Nurse Practitioner Candidacy Programme
An Integrated Health Service and Education Internship Model for Nurse Practitioner Candidate Role Development

NP Candidate Position
Position prerequisites met:
1. Senior clinical nursing role or advanced specialty practice position within service
2. Recognised practice experience at advanced level in specific clinical area for at least four years.
3. Achieved PDRP or expert RN or senior PDRP
4. Completed Master (Clinical) or in final paper of degree
5. Regional and national professional participation in practice specialty area

NPC Internship
- Up to 2-year timeframe
- Supportive learning environment between NP educators and health service environment
Both stakeholders responsible with candidate for the incremental advancement of clinical and professional expertise at NP level

Executive Management Support Underpinning:
- Operational and Clinical Directors accountable with Service NL, CL, OM and CNM for transitioning the Registered Nurse to NP candidate role
- Service commitment to clinical release time for: CTA funded NP education
- Extended clinical development
- Professional development.
Role development involves transitioning from providing expert nursing care at an advanced level to providing expert health care at NP level in an expanded nursing role.

Nurse Leaders:
Scheduled professional contact established with DON and refined with Service NL.
- Commences after recruitment, selection, and acceptance for NPC position to support role development towards NP.
- Performance management processes enabling transition to performance standards and 6-monthly appraisal aligned with Nursing Council (NCNZ) Competencies for NP scope of practice

Clinical Leader:
Negotiate and support extended practice and clinical experience for:
- Candidates optimal completion of clinical and prescribing paper
- Incremental development of skill acquisition advanced clinical reasoning to underpin NP role

Academic Leaders
Ongoing academic guidance to support best fit between NP education and NPC role development in service.
- NP education providers and O&I DHB linkage:
  - NPC tutorials
  - NP Information and Support Series
  - Mentoring for application for NP registration

Facilitated NP Support Group
- Monthly meetings
- Collegial support
- NP regional input
- Targeted professional and political preparation for NP Portfolio
- Evoke NPC confidence in articulating NP competency-based achievements

Extended Clinical and Expanded Practice Experience (over 1-2 year timeframe of NP Candidacy)
Infrastructure of support from medical, nursing, and other personnel underpinned by integrated NPC intern model for organisation

Clinical Experience & Extension
Practice proposal established between Preceptor (usually medical) and NPC. Preceptorship and coaching supports NPC.
- Clinical role development with:
  - Upskilling in clinical practice
  - Endorsement to expand practice appropriate to clinical context
  - Supervised extended practice covered by organisations guidelines and policies e.g., to select and interpret laboratory and diagnostic tests, prescribe, treatments, and perform procedures
  - Extended clinical practice experience and skill acquisition within Service
  - When appropriate targeted learning in negotiated placement outside service e.g., short-term access to practice setting or course

Expanded Role Reflection
Practice Mentor (nurse with no direct reporting line):
- Facilitates reflection and critical thinking around clinical and practice role development
- Supports NPC role development to NP level
- Support activities across NPC domains to expand nursing contribution and NP Portfolio preparation

Professional Role Development
Nurse leadership contact:
- Fortnightly with Service NL
- 3 monthly with DON until final phase of NP programme
- Supports role development to underpin leadership and expert skills working collaboratively across settings and within diverse cultural and interdisciplinary environments

Clinical Supervision
Contact scheduled with approved Clinical (Professional) Supervisor to:
- Discuss and extend insight on personal, interpersonal, and organisational issues that influence NPC work with patients and families
- Foster development and growth of NP skills, ability, and leadership in an expanded practice role
- Improve both personal and professional development

Concluding NP Portfolio preparation for Nursing Council of NZ (NCNZ) assessment

NP Portfolio submission and panel interview with NCNZ and strategic NP role development and implementation

Service and organisational endorsement

University endorsement for clinically focused Masters Degree with NP Competencies

Key for HHS Version:
CD-Clinical Director, CL-Clinical Leader, CNM-Charge Nurse Manager, DON-Director of Nursing,
NPC-Nurse Practitioner Candidate, NL-Nurse Leader, OD-Operational Director, OM-Operational Manager