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A Rapid Review of Educational Preparedness of Advanced Clinical Practitioners

Journal:	<i>Journal of Advanced Nursing</i>
Manuscript ID	JAN-2018-0601.R1
Manuscript Type:	Review
Keywords:	Advanced Practice, Multiprofessional Education, Nurse Education, Nurse Practitioners, Theory-practice Gap
Category:	Nurses

SCHOLARONE™
Manuscripts

1
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3 Abstract
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6 *Aim*
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9 To establish if Advanced Clinical Practice programmes provide the appropriate level of
10 educational preparation.
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15 *Design*
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18 A rapid review of the literature
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22 *Data Sources*
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24 Ovid Medline Ovid EMBASE were used, and papers published between 2007-2018. Ninety-
25 nine papers were then reviewed for eligibility.
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29 *Review Methods*
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32 Tricco's seven-stage process was applied
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34
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36 *Results*
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38 Ninety-nine papers were reviewed and 39 included and four themes identified: consolidation,
39 theory practice gap, competency and mentoring. A lack of preparedness for new advanced
40 clinical practitioners completing an educational programme was noted with a need identified
41 for a clinically focussed consolidation period to enable practitioners to develop their skills
42 under supervision in the clinical environment.
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48

49 *Conclusion*
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52 As the needs for different models of healthcare evolves with the expansion of advanced
53 practice; appropriate education and clinical supervision are important aspects in the delivery
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3 of programmes that allows individuals to be competent and confident practitioners providing
4 safe and effective healthcare.
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9 *Impact*

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12 There is a paucity of papers on educational preparedness of Advanced Clinical Practitioners.
13 This study aims to provide an overview of the literature on the current curriculum.
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18 Findings demonstrate the lack of preparedness in advanced clinical practitioners following
19 Masters completion with a need for more practical and academic elements and a clinically
20 focussed consolidation period with good role models and mentors.
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26 These findings should impact, both newly qualified advanced clinical practitioners,
27 employers and higher education institutes in designing their curriculum and post Masters
28 completion to ensure protected period of time to work with mentors and consolidate clinical
29 practice.
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36 *Keywords*

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39 Advanced clinical practice, nursing, healthcare professionals, education, clinical
40 preparedness, training, role transition, mentoring, specialist.
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INTRODUCTION

In many first-world countries, there has been increased demand for advanced practice (AP) roles in healthcare. Roles such as nurse practitioners (NP) and clinical nurse specialists have developed to address unmet population health needs and to provide more sustainable healthcare services (Lee and Fitzgerald, 2008, Bryant-Lukosius *et al.*, 2004). A more recent trend by in the United Kingdom (UK) is to employ allied health professionals (such as paramedics and physiotherapists) in advanced clinical practice (ACP) roles to meet the need for more healthcare professionals to undertake diagnostic and decision-making roles, traditionally performed by physicians (Department of Health 2014, Health Education England (HEE) 2015; Imison *et al.* 2016). Nuffield Health's report on reshaping the workforce stated the need to train, recruit and upskill the workforce and ensure the NHS evolves to have the skills required to meet the health needs of the population (Imison *et al.*, 2016). ACP roles offer opportunities to address shortage within the medical workforce, improve clinical continuity, provide new clinical roles for healthcare professionals.

BACKGROUND

The challenge for workforce employers in the UK is that the ACP role remains, until recently, ill-defined and unregulated, leading to confusion about role titles and expectations. There is a lack of heterogeneity in curricula preparation, role deployment, competence development and role regulation across Higher Education Institutes in England (HEE, 2015). There is currently no international consensus on the definition of what is ACP. A recent UK study highlighted the numbers of varying job titles that included 'advanced practitioner' across different departments and different healthcare providers both nationally and internationally (Leary *et al.*, 2017). When considering educational preparation Masters level study was commonly the minimum

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3 requirement in the UK, USA, Australia and Finland (Driscoll *et al.*, 2012). A meta-summary
4 of fifty papers identified seven domains of advanced practice (Hutchinson *et al.*, 2014). The
5 authors were unable to define advanced practice as there were inconsistencies with the
6 definition, measurement and function, and scope of advanced practice across Australia, USA
7 and UK.

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15 The concept of the advanced nurse being Masters prepared was described by Elliott (1995) and
16 the Royal College of Nursing (RCN) defines advanced nursing practice “as a level of practice
17 rather than a role or job title. (*Advanced nursing practice*) both builds on, and adds to, the set
18 of competences common to all registered nurses” RCN (2012). HEE (2017) built on this and
19 developed a new definition for ACP in 2017 that described the scope of advanced clinical
20 practice, standardise advanced practitioner role functions, educational preparation, practice
21 capabilities, and role development. The definition of ACP from HEE:

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32 *'Advanced Clinical Practice is delivered by experienced registered healthcare practitioners. It*
33 *is a level of practice characterised by a high level of autonomy and complex decision-making.*
34 *This is underpinned by a Masters level award or equivalent that encompasses the pillars of*
35 *clinical practice, management and leadership, education and research, with demonstration of*
36 *core and area specific clinical competence.'* (HEE, 2017).

