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## Work force redesign and Nurse Practitioners: A case of oozing possibilities

# UHS

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Andrew Cashin



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## UTS:NURSING, MIDWIFERY & HEALTH

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### Objectives



Describe Emancipatory Practice Development



Clarify role of Nurse practitioner in Australia



Critique notion of the failed experiment



Case study



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“Even if my own ideas should prove bad, my labour will not have been in vein if I manage to stimulate good ones in other people”

Jean Jacques Rousseau, (1749)



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### Nurse Practitioner

# Advanced and Extended Practice





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### The rhetoric of the dominant

“While nurses are an essential part of the primary care team, they should use their skills in a way that complements the work of the doctor - under the guidance of the doctor who provides the overarching care and who takes ultimate responsibility for the patients’ medical care” Dr Mukesh Haikerwal

AMA Rejects Independent Nurse Practitioners As Medical Workforce Solution- media release

24 August 2005

“In the long term it doesn’t save costs, and unfortunately it does compromise care” Dr Mukesh Haikerwal 2007

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The rhetoric of the dominant

“The current nurse practitioner model is a tragic and failed experiment that needs to be reworked”

Professor Des Gorman - Head of the School of Medicine at The University of Auckland's Faculty of Medical and Health Sciences

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### The rhetoric of the dominant

Tony Abbot

It's worth noting that practice nurses have arguably been more effective than nurse practitioners in reducing “doctor-centric” primary care because they have worked with doctors rather than independently of them in ways that respect the traditional leadership role of the medical profession.

Do no harm:Health policy issues in 2007.

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### *The rhetoric of the individuals as opposed to dominant group*

“My experiences working with nurse practitioners in palliative care teams, drug and alcohol units, sexual health clinics, correctional centres and aboriginal health services have been positive. I have never felt they were competing for my job or undermining my authority. Rather, there have been tremendous opportunities to work as a team and assist each other in areas of difficulty”

Dr Andrew Gunn - Doctors reform society of Australia. Nurse Practitioners are a benefit not a threat.



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### Bringing it to words: Shaping the role and the role of shaping

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## Hegemony

“Hegemony - from the Greek verb meaning to lead, hegemony has sometimes been used as a synonym for domination. In its subtler sense, however, it implies some notion of consent”

(The Oxford companion to Philosophy, 1995,p.345).

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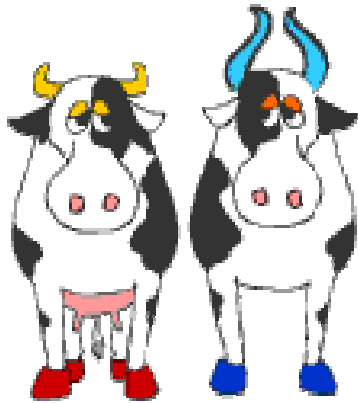
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**Nobody can make you feel inferior without your permission.**

**-Eleanor Roosevelt-**

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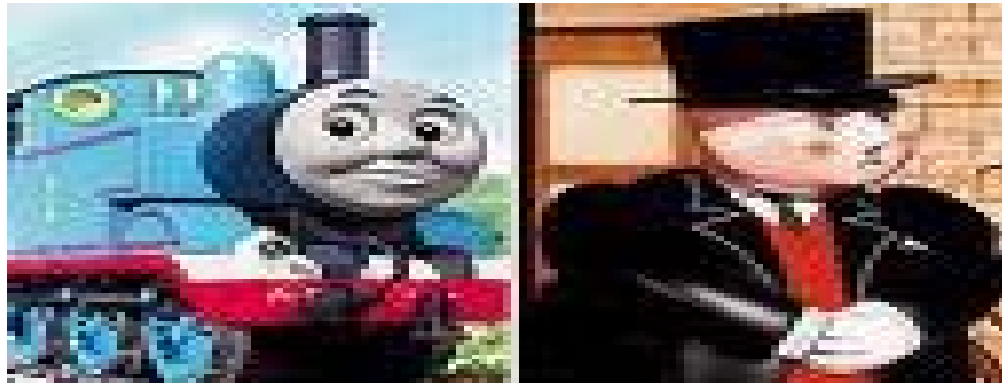
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### QI- Problem of remaining with dominant discourse

The major issue for the nation and for nurses exists in that refusing to question the central premises of the medical discourse of physicians as controllers of health care, seeking the affirmation and permission of medical organisations, and remaining within conventional limits our behaviour is affirmative of the present discourse



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### Thinking

“In this respect he (sic) tends to be very much a child of his time and of the civilisation in which he has spent his formative years; for the human mind, generally speaking, does not just think: it thinks with ideas, most of which it simply adopts and takes over from surrounding society” Shumacher, E. - a guide for the perplexed

