

# Protecting the public: Using simulation for regulatory assessment

**Emma Child – Nursing & Midwifery Council of NSW**

BN, MMgt, MSP Practitioner

**Sue Thorpe – Nursing assessor**

BN, MN, Grad Cert Wound Mgt, Grad Dip Clinical Prac & Mgt, Grad Dip  
Nursing Ed, Cert IV TAA

**Denielle Beardmore – Nursing assessor**

BN, MEd., Grad Dip Ed & Training, Assoc Cert App Mgt, Grad Dip Adv Clin Nsg  
(Pall Care/ Oncology), Dip Project Mgt, Cert IV TAA.

# Nursing regulation in Australia

- **Australian Health Practitioner Regulation Agency (AHPRA) - Implementation of the National Registration and Accreditation Scheme**
- **Nursing & Midwifery Council of New South Wales (N & MC)**
- **Nursing & Midwifery Board of Australia (NMBA)**

# Notifications in Australia

- 2016/17 – 1568 notifications lodged with AHPRA about nurses/midwives
- 2015/16 – 1340 notifications

# Notifications pathways

- Conduct
- Health
- Performance



# Performance assessment to protect the public

Nurses/Midwives may be required by law to undergo an independent performance assessment to determine their ability to practice safely in any setting.

# History of regulatory performance assessment

- Historically, performance assessments were conducted in NSW in the workplace
- Metropolitan, rural or remote areas
- Assessors were required to travel
- Real patients and environments
- Outsourced to Higher education sector

# History of regulatory performance assessment

- Risks to nurse/midwife, patients, assessors and organisation
- Confidentiality difficult to maintain
- Consent required
- Reliant on available patients and health conditions

# What is Simulation?

*Any educational methodology which simulates, imitates, creates or replicates the real clinical environment*





# Simulation is not new



# Using simulation for regulatory assessment

## Benefits

- Maintains confidentiality for the nurse/midwife
- No risk to the public
- Patient consent not required
- Enables nurses with restrictions on their practice to be assessed
- Scenarios can be developed and simulated for each individual case
- Skills and knowledge can be assessed
- Validity – focused assessment with prescribed outcomes



# Limitations

- Cost – use of simulation facility and consumables, maintenance of equipment
- Skill in using simulation equipment
- Skill in developing scenarios
- Using simulated patients/staff vs simulation manikins



**Nursing & Midwifery Council**  
New South Wales

Protecting the public  
Regulating nurses and midwives

# **Development of the regulatory performance assessment program through collaborative partnerships**

# Project phases - Overview

Phase 1

- Recruitment

Phase 2

- Operational Review

Phase 3

- Evaluation

# Phase 1 - Recruitment

- EOI created and distributed across Local Health Districts network in mid 2016
- 22 applicants, 19 recruited (across NSW)
- Workshop held December 2016 – new assessors appointed
- Two distinct assessor roles created – Regulatory and Specialty

## Phase 2 - Performance assessor roles

- Two distinct assessor roles created – Regulatory and Specialty
- Regulatory Assessor (pre appointed for the year):
  - Experienced in Regulation performance assessment and the Law
  - Experienced Assessor
  - Takes lead in resource development
  - Supports training of new Assessors
- Specialty Assessor (appointed as per assessment):
  - Expert in their field of practice
  - Develop specialty scenarios for use in simulated assessment
  - Provides expert specialty advice for the assessment and report

## Phase 2 - Simulation facilities

- Trends in NSW demonstrated that nurses and midwives were unemployed by the time they attended the performance assessment – requirement identified to develop the program in the simulation setting.
- Health Practitioner Regulation National Law (NSW) enables assessment of performance to be facilitated *where practicable*.
- First simulation partnership developed in 2016 with the Faculty of Nursing at Sydney Metropolitan University
- Second simulation partnership developed in 2017 with a Sydney Metropolitan Teaching Hospital and Clinical School.



# Phase 3 – Evaluation

A mixed methods evaluation was completed by external consultants in October 2017 which identified the following key findings:

## ***Strengthening the partnership with simulation facilities***

- Partnership with the Council
- Performance assessments

## ***Authenticity of assessment settings***

- Greater scope for authenticity
- Assessment environment
- Criticism of practitioners

# Evaluation (continued)

## ***Authenticity of assessment resources***

- Fairness and authenticity
- Provision of authenticity
- Provision of resources

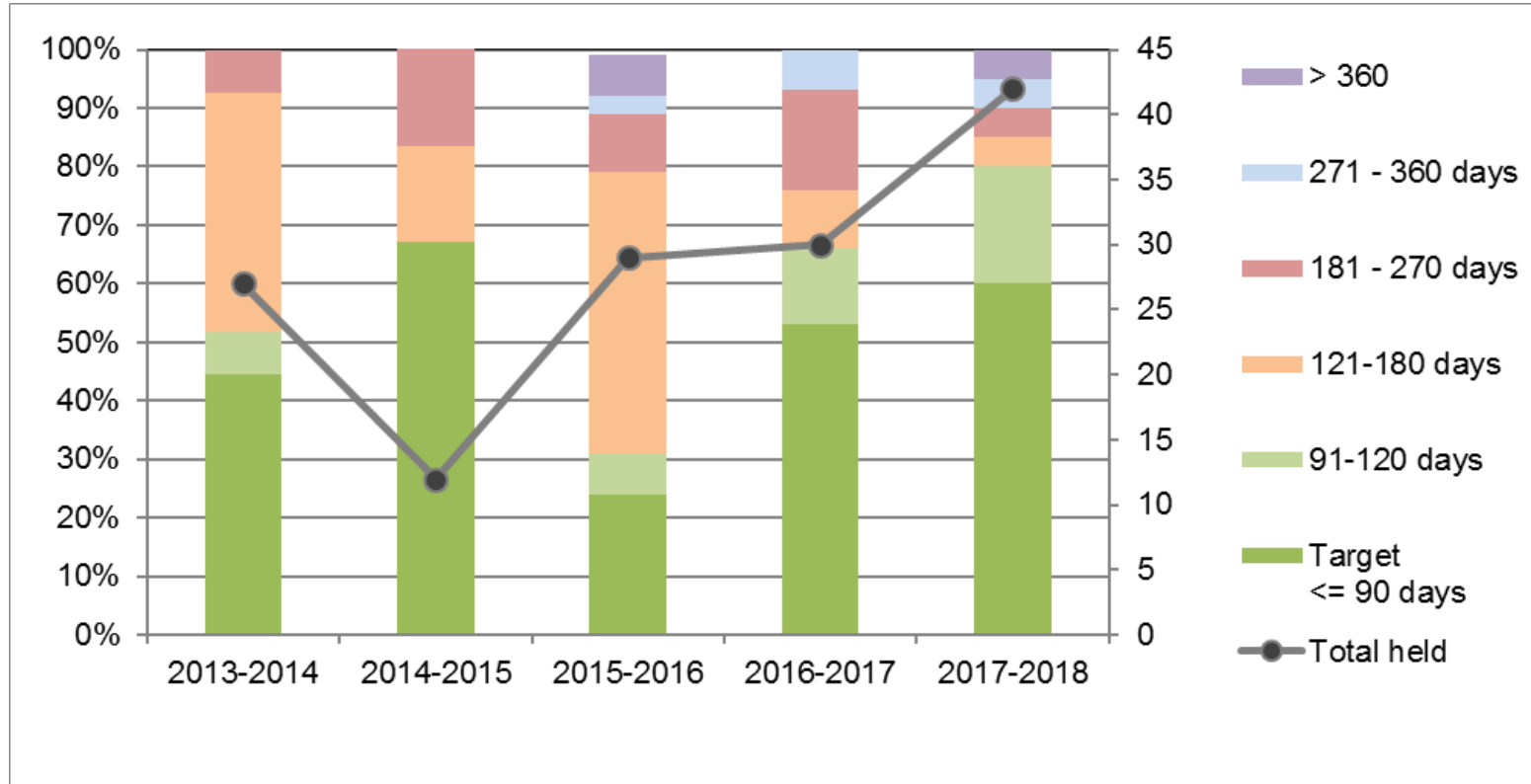
## ***Improvement in report writing***

- Report writing and recommendations
- Provision of expert opinion

## ***Clinical facilities***

- *Unsuccessful engagement*

# Program performance 2016 - 2018



# Future plans

- PA education program
- Communities of Practice
- Simulation facilities partnership network
- Future research
- Improve experience for practitioners

# Questions?