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44 Health Education England's objective is to develop a more flexible workforce which is able to
45 respond to these changes (DH, 2015) and this definition has now been adopted across **England**
46 **and Wales** in order to standardise the role and allow consistent practice across disciplines for
47 ACP roles (HEE, 2017). A lack of a protected title for the 'Advanced Practitioner' title in the
48 **England and Wales** has enabled individual specialities and Trusts to employ 'advanced nurse
49 practitioners' with no legislative restriction on using the title (Jokiniemi *et al.*, 2013, Leary *et*
50 *al.* 2017), unlike the US and Australia where it is a legally protected title.

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6 In the authors' higher education institution, an MSc Advanced Practice programme has been
7
8 in place for some years. The programme curriculum was recently redesigned and developed
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10 using the four areas of advanced clinical practice identified in the NHS England ACP
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12 Framework: clinical practice, leadership and management, education and research with core
13
14 and area-specific clinical competencies (HEE, 2017).
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18 Aim

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20 The aim of this rapid review of the literature was to establish if Advanced Clinical Practice
21
22 programmes provided the appropriate level of educational preparation for the ACP role.
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26 Design

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28 The rapid review was undertaken as outlined by Tricco *et al.* (2017) to identify any publications
29
30 on the educational preparedness of ACPs as they transitioned to autonomous clinical practice.
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32 Rapid reviews are designed to examine a snapshot of current research to inform changes in
33
34 clinical practice in a cost and time pressured environment using a systematic and transparent
35
36 process, using limited search criteria and limited databases, working collaboratively with a
37
38 team of researchers and experts within the field to minimise limitations (O'Leary *et al.* 2016)
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42 (refer to Supplementary Table 1).
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45 This rapid review followed the seven-stage process outlined by Tricco (2017).
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Search Methods

To identify relevant papers, two databases Ovid Medline and OVID EMBASE were searched using the terms Advanced Practice, Training, Patient satisfaction. The Boolean operator ‘and’ was used to refine the search which was limited to English language papers published between 2007-2018 (refer to refer to Supplementary Table 2). The methodology selected was the 4-stage process of narrative synthesis outlined by Popay *et al.* (2006) for effectiveness rapid reviews.

Stage 1 Developing a theory- This stage informs the decision about the review question and the types of studies to review. Due to the paucity of papers that focussed on educational preparedness of the ACP, all 99 abstracts were reviewed by two researchers for educational preparedness. Thirty-nine were identified for inclusion.

The review questions were: (i) What factors have an impact on a transition for the newly qualified ACP? and (ii) How have these factors been integrated into a curriculum to improve educational preparedness of the ACP?

Stage 2- Developing a preliminary synthesis- The themed papers were distributed to individual members of the team who reviewed and critiqued the relevant papers. (See Figure 1- PRISMA diagram).

Stage 3 - Exploring relationships in the data- The main themes identified were: (i) consolidation of the role post study, (ii) the theory-practice gap, (iii) competence and (iv) role modelling/mentoring. These themes were explored in the identified papers.

Stage 4- Assessing the robustness of the synthesis product - This part of the process examined the strength of the evidence from which the conclusions were drawn and examined if the conclusions were generalisable to newly qualified ACPs.

Search Outcomes

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3 Ninety-nine abstracts were reviewed for educational preparedness with 53 included.
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7 *Insert Figure 1 here*
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10 Data Abstraction

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12 Forty-six papers that referred to educational preparedness of registered clinicians for the ACP
13
14 role were identified and 39 papers included. Critical Appraisal Skills Programme Checklist
15
16 (CASP 2018) was applied and papers were excluded if they did not meet these criteria.
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19 Synthesis

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21 Four themes were identified through the analysis in relation to educational preparedness of
22
23 ACPs. Consolidation of the role post study, the theory-practice gap, competence and role
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25 modelling/mentoring (refer to Supplementary Table 3). A narrative synthesis approach was
26
27 undertaken (Ryan, 2013).
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30 Results

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34 Of the thirty-nine included papers, 23 reported data from the USA, two from Australia, five
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36 from Canada, two from Sweden, six from the UK and one from the Netherlands. The studies
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38 were grouped into themes consolidation /transition, theory-practice gap, competency and role
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40 modelling/mentoring (refer to Supplementary Table 4). The majority of the studies identified
41
42 report findings from studies involving NPs and NP education rather than other healthcare
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44 professionals.
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49 Consolidation/Transition

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51 The literature on consolidation and role transition into the NP role is mostly from North
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53 America where NP is a well-established role. Most are single-site studies using convenience
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55 samples with small numbers of participants. The transitioning timescale was disputed in
56
57 several studies. All agreed that the newly graduated NP required a period to transition and
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3 consolidate advanced practice. This was best achieved by a structured period of clinical
4
5 internship with supportive mentorship for up to one-year post training (Sullivan-Bentz *et al.*
6
7 2010, Rugen *et al.* 2018; Brown & Olshansky, 1997). All the papers identified that
8
9 establishing the NP roles was challenging and some assumed an ‘imposter role’ where role
10
11 expectations were not clearly defined, or the NP role was an innovation in the service
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13 (Jangland *et al.* 2016).
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16
17 Specific barriers and facilitators were identified to NP role transitioning to practice. Support
18
19 from nursing and medical colleagues was regarded as the most important facilitator to
20
21 successful role transition (Cusson & Nelson Strange, 2008). Barriers identified were
22
23 returning to work environments where previously employed (Cusson & Nelson Strange,
24
25 2008, Sullivan -Bentz, 2010), and lack of definition of role expectations and outcomes by
26
27 service providers (Brown & Olshansky, 1997, Sullivan -Bentz, 2010). For the most part, the
28
29 most challenging barrier to role transition was time to consolidate skills across a range of
30
31 clinical settings and support from mentors. When the above were not in place, it took longer
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33 to transition and work independently (Rugen *et al.* 2018). Structured mentorship schemes
34
35 where NPs were supervised on a 1-to-1 basis by medical practitioners, or where they had
36
37 opportunities to rotate to different clinical specialities (Lee & Fitzgerald, 2008, Brooks &
38
39 Niederhauser, 2009) and improved role transitioning significantly (Ruston and Tivable,
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41 2011, Brown & Olshansky, 1997, Maten-Speksnijder, 2015).
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49 The limitations of structured clinical internships schemes were that the prime focus was on
50
51 development of clinical competence, mainly in the medical domain (Maten-Speksnijder *et al.*
52
53 2015; Jangland *et al.* 2016). Rugen *et al.* (2018) noted that there was minimal emphasis on
54
55 developing other components of the NP role, such as leadership and service improvement.
56
57 Reasons stated were that there was a greater need for NP clinical competence to provide
58
59 direct patient care related to service deficits (Spoelstra & Robbins, 2010), and NP educational
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3 preparation prioritised clinical skills development above professional preparation (Rugen *et*
4
5 *al.* 2018).

6 7 8 Theory practice gap

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10 Benner's 'From Novice to Expert' model was initially developed to address the development
11
12 of the nurses' level of skill acquisition (Benner, 2001). This model is based on the Dreyfus
13
14 Model of Skill Acquisition and is frequently used to represent the professional progression of
15
16 skilled nursing practice and the interventions based on clinical judgement in practice.
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19 According to this model, nurses move through the five levels of proficiency: novice,
20
21 advanced beginner, competent, proficient, and expert (Benner, 2001). Novice NPs who
22
23 transition to practice navigate through similar stages of professional skill performance (Faraz,
24
25 2016). The expertise develops when the NPs apply the general theory principles in the
26
27 clinical setting with the goal of providing comprehensive holistic patient care. Although the
28
29 adaptation of this model to the NPs' practice can be inferred, the fit between the aspects of
30
31 each proficiency level and the NPs' professional progression has not been studied nor
32
33 described in detail in the literature.
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39 Novice NPs may undergo a "reality shock" or "transition shock" when entering the
40
41 workforce due to a gap of what was learned as an NP student and the expertise needed to be
42
43 successful in practice (Duchscher, 2007; Fitzpatrick & Gripshover, 2016). In a recent
44
45 qualitative evidence synthesis, Master's level education was identified as one of the main
46
47 themes in addressing the key issues of transition (Moran & Nairn, 2018). As Master's level
48
49 award or equivalent is now supported by the Health Education England (HEE) (2018) for
50
51 ACP, simulation can serve as a vehicle in reducing the theory to practice gap. In one
52
53 systematic review on the effectiveness of simulation-based education in NP programmes on
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55 learners' knowledge, skill performance, confidence and attitudes, high-fidelity simulation led
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57 to an increase in the students' knowledge, confidence and satisfaction (Warren *et al.* 2016).
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3 Nevertheless, there is a lack of evidence to support the replacement of clinical hours with
4 simulation in NP education (Rutherford-Hemming, Nye & Coram, 2015). All of the studies
5 included in both of the systematic reviews were performed in the US and, as ACP education
6 continues to develop, there is a need to further this type of research in the UK.
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13 Other theories have emerged and/or been adapted over the years to address the process of the
14 NPs transition to clinical practice. Meleis's Transitions Theory has been adapted as a
15 framework to define personal and community conditions that help to either promote or inhibit
16 NPs' transition to practice (Meleis *et al.* 2000). Based on this theory, Barnes (2015)
17 conducted a descriptive cross-sectional survey investigating the relationships between prior
18 nursing experience, formal orientation and NP role transition and reported that only a formal
19 orientation led to a positive NP role transition. This finding supports other papers, where
20 formal orientation programmes were found to help novice NPs to gain confidence,
21 competence and feel more satisfied in their new roles (Goodwin-Escola, Deely & Powell,
22 2009; Sorce, Simone & Madden, 2010; Flinter, 2012; Sargent & Olmedo, 2013).
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37 Fellowships or residencies for the new NP graduates or those NPs wishing to change
38 specialties are another way of reducing the theory to practice gap. Novice NPs in specialty
39 areas request more educational content and clinical experiences in the form of residencies or
40 mentoring options (Jones *et al.* 2015). However, the approaches to NP fellowships or
41 residencies vary greatly and remain inconsistent as to the standard of the didactics, clinical
42 competencies, and duration (MacDonald *et al.* 2006, Rudy & Wilbeck, 2017). As ACP
43 education continues to develop at a Master's or equivalent level in the UK, standardization of
44 such fellowships/residencies and associated competencies in specialty areas will provide the
45 novice NPs with consistent preparation to ensure a successful professional transition.
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58 Competencies:
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3 Assessing competencies is an important part of ACP, and there are different ways of
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5 assessing these and using theoretical frameworks to show how skills are gained. Avadhani
6
7 (2017) described how a simulation programme was introduced to assess invasive procedure
8
9 skills. The skills acquisition framework by Barraclough was used in the study and reported
10
11 significant improvement in in the acute care NP students' knowledge, skills and attitudes.
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16 A qualitative interpretative single-embedded case study of 22 participants examining physical
17
18 assessment skills education reported that these skills were used in practice successfully by
19
20 community advanced NPs (Raleigh & Allen, 2016). However, the authors did not formally
21
22 assess competencies, but instead asked the students about what they learnt, and students
23
24 reported feeling competent with their physical assessment skills education. Other papers have
25
26 examined specific aspects of practice such as communication but did not specifically mention
27
28 competencies in the article (Curtis *et al.* 2013), while others have linked number of hours to
29
30 development of core clinical competencies (Hallas *et al.*, 2012). The authors reported that
31
32 500 clinical hours correlated to populations, skills performed, required levels of decision
33
34 making, and expected diagnoses but they conceded that they could not establish if these
35
36 clinical hour requirements translated to exposure to all core competencies for entry into
37
38 practice. The authors suggested that more performance-related assessments could be used
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40 such as case-based evaluations, simulations, or objective structured clinical examinations
41
42 (OSCEs) to evaluate clinical competencies. Melnyk *et al.* (2014) developed 13 evidence-
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44 based practice competencies for practicing registered nurses and 11 additional competencies
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46 for Advanced Practice Nurses with seven evidence-based practice leaders in the US. The
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48 paper, however, did not demonstrate whether these competencies were successfully
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50 implemented into practice.
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3 Hutchinson *et al.* (2014) presented practice domains that pre-date the HEE definition of ACP
4 but there were common elements between, such as autonomous clinical practice, developing
5 the practice of others, improving systems of care, developing and delivering educational
6 programmes, research and scholarship. Paton *et al.* (2013) described a case study involving a
7 competency-based preparation course for ACPs. The three-month programme involved
8 ongoing professional development, that included journal clubs and conference attendance that
9 was specific to their role. Intensive mentorship was put in place to support the ACPs with
10 role transition. The main focus of the orientation programme was on skills, knowledge and
11 making decisions under pressure as the ACPs transitioned from a care giver to a care director.
12 Of note, 23% of ACPs did not pass this programme. Payne *et al.* (2016) described
13 educational preparation as one of the essential learning outcomes and as role-specific
14 competencies for ACPs working in elderly care. These studies clearly show some
15 commonality in their programmes but also highlight the complexity of the roles requirements
16 in terms of clinical knowledge and skills. Overall, there is a paucity of literature on
17 competencies in ACP and of the studies identified, the majority were small single-centred
18 studies with small numbers of participants.

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41 Objective Structured Clinical Examinations (OSCEs) are commonly used in advanced
42 practice education and a literature search revealed three papers on the topic. Barrett (2010)
43 investigated if recording simulated OSCEs was beneficial for NP students in the UK. The
44 results showed that simulated OSCE video-recordings were an effective method for
45 supporting NP educational development. Another study from 2009 by Kurz *et al.*, (2009)
46 compared two different assessment methods: OSCEs and standardized patients (SP- where
47 Faculty-trained laypersons act as the patient), to the traditional Health Assessment course. In
48 the 37 students who participated, there were statistically significant differences between the
49 two groups for the final practical examination grades, clinical preceptor evaluations,
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3 satisfaction scores, and self-evaluations of skills at the course's end. Those who undertook
4 OSCEs and SPs had higher scores than those in the traditional group. The authors
5 recommended that educators incorporate SPs and OSCE in order to improve clinical
6 competency scores and course satisfaction. Aronowitz *et al.*'s (2017) article is an opinion
7 piece advocating simulated patient encounters and OSCEs but no empirical data is reported to
8 support this. In summary, the use of OSCEs in advanced practice is poorly studied although it
9 is a common assessment method within ACP programmes.

10 11 12 13 14 15 16 17 18 19 20 21 Mentoring/Role Modelling

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24 The literature on mentoring was, once again, predominantly from North America and focuses
25 on the process in relation five areas of advanced practice using the Strong model- direct
26 comprehensive care, education, research, support of systems and publication and professional
27 leadership. Pop (2017) undertook a grounded theory study in order to develop a theory of
28 mentoring and identified three categories: forming the relationship, developing it and
29 mentoring outcomes. The needs of NPs are discussed by others (Jarrell, 2016, Brand *et al.*,
30 2016; Doerksen, 2010), in terms of identifying specific areas such as clinical skills,
31 leadership and research and highlights the novice to expert NP journey. Mentorship is cited
32 as reducing anxieties in novice NPs as they transition but no studies measured psychological
33 well-being specifically (Hill & Sawatzky, 2011). However, the transition from novice to
34 expert was seen as stressful with the stages of transition and the authors endorsed the use of
35 experienced NPs as mentors.

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What becomes clear from the literature on mentorship is that mentoring is seen as valuable
but there are no formalised validated programmes and most of the work was on small
numbers of NPs from single sources. The US and Canadian programmes identified mentors
as experienced NPs (Brand *et al.* 2016, Jarrell, 2016), whereas other countries do not. Leggat

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2
3 *et al.* (2015), for example studied the benefits of mentorship in Australia, with mentors were
4 predominantly in executive nursing roles and mentorship only for leadership development
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6 with only 4 of the 16 mentors being NPs. Only one paper was identified with physicians
7
8 acting as mentors (Barton, 2006). This UK based paper undertook a qualitative study of
9
10 physicians and their experiences as mentors. The paper highlighted the issues of one
11
12 professional body mentoring another, and how scope of practice differs between the two.
13
14 This has always been a contentious area, but Barton acknowledges that medical
15
16 benchmarking is an efficient method of providing direction for physicians in this mentoring
17
18 role. The paper also highlighted how students' clinical authority changes as they transition
19
20 from novice to expert. Clearly more work is needed in this area as NPs develop and expand
21
22 their clinical skills and the benefits of working with experienced physicians needs to be
23
24 explored. The key to successful mentorship were duration of programme and whether it was
25
26 formal or informal (Doerksen, 2010, Hill & Sawatzky, 2011). All agreed that NPs confidence
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28 increases throughout NP programmes as they gain experience and develop professionally.
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36 *Discussion*

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38 In summary, the majority of the literature reviewed refers specifically to NPs rather ACPs
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40 and most of the papers only examine one aspect of education preparedness and most in small,
41
42 single centred studies. Although ACPs have not been specifically examined in the reviewed
43
44 papers, the findings remain relevant to ACP education and curriculum development. It is
45
46 clear from this review of available literature that there needs to be both clinical and
47
48 theoretical components in the ACP curriculum supported in clinical practice by having
49
50 appropriate ACP role models and mentors. In relation to educational preparedness, the ACP
51
52 curriculum needs to recognise the often-complex diagnostic and clinical decision-making
53
54 elements of the role as described by Jokiniemi *et al.* (2013). The importance of facilitating
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3 placements and internships for ACP trainees has also been highlighted in this review and is
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5 advocated by others (Lee and Fitzgerald, 2008).
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8 For role transition to be managed well, it appears there needs to be an unspecified time period
9
10 where the newly qualified ACP is mentored within the clinical setting as they commence on
11
12 the novice to expert journey. They need to operate in an environment where all members of
13
14 the team understand and are supportive of the ACP role, although there is a paucity of
15
16 literature to support this statement.
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19
20 The UK Royal College of Emergency Medicine and the Faculty of Intensive care medicine
21
22 have created curricula for ACPs working in these clinical settings with specific competencies
23
24 (Faculty of Intensive Care Medicine, 2015, Royal College of Emergency Medicine, 2017).
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27 With the changing healthcare needs of patients across a variety of settings (acute and
28
29 community based), ACPs need to be able to demonstrate complex-decision making to assess,
30
31 manage and treat patients using their extensive knowledge and skills. University curricula
32
33 need to ensure ACPs have the appropriate skills and knowledge and be able to integrate
34
35 theory and practice. Assessment of this can be achieved using a validated clinical competency
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37 assessment tool. This has already been instigated by some Higher Education Institutes
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39 following collaborative development between the clinical stakeholders and the universities
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41 (Health Education South London, 2016, Bench *et al.*, 2018).
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46 Finally, it is important to note that although much has been written about advanced practice,
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48 few have examined educational preparation and preparedness for the ACP role in those
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50 enrolled in ACP programmes.
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53 *Limitations*

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56 With reference to the approach taken, the rapid review approach was selected as the
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58 information was required within a short timeframe to inform decisions relating to a new
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3 curriculum under development for ACP training at the authors educational institution.

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5 Educational preparedness of ACPs for clinical practice who had completed their Masters'
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7 programmes is a subject of interest for the review team.
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11 Using the seven-stage approach (Ticco, 2017) informed the direction of the work as did the
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13 Popay's 4 stage approach (Poapy, 2006) to narrative synthesis as the identified papers are a
14
15 combination of primary studies and reviews.
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18 19 RECOMMENDATIONS FOR PRACTICE AND RESEARCH

20
21 There is a paucity of original research articles with a robust methodology regarding
22
23 educational preparation of ACPs for the role. Research into the most effective models of
24
25 educational preparedness for ACPs is required to ensure future curricula adequately prepare
26
27 people for the role they are expected to fulfil in clinical practice. It is also clear that current
28
29 ACPs need to understand their importance as good role models and mentoring, not just for
30
31 trainee ACPs but also for the wider healthcare workforce. Studies need to be undertaken to
32
33 evaluate the various ACP programmes and provide evidence on their effectiveness and
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35 benefits to patient care.
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39 40 CONCLUSION

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42 Significant fiscal investment and personnel are required to train an ACP. The number of
43
44 ACPs in training is increasing and it is important that an effective model of education
45
46 preparation is available. The ACP qualification is fundamental to safe delivery of patient care
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48 across healthcare sectors within the UK. Ensuring adequate educational preparedness will
49
50 reassure the ACP profession and lead to role acceptance by fellow clinicians and the public.
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52 Transitioning from novice to expert is vital to ensure safe healthcare and a suitably qualified
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54 workforce and thus being adequately educationally prepared to take on and succeed in an
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56 ACP role is essential.
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3 This rapid review has highlighted the need for further research which aims to identify the
4 specific educational preparedness required for the ACP role. Identification and dissemination
5 of good educational practice will ensure that transition into the ACP role is as smooth as
6 possible, resulting in the ACP being prepared, and most importantly being competent and
7 confident to embrace and flourish their new ACP role.
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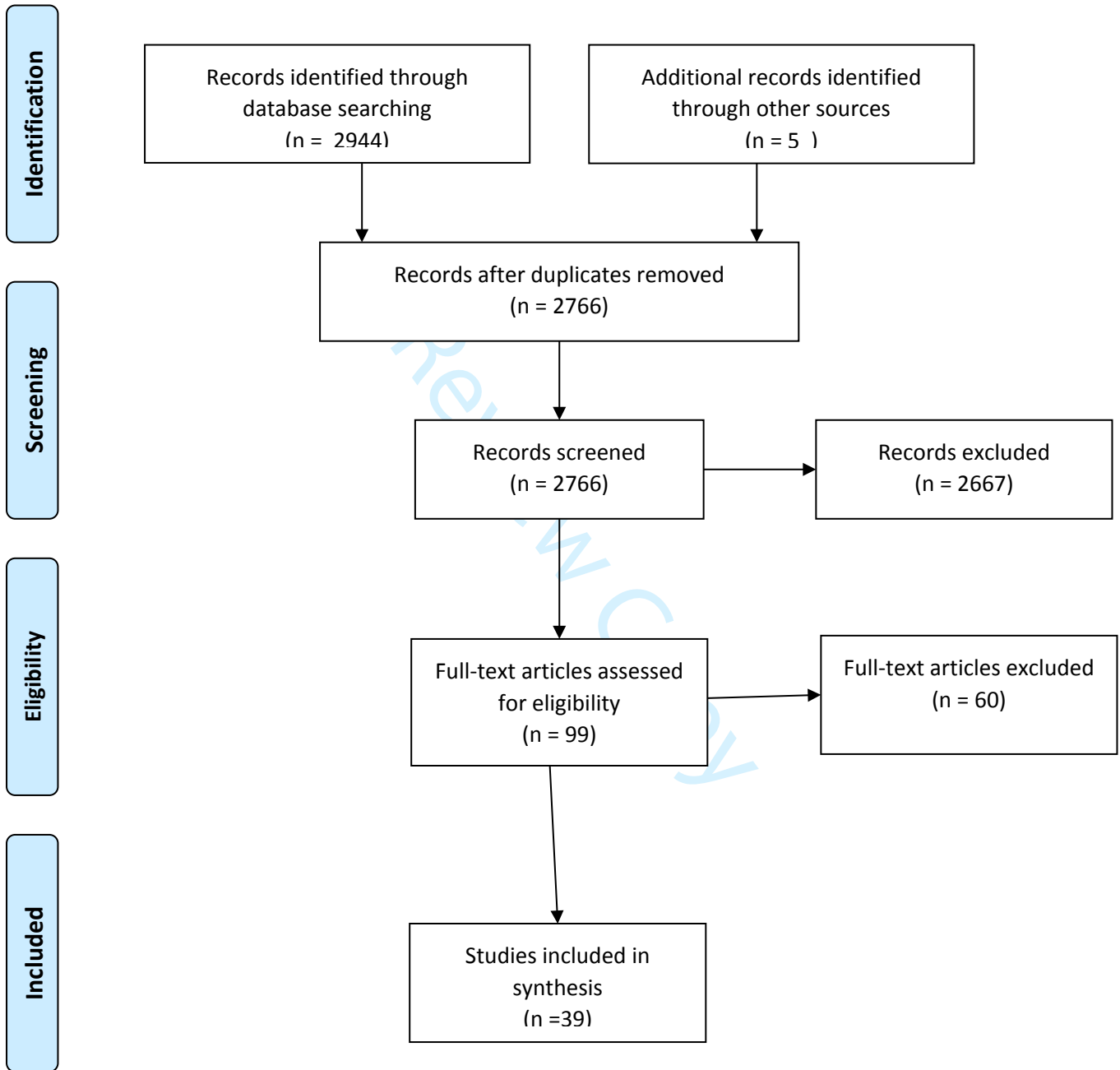
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Table 1: The seven-stage process as defined by Tricco and applied to the rapid review:

