

MASTER OF NURSING (NURSE PRACTITIONER)

Employer Support Statement

Introduction

Applicants for the Master of Nursing (Nurse Practitioner) must have a minimum of four years full-time equivalent (FTE) experience as a registered nurse, including two years FTE as a registered nurse in a clinical field and two years FTE at an advanced practice level in the same clinical field.

Employer certified evidence of advanced practice within a specific clinical field must be provided using this document before an application for entry into the program will be considered.

Definition of Advanced Practice:

The Nursing and Midwifery Board of Australia (NMBA) defines advanced practice as *“a continuum along which nurses develop their professional knowledge, clinical reasoning and judgement, skills and behaviours to higher levels of capability (that is recognisable). Nurses practising at an advanced level incorporate professional leadership, education and research into their clinically based practice. Their practice is effective and safe. They work within a generalist or specialist context and they are responsible and accountable in managing people who have complex health care requirements.*

Advanced nursing practice is a level of practice and not a role. It is acknowledged that advanced nursing practice is specific to the individual within their context of practice (enrolled nurse, registered nurse or nurse practitioner)” (NMBA 2016a).

Applicant Instructions

Applicants must provide a completed and signed Employer Support Statement as evidence that their employer is willing to facilitate the extended clinical practice components of the program within their workplace or related agencies.

This employer support statement must be completed by a senior nurse manager who has the authority to certify the applicant’s employment experience and organisational support to meet the requirements of the program. The manager should complete the Employer Certification of Employment and Advanced Practice attached to this document and attach a copy of the applicant’s position description to this form.

Section to be completed by the Senior Nurse Manager *

I (*Employer's Name*) certify that (*name of the applicant*) has been employed as a registered nurse in (*type of the health institution/service*) from DD/MM/YYYY to DD/MM/YYYY in the following positions:-

(please specify) ;

The applicant's position(s) have required them to practise at an advanced practice level for a minimum of two (2) years from DD/MM/YYYY to DD/MM/YYYY

The position(s) has/have required the applicant to work (.....) hours per week.

I confirm that the applicant's current practice responsibilities, involve **more than 50% of their nursing role in direct client care**. YES / NO

I certify that the above applicant has demonstrated knowledge, skills and attributes at an advanced practice level as described below:

1. Uses best available evidence, observations and experience to plan, conduct and evaluate practice in ways which incorporate complexity and/or a multiplicity of elements
2. Uses health and/or nursing models as a basis for practice
3. Manages outcomes in complex clinical situations
4. Anticipates and meets the needs of individuals and groups with complex conditions and/or in high risk situations
5. Integrates and evaluates knowledge and resources from different disciplines and health care teams to effectively meet the health care needs of individuals and groups
6. Seeks out and integrates evidence from a range of sources to improve health care outcomes
7. Safely interprets and modifies guidelines and practice to meet the health care needs of individuals and groups
8. Leads and guides the nursing team to promote optimum standards of care
9. Shares information and resources to initiate improvements and/or innovation in nursing practice
10. Fosters and initiates research-based nursing practice
11. Acts as a mentor and role model for nurses and other health professionals
12. Contributes to development of nursing knowledge, standards and resources through active participation at the broader professional level
13. Facilitates education of individuals and groups, students, nurses and other members of the health care team
14. Acts as a resource for other nurses and members of the health care team
15. Provides nursing as a resource to others through their capacity to practice outside single contexts and episodes of practice.

I certify that the applicant has the approval of the employing organisation to work in their advanced practice role throughout the program and they will be supported to undertake the Master of Nursing (Nurse Practitioner) Program and I attach as evidence a copy of their position description.

The organisation will assist the applicant with:

- the required clinical experience to meet the requirements of the program and support achievement of the NMBA Nurse Practitioner Standards for Practice (NMBA, 2016b).
- selection of appropriately qualified clinical mentors, as necessary
- opportunities to meet with their clinical mentors on a regular basis

I understand that I am only confirming support for the applicant's studies and are not obliged to make a Nurse Practitioner position available for them:

Manager's Name and Title	
Manager's Position (in full)	
Organisation Name (in full)	
Manager's Phone number	
Manager's Email	
Manager's Signature	

Adapted from Australian Nursing Federation, Competency Standards for the Advanced Registered Nurse, 2014.

* A Senior Nurse Manager who has authority to certify the applicant's employment experience and organisational support to meet the requirements of the program.

Section to be completed by the Applicant

Applicant Declaration			
<p>I am aware of and understand the requirements for endorsement as a Nurse Practitioner with the Nursing and Midwifery Board of Australia (NMBA, 2014; NMBA, 2016b).</p> <p>I understand that it is my responsibility to provide certified evidence of advanced practice within an area of clinical practice and submit a complete application before my application for entry into the program will be considered.</p>			
Signature		Date	

- Australian Nursing Federation, Competency Standards for the Advanced Registered Nurse, 2005. Available from <http://trove.nla.gov.au/work/19556235?selectedversion=NBD4O31232O>
- Nursing and Midwifery Board of Australia, May 2020, Fact Sheet: Advanced nursing practice and specialty areas within nursing, Nursing and Midwifery Board of Australia <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/fact-sheet-advanced-nursing-practice-and-specialty-areas.aspx>
- Nursing and Midwifery Board of Australia, 2016b *Registration standard: Endorsement as a nurse practitioner*, Nursing and Midwifery Board of Australia, Melbourne. Available from <http://www.nursingmidwiferyboard.gov.au/Registration-and-Endorsement/Endorsements-Notations.aspx#nurse>
- Nursing and Midwifery Board of Australia, 2014 *Nurse Practitioner Standards for Practice*, Nursing and Midwifery Board of Australia, Melbourne. Available from <http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx>