

NPTP Application Advice

The NPTP application for funding is a national process and there are more applications than funded places every year. Each candidate's application and interview are graded using nationally agreed criteria. Your application, CV, practicum proposal are all graded, as are your interview question answers, so you should ensure your entire application is polished and succinct. As well as general questions you will be given two questions for you to prepare answers to in advance. Practice your answers for your interview questions as you would for a job interview. Priority is given to **Māori and Pacific candidates**, as well as those working in **primary care, rural care, older adult care and mental health** as these are areas with the highest levels of need/vacancies. *If these do not apply to you then you should maximise your efforts to score points elsewhere.*

What are they looking for in your application and interview?

You should make sure you adequately address all of these five points in your application, proposal and interview.

1 - That you can clearly articulate the NP scope of practice.

Nurse Practitioner (NPs) candidates must be clear about what the NP scope of practice is (this may be different to what you and/or your employers think it is). You should read widely about this (see reading suggestions) and read other NPs' Practicum Proposals (submitted in their NP portfolios) to help inform your proposal. NPs are **expert** nurses who can practice **independently** but they are also **leaders** who work tirelessly to improve patient experiences and outcomes. The following is a list of things you might consider for your application and during your practicum (it is not an exhaustive list):

- NPs are also expected to be using their nursing lens/background to approach patients holistically and expertly.
- NPs must be able to diagnose, prescribe and formulate treatment plans independently.
- It is expected that all nurse practitioners can examine and identify abnormal findings for all body systems and can perform a baseline mental health assessment (e.g. can use the PHQ-9, GAD, Kessler)
- It is expected that **all** NPs will have at least a basic knowledge about the recognition, diagnostic criteria, treatment and the usual first line medications for common chronic health conditions (if you work in paediatrics/neonates you may have a different list). This includes those working in mental health as many of your patients may have these conditions, which may affect your prescribing decisions but also because physical disease can manifest or alter psychological symptoms and thus need to be considered in your differential diagnosis list. These include:
 - COPD
 - Asthma
 - Heart Failure
 - Chronic Kidney Disease
 - Diabetes
 - Depression
 - Hypertension
 - Eczema
 - Anxiety
- In addition, **all** NPs are expected to be able to assess, diagnose, treat and/or refer common acute presentations, which may include:
 - Acute abdominal pain (across the lifespan)
 - Acute shortness of breath
 - Acute chest pain
 - Headaches
 - Other acute conditions that you would commonly see in your area of practice.
- NPs are expected to exemplify expert communication and collaboration skills with patients, whanau and colleagues.
- You are expected to know and work within the legislation that guides NP practice (see reading list).

2- You must be able to demonstrate expert level practice as well as critical thinking

- For presentations common to your area of practice you would be expected to demonstrate **expertise** in the recognition and management of pertinent differential and working diagnoses.
- For the conditions you commonly see (or could expect to see) you will be expected to have:
 - In depth knowledge of physiology and pathophysiology.
 - In depth knowledge of pharmacology for medications you are likely to prescribe.
 - Knowledge of the evidence that underpins the diagnosis and treatment of these conditions (not just what is in the guidelines but the underpinning data too).

3 – NPs take a leadership role in cultural safety, equity and health literacy

Promoting **equity** and **cultural safety** are important areas for NPs, you are expected to know this topic well. Be familiar with: <https://www.health.govt.nz/our-work/populations/maori-health/whakamaui-maori-health-action-plan-2020-2025>

- NPs are also expected to have expertise in promoting health literacy and reducing access barriers (again you need to know this beyond medication compliance).

4 – NPs are Professional and Clinical Nursing leaders

- NPs are clinical and professional leaders and must demonstrate how they role model/influence and take a professional leadership role in their area of practice. Examples might include:
 - Auditing patient outcomes to identify/influence quality improvements.
 - Representing your area of practice locally, regionally, nationally or even internationally.
 - Implementing clinical improvements
 - Participating in strategic clinical leadership activities.
 - Contributing to nursing knowledge (teaching, publishing, research).

5- That you and your workplace are ready for NP level Practice.

- That you understand exactly what an NP is.
 - That you have worked in your area of practice for at least 3 years before applying for the NPTP program.
 - That you have adequate knowledge, emotional intelligence and resilience to work as an NP.
 - That your workplace are going to:
 - Provide the correct support and learning opportunities for your practicum practice.
 - **This includes at least 80 hours to be spent in a secondary placement area. If your primary clinical supervisor is NOT an NP, then this secondary placement must be with an NP.**
 - Support regular professional supervision sessions throughout this practicum and beyond.
 - That there is an NP role for you, if you are successful, that is concordant with the NP scope of practice.
 - That you are ready and will be supported to maintain your knowledge if you are successful at gaining NP registration.
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Useful Reading

NP Scope

Read everything about the NP role on:

Nursing Council Website,
Ministry of Health and
NPNZ websites.

Read other people practicum proposals.

The NPNZ website has a number of NPTP focussed resources and readiness tools in this section

<https://nurseworkforce.blogs.auckland.ac.nz/nptp/>

A few other NZ based articles are listed below but you should do your own research too:

Adams, S. (1), & Carryer, J. (2). (2019). Establishing the nurse practitioner workforce in rural New Zealand: Barriers and facilitators. *Journal of Primary Health Care*, 11(2), 152-158–158.

<https://doi.org/10.1071/HC18089>

Carryer, J., & Yarwood, J. (2015). The nurse practitioner role: Solution or servant in improving primary health care service delivery. *Collegian*, 22(2), 169–174. <https://doi.org/10.1016/j.colegn.2015.02.004>

Officer, T. N., Cumming, J., & McBride-Henry, K. (2021). “She taught me”: factors consumers find important in nurse practitioner and pharmacist prescriber services. *Human Resources for Health*, 19(1), 1–10.

<https://doi.org/10.1186/s12960-021-00587-y>

[“One of us – first and foremost a nurse”. Exploring the Nurse Practitioner role within one private surgical hospital](#)

Cultural Safety Resources

This article gives a good overview <https://equityhealthj.biomedcentral.com/articles/10.1186/s12939-019-1082-3>

Health Navigator (now Healthify) has lots of resources on this you should look through all of this.

<https://healthify.nz/healthcare-providers/c/cultural-safety/>

This is a Canadian based article but explores themes around cultural safety and equity in indigenous people and covers all the issues well.

Horrill, T. C., Martin, D. E., Lavoie, J. G., & Schultz, A. S. H. (2021). Nurses as agents of disruption: Operationalizing a framework to redress inequities in healthcare access among Indigenous Peoples. *Nursing Inquiry*, 28(3), 1–14. <https://doi.org/10.1111/nin.12394>

This is a great article that applies Māori beliefs/viewpoints to Nursing.

Barton P, & Wilson D. (2008). Te Kapunga Putohe (the restless hands): a Maori centred nursing practice model. *Nursing Praxis in New Zealand*, 24(2), 6–15. Direct link to article is

<https://www.nursingpraxis.org/user/file/2057/Te%20kapunga%20putohe%20%28The%20restless%20hands%29.pdf>

Health Literacy

This is way more complex than you may think and includes strategies for assessing and enhancing health literacy <https://healthify.nz/healthcare-providers/h/health-literacy/>

Nurse Prescribing legislation

This article summarises most of the legislation relating to NP practice. This will change with the new Therapeutic Products Bill.

Key, J., & Hoare, K. (2020). Nurse prescribing in New Zealand - the difference in levels of prescribing explained. *New Zealand Medical Journal*. [LINK](#).