



# DERMATOLOGY NURSING OF THE FUTURE

ADNA – PLANS AND VISION

# PROFESSIONAL PRACTICE AND CAREER PATHWAYS IN DERMATOLOGY NURSING

- 1. Dermatology nursing needs professional education
- 2. Dermatology nurses need preceptorship
- 3. Dermatology nursing career pathways
- 4. Dermatology nurses need mentors and a mentorship program
- 5. Easily accessible educational pods, CPD, and courses

PROFESSIONAL  
PRACTICE /  
CAREER  
PATHWAYS IN  
DERMATOLOGY  
NURSING  
(CONT.)

- 6. Be willing to pay for our education and career advancement
- 7. Become a profession and expand nursing's role
- 8. Research and disseminate evidence-based interventions and protocols
- 9. Holistically treat our patients
- 10. Encourage each other

# I. PROFESSIONAL EDUCATION

---

- There are several avenues for enrolled and registered nurses to gain education in dermatology nursing:
  1. Mapping out a learning plan
  2. CPD through webinars, conferences, research and reading peer reviewed evidence-based papers & reflection on practice
  3. Paying for CPD courses and more extensive courses that apply to your current or future career in nursing
  4. Articulation of qualifications—EN to RN to APN to NP

## 2. PRECEPTORSHIP

---

- Dermatology nursing is taught on site by word of mouth. There is little regulated preceptorship in the specialty. We have been recruiting from other nursing workforces and had none of our own. Nurses need to teach nurses.
- 1. Nurses are better trained through a set period of preceptorship where they are trained, encouraged and corrected through one on one or group support. This has been lacking in our workforce.
- 2. We need to brain storm on better ways to apply preceptorship

# 3. CAREER PATHWAYS

---

- Australian dermatology nursing has no set pathway to advance nurses. It has not been a professional career.
- 1. Plan your end goals—EN / RN in a clinic or hospital department
- 2. Articulate through education: diploma, bachelor, master
- 3. Where to next? RN to specialist nurse to educator to manager to researcher or advanced practice to Nurse Practitioner?
- 4. Is your path clear? Are there opportunities where you work or should you expand to someone that is training in your interest area?

## 4. MENTORSHIP PROGRAM

---

- A career pathway is difficult to navigate without support. Dermatology nursing in Australia needs a mentorship program and we then need to disseminate this practice across Australia.
- 1. Find someone in a higher position to you and ask them to mentor you
- 2. Become a mentor yourself through professional educational courses
- 3. Lifelong relationship encouraging one another to stretch

# 5. EASILY ACCESSIBLE EDUCATIONAL RESOURCES

---

- ADNA are implementing educational resources tapped from many research teams and pharmaceutical companies, but we also have the Australian College of Nurses' new graduate certificate; options keep appearing.
- 1. ADNA is uploading webinars and zoom conferences
- 2. ADNA will have an education policy
- 3. ADNA will have a resource page of some options, to which will be added more links as we become aware



## 6. BE WILLING TO PAY FOR YOUR CAREER

---

- As most dermatology nurses work in private clinics we need to be willing to pay for our own education.
- 1. Nurses can advance their scope of practice by: being authorised with proven competency through education and practice
- 2. a career path does not look the same for everyone and nurses can add to their learning in creative ways—minor surgery, laser, injectables, biologics, advanced knowledge of diseases, wounds

## 7. BECOME A PROFESSION AND EXPAND NURSING'S ROLE

---

- The USA and UK have professional dermatology nurses, but in Australia we have nurses recruited into dermatology to assist dermatologists in their role. We do not have a set role and so there is either role confusion and conflict or a reluctance to be proud of what we do and complacency—a retirement nursing.
- I. Nursing requires critical thinking, creativity and skills. We are often focused on the skills. We often believe what we do is not important to patients because it is not known what we do as a profession, to us and other nurses.

## 8. RESEARCH AND DISSEMINATE EVIDENCE-BASED BEST PRACTICE

---

- Be willing to do some hard learning. Go to peer reviewed websites and journals like Cochrane, Joanna Briggs Institute, Clinical Nursing journals, NCBI Pubmed
- Work out your clinical question
- Type in your search words
- Read the papers and summarise the evidence
- Discuss together, publish your discovery in the ADNA newsletter

# 9. HOLISTICALLY TREAT OUR PATIENTS

---

- Through self care and care of other nurses, we will be better able to focus on our patients needs.
- Nurses are trained in many disciplines to allow for holistic care, so let us utilise these skills.
- Patients have lives outside of our clinic, include those aspects when discussing and planning self care with them.
- Remember they live with the diseases; we briefly encounter them.
- Refer to the NMBA for relevant standards of nursing to keep on track.

# 10. ENCOURAGE EACH OTHER IN YOUR LEARNING

---

- Dermatology Nursing could make great leaps. Australians generally encourage each other to get on with the job, but nursing, not so much.
- 1. Preceptorship and mentorship will help
- 2. Look for things other nurses do right and openly praise them
- 3. Seek opportunities to support each other in their career.
- 4. Remember we are not in competition with each other

# REFERENCES

---

- Australian College of Nursing 2020, 'A new horizon for health service: Optimising Advanced Practice Nursing', White paper, viewed 24 June 2020, <https://www.acn.edu.au/wp-content/uploads/white-paper-optimising-advanced-practice-nursing.pdf>
- Australian Nursing and Midwifery Federation 2014, 'National practice standards for Nurses in general practice', viewed 24 June 2020, [https://www.anmf.org.au/documents/National\\_Practice\\_Standards\\_for\\_Nurses\\_in\\_General\\_Practice.pdf](https://www.anmf.org.au/documents/National_Practice_Standards_for_Nurses_in_General_Practice.pdf)
- MoleMap n.d., 'Certificate in Melanography Essentials', The Australian College of Dermatologists, viewed 24 June 2020, <https://www.dermcoll.edu.au/for-health-professionals/program-and-courses/certificate-melanography-essentials/>
- Nursing and Midwifery Board of Australia 2016 a, 'Enrolled Nurse Standards for Practice', viewed 24 June 2020, <file:///C:/Users/ADNA/Downloads/Nursing-and-Midwifery-Board---Standards-for-Practice---Enrolled-Nurses.PDF>
- Nursing and Midwifery Board of Australia 2020, 'Fact sheet: Advanced nursing practice', viewed 24 June 2020, Australian Health Practitioner Registration Authority (AHPRA) n.d., viewed 24 June 2020, <https://www.ahpra.gov.au/Registration.aspx>
- Nursing and Midwifery Board of Australia 2016 b, 'Registered Nurse Standards for Practice', viewed 24 June 2020 <file:///C:/Users/ADNA/Downloads/Nursing-and-Midwifery-Board---Standard---Registered-nurse-standards-for-practice---1-June-2016.PDF>
- Nursing and Midwifery Board of Australia 2018, 'Nurse Practitioner Standards for Practice', viewed 24 June 2020, <file:///C:/Users/ADNA/Downloads/Nursing-and-Midwifery-Board---Nurse-practitioner-standards-for-practice---effective-1-January-2014.PDF>
- Schwartz, S 2019, 'Educating the Nurse of the Future', Commonwealth of Australia, viewed 24 June 2020, <https://www.health.gov.au/sites/default/files/documents/2019/12/educating-the-nurse-of-the-future.pdf>