Nursing Specialization in the UAE

SPECIALIZATION COMMITTEE

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Specialization refers to

“the acquisition of a level of knowledge and skill in a particular area of nursing/patient population which is greater than that acquired during the course of basic nursing education”

(ICN, 2009)
<table>
<thead>
<tr>
<th>Description</th>
<th>Education</th>
<th>Qualification</th>
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<tbody>
<tr>
<td>A nurse with experience in a certain area of nursing who is recognized by the employer or licensing authority as “specialized” in the field.</td>
<td>No formal education</td>
<td>RN</td>
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<tr>
<td>Specialty specific certificate short courses</td>
<td>e.g. one month wound care course</td>
<td>RN</td>
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<tr>
<td>Specialty nurses without general RN training (e.g. pediatrics, psychiatry, etc.)</td>
<td>3 year “direct entry” degree</td>
<td>RN</td>
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<tr>
<td>Post RN graduate specialty programs focusing on a patient population (e.g. pediatrics, critical care, etc.)</td>
<td>12-18 month post-graduate diploma</td>
<td>Specialty RN</td>
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<td>Specialized in a specific patient population/disease process (e.g. Cardiology or Neurosurgery Clinical Nurse Specialist) or in a functional field of nursing (quality, education etc)</td>
<td>Masters level program</td>
<td>Specialty RN or Advanced Practice RN</td>
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<tr>
<td>“Advanced practice” nurse training resulting in autonomous practitioners (Nurse Practitioner/Nurse Anesthetist).</td>
<td>Masters or PhD level</td>
<td>Advanced Practice RN</td>
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Possible Specialties worldwide

200 + including:

- Ambulatory care nursing
- Advanced practice nursing
- Burn nursing
- Camp nursing
- Cardiac nursing
- Cardiac catheter laboratory nursing
- Medical case management
- Community health nursing
- Correctional nursing
- Critical care nursing
- Emergency and trauma nursing
- Environmental health nursing
- Faith community nursing
- Flight nursing
- Forensic nursing
- Gastroenterology nursing
- Genetics nursing
- Geriatric nursing
- Health visiting
- Holistic nursing
- Home health nursing
- Hospice and palliative care nursing
- Hyperbaric nursing
- Immunology and allergy nursing
- Intravenous therapy nursing
- Infection control nursing
- Infectious disease nursing
- Legal nursing
- Maternal-child nursing
- Medical-surgical nursing
- Mental health or psychiatric nursing
- Midwifery
- Military and uniformed services nursing
- Neonatal nursing
- Neurosurgical nursing
- Nursing informatics
- Nursing management
- Nursing research
- Obstetrical nursing
- Occupational health nursing
- Oncology nursing
- Orthopaedic nursing
- Ostomy nursing
- Pediatric nursing
- Perianesthesia nursing
- Perioperative nursing
- Private duty nursing
- Psychiatric or mental health nursing
- Public health nursing
- Pulmonary nursing
- Quality improvement
- Radiology nursing
- Rehabilitation nursing
- Renal nursing
- School nursing
- Space nursing
- Sub-acute nursing
- Substance abuse nursing
- Surgical nursing
- Telenursing
- Telephone triage nursing
- Transplantation nursing
- Travel nursing
- Urology nursing
- Utilization management
- Wound care
NMC Proposed Nursing Specialization Model for the UAE

**General Registered Nurse**
Includes nurses with continuing education certificates/courses

**Specialist Registered Nurse**
Includes nurses with post graduate diplomas or "functional" (non-clinical) masters

**Advanced Practice Registered Nurse**
Clinically focused Masters or Graduate degree (PhD/doctorate)
Specialty RN

**Education**
The SRN will have completed not less than one year of study (or equivalent) in their specialization, either a specialty diploma or non-clinical masters. Requirements for entry to a specialty nurse program would stipulate that the student would be a Registered Nurse already licensed in the UAE. Additionally, UAE graduates would have completed the Graduate Nurse Internship (GNI) program.

**Practice**
The SRN will ideally work in that area of specialty practice after completing the specialty education. The SRN will have advanced knowledge and clinical expertise in the specialty field and can support other nurses in decision making within the specific patient population.

**Registration**
The SRN will have the specialization “noted” on the GRN license in the form of a “recordable qualification”. The GRN who has recently completed specialty education, will come to the council to obtain a new title on the register, and not to obtain a new license.
Focus areas for UAE

- Ambulatory care nursing
- Advanced practice nursing
- Burn nursing
- Camp nursing
- Cardiac nursing
- Cardiac catheter laboratory nursing
- Medical case management
- Community health nursing
- Correctional nursing
- Critical care nursing
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- Urology nursing
- Utilization management
- Wound care
Functional Masters

“Functional” (non-clinical) nurse specialists

Those nurses with non-clinical nursing specialties (post-graduate diploma or graduate-level qualification in leadership, education, research, quality, etc.) are considered specialists in the theory and practice of nursing systems/ health policy and are noted in the register as such (Specialist Registered Nurses).
RN/APRN/MD Practice

RN/ SRN Practice

Advanced Nursing Practice

Physician Practice
APRN

APRN is an umbrella term for different types of expert nurses depending on the roles that the APRN takes
- Clinical Nurse Specialist
- Nurse Practitioner
- Nurse Anesthetist

• Different APRNs have different roles: some can prescribe, some can administer anesthesia while some see patients independently.

• The APRN provides nursing leadership in the coordination of multidisciplinary healthcare for integrated delivery of patient care services and participates in local and national policy making, in concert with professional organizations, to influence equitable healthcare and the maintenance of the advanced practice role.
Definition:
Advanced Practice Nursing

- Nurse Practitioner/Advanced Practice Nurse is a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which s/he is credentialed to practice. A master's degree is recommended for entry level.

*International Council of Nursing Nurse Practitioner/Advanced Practice Network (ICNNP/APN)*
The Problem

• A recent survey among 18 countries, conducted by the International Nurse Practitioner/Advanced Practice Nursing Network (INP/APNN) of the International Council of Nursing identified:

  – 14 different titles existed for the APN role
  – Majority (75%) had formal recognition of the APN role
  – 58% had formal APN education programs
  – 52% had licensure requirements, showcasing developing acknowledgement of the APN as an official advanced role for nursing practice
**Advanced Practice Nurses**

**Education**
APRN education will be conducted at the graduate level in UAE nursing educational institutes with appropriately qualified faculty. Education will be at the Masters, PhD or Doctoral level.

**Practice**
The APRN provides clinical leadership for all staff in the planning, assessment, implementation and evaluation of care including having the authority to be the recognized point of contact for clients, provide treatment and refer clients to other professionals.

The APRN will be expected to implicitly understand his/her own accountability but also work collaboratively with other clinicians to secure the best care for each client/patient.

**Registration**
The APRN will have a different license from the GRN/SRN license. The GRN/SRN who has recently completed advanced practice education can apply to the council to obtain the additional Advanced Practice license.
Specialization: Looking Forward

**Specialty Nurses:** SRN Scope of Practice being finalized now. Working with the Emirates Nursing Association (ENA) Professional Practice Groups, Specialty Performance Criteria will be created. Institutes of Higher education can create courses to meet the needs of the specialty nurses and a licensing process can be put in place to appropriately recognizes these nurses.

**Advanced Practice Nurses:** In collaboration with the relevant authorities, employers, payers and professional colleagues, discussions about supervision, collaboration or independent practice as well as prescribing rights (e.g. through a special permit or privileges given to the APRN) will be needed as the model for advanced practice continues to be developed.
• Questions?