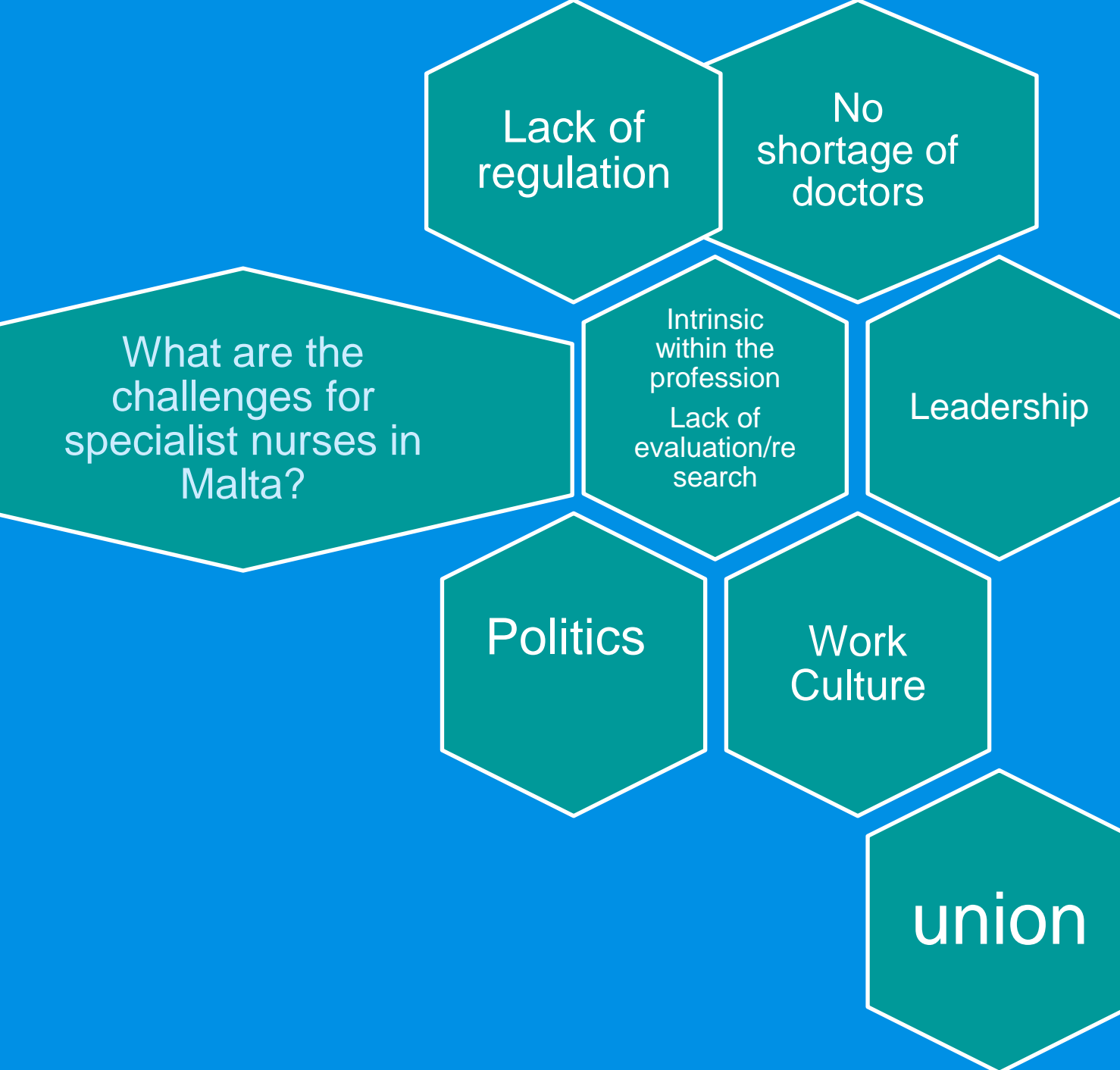
Practice Nurse – have to complete a related Masters within 4 years

Senior Practice Nurse – after three years of practice –interview and all given post

Consultant PN – with a PhD call has to be issued ?? Will they continue to be hands on??

Features and successes of specialist nursing in Malta

- Accessible to patients
- Empowering- helping people to help themselves
- Maximise nursing's therapeutic contribution
- Complement medicine
- Patient-centred
- Cascading knowledge & skills to generalist nurses





International Challenges for Specialist Nurses

- ▶ Roles developed in an ad hoc manner
- ▶ Quick fixes to skill shortages
- ▶ No agreed definition or clear role descriptors
- ▶ Numerous different titles
- ▶ No agreed competencies or standardised education
- ▶ Lack of a structured clinical career framework
- ▶ Lack of workforce planning

My Findings

- The feeling of helplessness and lack of empowerment.
- Phrases like; 'who shouts loudest gains', 'blue eyed person' and 'even the worst somebody will be handpicked' - not transparent and that insecurities existed.
- A lack of curiosity in nursing and amongst the specialist nursing group themselves Why title had been changed to practice nurse???