Process stage	
Needs Assessment	ACP curriculum development within the faculty led to a discussion regarding educational preparedness.
Protocol development	Review team identified This review was not registered with PROSPERO as this rapid review is not a clinical outcome. PRISMA created and distributed for comment
Literature search	Ovid Medline, CINAHL, keywords 'Advanced Practice, Training, Patient satisfaction' English 2007-2018
Screening and Study Selection	Two reviewers reviewed Ninety-nine studies in full, four themes were identified and each of the four themes was written by a member of the team. Thirty-nine were identified for inclusion.
Data Extraction	Themes identified across the papers
Risk of Bias assessment	Two reviewers identified the papers to be reviewed. Individuals who wrote each section read the papers again, used CASP to decide which papers to include in the final draft.
Knowledge synthesis	Narrative summary

Figure 1: PRISMA diagram

PRISMA Flow Chart for Rapid Review:



Supplementary Table 1: PEO of Rapid review:

Population	Exposure	Outcome
Advanced Practice	Training	Competence
Advanced Clinical Practice	Educational preparation	Clinical Preparedness
Nurse Practitioner	Academic Practice	Clinical Practice
Allied Health Professional	Clinical Supervision	Patient Satisfaction
Prescriber	Competency based Assessment	Patient Safety
Independent Practitioner	Mentorship	Decision Making
Autonomous Practitioner	Practice Consolidation	Clinical Confidence
Nursing Clinician	Practice Simulation	Effective Practice

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Supplementary Table 2: Ovid MEDLINE and Ovid EMBASE Search Strategy:

No.	Search Term	Medline	Embase
1	Exp Advanced Practice/	1425	1631920
2	Advance* adj2 Clinic* adj2 Practi*.mp	481	650
3	Nurse adj2 Practitioner* .mp	21255	26481
4	Allied Health Professional/	11191	333
5	Prescrib* .mp	129472	209548
6	Independent adj2 Practi*.mp	2810	2606
7	Autonomous adj2 Practi* .mp	239	265
8	Nurse adj2 Clinician .mp	298	385
9	1 or 2 or 3 or 4 or 5 or 6 or 7 or 8	165428	238069
10	Train* .mp	494421	671621
11	Education* adj2 Prepar* .mp	2045	2361
12	Academic adj2 Practi* .mp	2564	3765
13	Clinic* adj2 Supervis* .mp	2508	4481
14	Competenc* adj2 Based adj2 Assess* .mp	268	386
15	Mentorship/	9765	2300
16	Practi* adj2 Consolidation .mp	39	47
17	Practi* adj2 Simulation .mp	447	587
18	10 or 11 or 12 or 13 or 14 or 15 or 16 or 17	507329	13838
19	Competence (exp Nursing Staff, Hospital/ or exp Educational Measurement/ or exp Education, Medical, Graduate/ or exp Internship and Residency/ or exp Curriculum/ or exp models, Educational/ or exp Education, Medical, Undergraduate/ or exp Clinical Competence/ or exp Competency based Education/ or exp Inservice Training/	297569	115771
20	Competenc* .mp	175127	180285
21	Clinic* adj2 Prepar* .mp	2169	2883
22	Clinic* adj2 Practi* .mp	178953	404864
23	Patient adj2 Satisfaction .mp	90862	131298
24	Patient adj2 Safety .mp	37138	114601
25	Decision adj2 Making .mp	182022	377091
26	Clinic* adj2 Confidence .mp	796	1205
27	Effective adj2 Practi* .mp	5149	6195
28	19 or 20 or 21 or 22 or 23 or 24 or 25 or 26 or 27	804075	657126

29	9 and 18 and 28	4258	218
30	Date Limitation: 2006 - Current	2770	174

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Supplementary Table 3: Initial Themes and article numbers:

Theme	No of studies
Competence of AP's	6
Period of consolidation / supervised practice	6
Educational modality in AP	12
Inter-professional Education in AP	7
Mentorship and Supervision in AP	8
OSCE for AP assessment	3
Educational Preparedness of AP students	6
Transition in to an AP role	5