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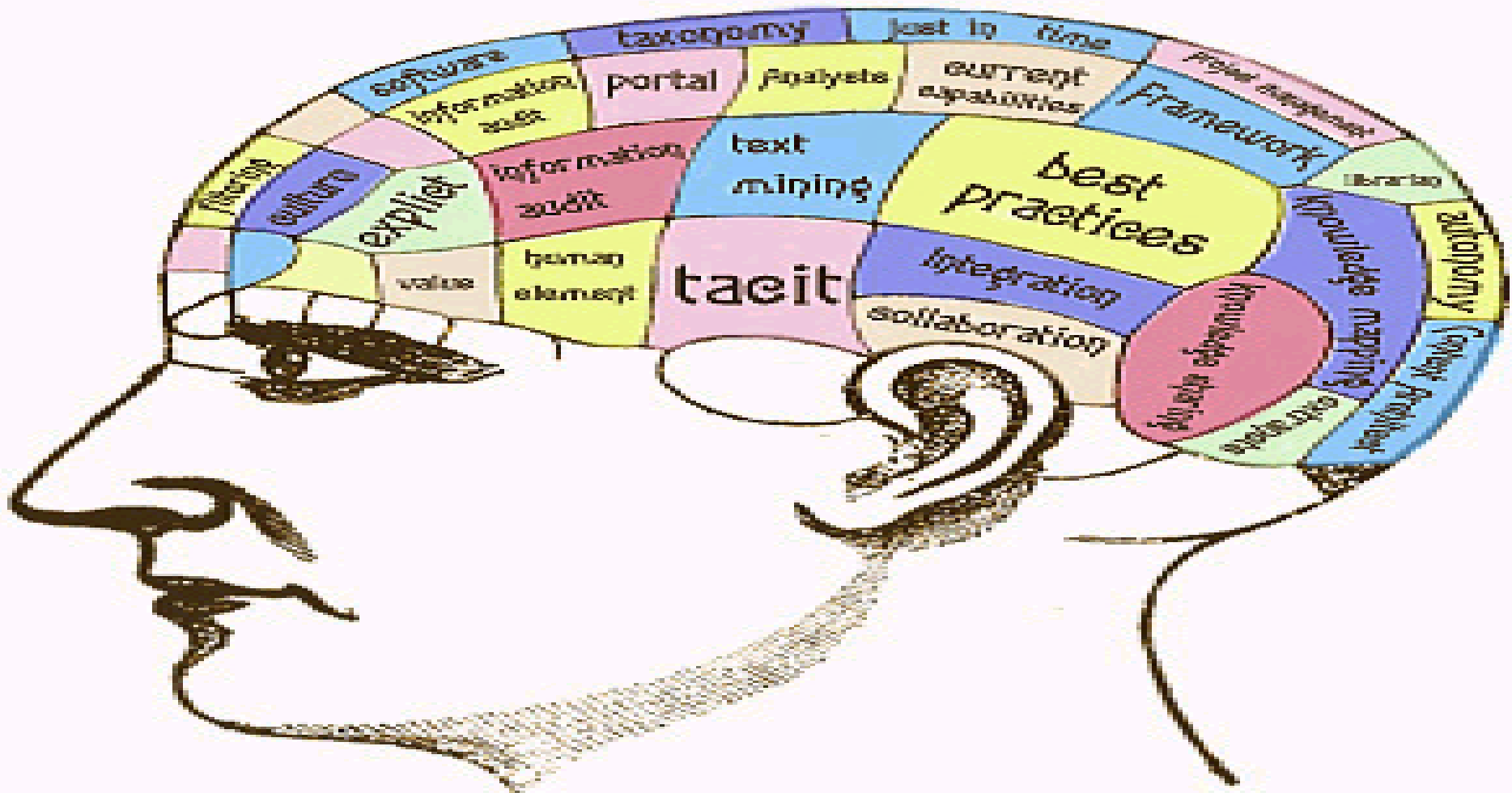
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“Reliance on an incremental approach to reform of the health professional workforce reinforces the assumption that the existing professional groups serve the system well”

“This has resulted in attempts to address the issues with unsustainable and inappropriate solutions, such as increasing supply through international recruitment and filling the gaps by adding more specialties such as physician assistants. The basic premise of health care provision and the health education curriculum perpetuating the protected professions is not challenged” Professor Sandra Leggat , School of Public Health La Trobe University

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The first private practice as a registration authority authorised Nurse Practitioner in Australia



**Dr Andrew Cashin**

**Dip.App.Sci, BHSC, Gcert PTT, MN, PhD, FACMHN  
Mental Health Nurse Practitioner**

Counselling and mental health assessments  
and services for individuals from  
childhood to adult, couples and families.

Terrigal Medical Centre  
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MBS, PBS and boxes to tick

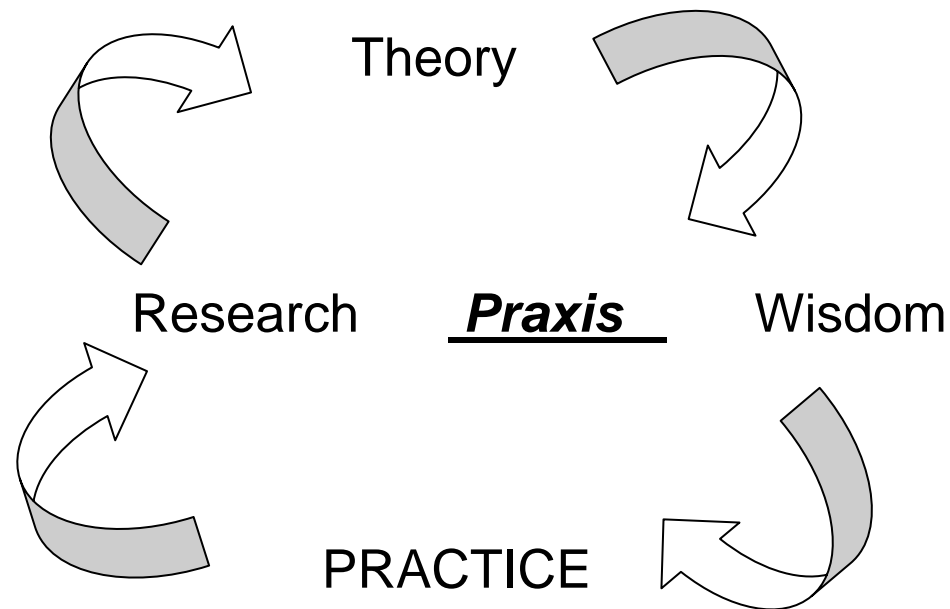




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Praxis: all elements are interrelated, integrated and dialectical in nature

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### References

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