

## **SANDS in GP – Supporting Advanced Nurse Development and Sustainability in General Practice**

Facilitated and coordinated by the Australian Primary Health Care Research Institute at the Australian National University (APHCRI ANU), five teams based in Divisions of General Practice or Medicare Locals are researching aspects of how to progress nurses to advanced levels in clinical practice, management and leadership, and governance in the Australian general practice setting.

Each team will be reviewing the literature for existing frameworks, models, education, skills and competencies that promote advanced nursing in general practice as well as the gaps in these areas. Teams will, where applicable, utilise a similar sampling frame to include rural, remote & metropolitan practices of varying sizes.

- The [Impetus™](#) team is focusing on **governance** at the general practice level. They will conduct interviews of general practice staff working at one of four representative practices in order to make recommendations on a governance model to suit different types and sizes of practices.
- [Bayside General Practice Network Limited](#) will contribute to the **leadership and management** level. Bayside are focusing on four aspects of leadership including: Developing self as a leader; intersectoral collaboration; competency standards; and culture and context. They will undertake focused case studies and focus groups of practice nurses, practice managers and GPs in order to make recommendations towards developing a career pathway to lead and manage as a nurse in Australian general practice.
- [Dandenong Casey General Practice Association](#) will approach this work from the **Division and Medicare Local** level. This study will ascertain a) the role and activities used by Primary Care Organisations (PCOs) in supporting general practice nursing and b) in identifying how PCOs in Australia can facilitate the development of advanced nursing roles and activities in general practice. Key informants from Australia and overseas will be consulted and a Delphi process used to gain consensus from a representative expert panel. This team aims to produce international best practice guidelines for PCOs to support advanced nursing roles.

- [Murrumbidgee Medicare Local](#) asks how general practices can support their nurses to progress to advanced and specialised roles (i.e. the **general practice** level). The focus will be on the culture of the general practice and their ability to access evidence-based tools to support decision making. Data collection will involve non-participant observation, interviews, and focus groups of general practice staff located in geographically diverse communities.
- [Northern Division of General Practice](#) will develop a resource for **individual nurses** in general practice. The resource will be a DVD of accepted nurse peer leaders identified through a survey of those who completed a postgraduate course in primary care nursing. Stories will be shared of becoming nurses working at advanced levels in general practice. The resource will provide role models for other nurses interested in leadership and advanced roles in general practice.

The contributions from each team will be compiled by APHCRI to create a resource available to all stakeholders interested in nurses practicing at advanced and senior levels in Australian General Practice.

If you have any information or resources that you think would be valuable to these projects, or would like further information contact Kelly McGorm at APHCRI

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