We need to look at our work culture

- Focus on person-centred and evidence-based care, staff empowerment
- Work place characteristics that include: a transparent learning culture, shared beliefs that value stakeholders and leadership at all levels.
- Transformational and open
- Safe – no blame

Leadership at every level

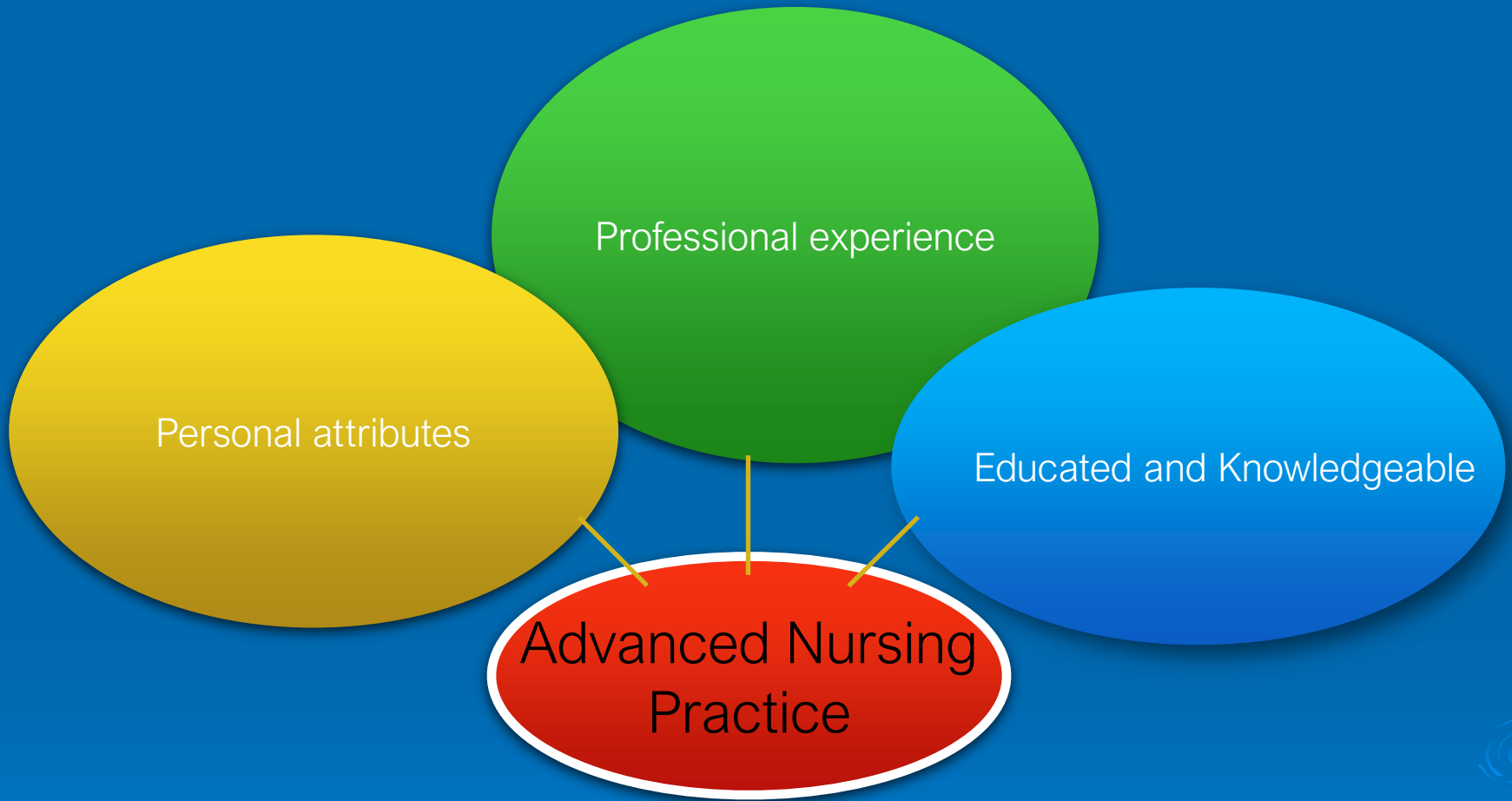
To set clear Expectations.

To support staff in the delivery of care

To manage performance

To champion change

To create an environment where the courage to speak out is welcomed and encouraged.



Other factors affecting Nursing

- Lack of Strategic direction
- Promotional system
- Female Profession
- Medical Dominance
- Lack of transparent system
- Unions – Sectoral agreements
- Tall poppy syndrome

Four Pillars of Advanced Nursing Practice

- ▶ Education
- ▶ Practice
- ▶ Research
- ▶ Leadership/Management

Future

- The longer-term implications of having non-regulated specialist nurses to safeguard patients and the profession.
- Guidelines from the nursing council is required for the preparation of specialist nurses for urgent clarification of: the definitions of specialist nurses and the minimum requirements for specialist nurses (academic, practice and competence).
- An updated and maintained register should be set up with all nurses registered in the country and Europe; this should also be in public domain.
- Moreover, a system for revalidation to practice needs to be considered.

In Conclusion

- Health care and Nursing Roles have evolved
- Depends on the country and need : In UK nurses are prescribing, nurses have case loads, they are autonomous practitioners, perform biopsies, research/project work
- We are not in competition with our medical colleagues
- Work with all professions to empower nurses to improve Care and Health through effective teamwork.
- Evaluate our services and Perform research
- Be Business minded
- Become more knowledgeable - Knowledge is Power