

## ORIGINAL PAPER

### Advanced Practice Nursing Roles: The Phases of the Successful Role Implementation Process

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#### Abstract

**Background:** In a vast amount of international literature, scholars have described the attributes of advanced practice nursing roles; however, fewer have discussed the successful implementation process of these positions within healthcare settings. As several countries are developing or re-examining their advanced practice nursing roles, the successful implementation process is drawing increased attention.

**Objectives:** To explore and describe experts' views on the introduction of advanced practice nursing roles into Finland. The ultimate aim is to describe a nationwide successful role-implementation process.

**Methodology:** A descriptive qualitative study. This is the second part of a nationwide study investigating advanced practice nursing roles. A purposive sampling method was used to recognize expert panelists in the areas of advanced practice nursing. The response rate was 71% (n=25). Data were collected via a Web-based online survey and analysis software. Data was analyzed using qualitative content analysis.

**Results:** Several strategies entail the effective introduction of advanced practice nursing roles. The continuous process of successful implementation includes the phases of establishing, engaging, and securing the advanced practice nursing niche. The role of nurse manager, for example, is essential and the investment of various stakeholders is required to allow these processes to be actualized.

**Conclusions:** Careful planning in introducing these roles will help to create the necessary conditions to support the best development and integration of these roles. Benchmarking national roles and strategies will benefit both national and international advanced practice nursing communities and nursing scholarship.

**Keywords:** advanced practice nursing, clinical nurse specialist, implementing nursing roles, nursing