Patience

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The Role Development Process of an Advanced Practice Nurse (APN) in Geriatric Traumatology. Negotiations in the context of team interaction and collaboration

An observational study within the PATIENCE project

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Background and Objectives

APN are masters qualified nurses working in direct patient care with a specialism for a patient group. This professional role is not yet well established in Germany and has not yet been introduced in the university hospital. This is why APNs can be described as an innovation (Rogers, 2003) and it can be assumed that staff and the organization have had little or no experience with APNs. Professional roles, that are already established in organizations, are associated with a constant scope for learning and redefinition within an interactive process in which the general and specific, the formal and informal expectations are modified according to the conditions of implementation of the organization, the assertiveness of the respective candidate and the changeability of the respective work tasks (Büschges & Lütke-Bornefeld, 1977). Consequently, a particularly intensive process is to be expected when introducing a new professional role. A central challenge in this process lies within the role holder, who must develop into the role and negotiate the role profile in interaction with the multi-professional team. No specific APN task and role profiles for geriatric traumatology have been discussed nationally or internationally. This suggests that there is a research gap regarding the development of the role of the APN, in geriatric traumatology in particular.

Theoretical Background

- ❖ According to Rogers (2003), the introduction of the new APN role can be described as an innovation.
- ❖ Everett Rogers' theory of diffusion describes the process over time by which innovations spread through organisations or societies.
- ❖ Includes various factors of the innovation and the organisation that can influence the introduction of the innovation. E.g. the employees' level of information, the compatibility of the innovation with the organisation and its processes, the functionality/characteristics of the social group/team, etc.

Research Questions

What interactions occur in the process of introducing the new APN position and negotiating the associated role segments/scope of practice?
What are the contents, intentions, forms and results of the negotiations in the "redefinition/restructuring" phase?
What kind of changes can be observed in the different phases of the implementation process?
What are the reasons for changes during the implementation process?

Methodology

Focused ethnography based on interactionist ethnography, focusing on the activities of APNs

Methods

- ❖ Qualitative data collection in the natural field through open, semi-structured, passive participant observation in the social system of the model station.
- ❖ Three observation periods: before (t1), during (t2) and after (t3) the introduction of the APN (40 hours of observation in each period).
- ❖ Observations are flanked by ethnographic interviews
- ❖ Guided interviews with APNs after t2 and t3 to explore overarching knowledge processes underlying observed behaviours.
- ❖ Analysis of data using Kuckartz qualitative content analysis

Expected benefits

Presentation of APN activities and negotiation process in interaction with the multiprofessional team on the geriatric trauma ward. The different observation periods will allow the identification of changes in the course of the implementation process as well as possible reasons for these changes.

Contact

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Literature

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