Supplementary Table 4: Table of included Studies and themes identified

THEME 1 : CONSOLIDATION AND TRANSITION			
	AUTHORS	ORIGIN	TYPE OF STUDY
1	Sullivan-Bentz et al. (2010)	Canada	Qualitative descriptive design (n= 44)
2	Rugen et al (2018)	USA	Programme evaluation (n=38)
3	Brown & Olshansky (1997)	USA	Grounded theory (n=35)
4	Jangland et al (2016)	Sweden	Qualitative study Repeated interviews (n=10)
5	Cusson et al (2008)	USA	Qualitative descriptive design (n=70)
6	Lee & Fitzgerald (2008).	Australia	Feedback from student NPs(n=3)
7	Brooks & Niederhauser (2009)	USA	Cross sectional design (n=108)
8	Ruston & Tavable (2011)	UK	Case study (n=16)
9	Maten-Speksnijder et al (2015)	Netherlands	Qualitative descriptive design (n=9)
10	Spoelstra & Robbins (2010)	USA	Qualitative Thematic analysis (n=24)
THEME 2: THEORY PRACTICE GAP			
1	Benner (2001)	UK	Theoretical framework
2	Faraz (2017)	USA	Descriptive Cross-sectional study (n=177)
3	Flinter (2011)	USA	Case study
4	Duchscher (2009)	Canada	Theoretical framework
5	Goodwin-Esola, et al. (2009).	USA	Case Study

6	Jones et al (2014)	USA	Qualitative descriptive study (n=23)
7	Fitzpatrick & Gripshover (2016)	USA	Report
8	Moran & Nairn (2017)	England	Qualitative evidence synthesis (n= 11)
9	Sargent L & Olmedo (2013)	USA	Evaluation
10	Source et al. (2010)	USA	Evaluation (n=20)
11	Warren et al. (2016)	Canada	Review of evidence
12	Wilbeck et al (2017)	USA	Evaluation
THEME 3: COMPETENCY			
1	Avadhani (2017)	USA	Evaluation
2	Barrett (2010)	England	Qualitative focus groups
3	Curtis et al (2013)	USA	RCT (n=232 intervention, n=240 control)
4	Hallas et al (2012)	USA	Evaluation
5	Hutchinson et al (2014)	Australia	Three-phase approach -systematic review, qualitative meta-summary & analysis
6	Kurz et al (2009)	USA	Quasi-experimental, post-test control group (n=37)
7	Melnyk et al. (2014)	USA	Delphi Study
8	Paton et al (2013)	USA	Case Study
9	Payne et al. (2016)	USA	Evaluation
10	Raleigh & Allan (2016)	England	Qualitative interpretative single embedded case study (n = 22)
THEME 4: MENTORING			
1	Barton (2006)	Wales	Ethnography
2	Brand et al (2016)	USA	Qualitative study (n=11)
3	Doerksen (2010).	Canada	Prospective mixed methods (n=14)
4	Hill & Sawatzky (2011)	Canada	Literature Review
5	Jarrell (2016)	USA	Quantitative descriptive study
6	Pop (2017)	Sweden	Grounded Theory

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ACP Educational Preparedness Revision Table

Revision area identified	Revised to	Reviewer responded to
Abstract Revisions		
<p>Page 2 Line 15 In the UK, increasing numbers of nurses and other allied healthcare professionals undertake roles traditionally performed by medical professionals. This review focusses on the educational preparedness of advanced clinical practitioners.</p>	<p>Reworded: 'In many first-world countries, there has been increased demand for advanced practice (AP) roles in healthcare.'</p>	<p>Professor Jane Noyes</p>
<p>Page 2 line 27 A systematic search strategy was implemented using the following databases: Education Resources Information Centre, Cumulative Index to Nursing and Allied Health Literature, and Medline. The search included the following keywords: 'Advanced Practice', 'nonmedical', 'Advanced Clinical Practice'. English language papers published between 2007-2017 were included. Search was undertaken in December 2017.</p>	<p>A systematic search strategy was implemented using the following databases: Ovid Medline Ovid EMBASE. The search included the following search terms: 'Advanced Practice', 'Training', 'Patient Satisfaction'. English language papers published between 2007-2018 were included. Search was undertaken in November 2018.</p>	
<p>Page 2 line 29 A systematic search strategy was implemented using the following databases: Education Resources Information Centre, Cumulative Index to Nursing and Allied Health Literature, and Medline. The search included the following keywords: 'Advanced Practice', 'nonmedical', 'Advanced Clinical Practice'. English language papers published between 2007-2017. Search was undertaken in December 2017.</p>	<p>A systematic search strategy was implemented using the following databases: Ovid Medline Ovid EMBASE. The search included the following search terms: 'Advanced Practice', 'Training', 'Patient Satisfaction', Using Population, Exposure, Outcome (PEO). The search was limited to English language papers published between 2007-2018 were included. Search was undertaken in November 2018. Ninety-nine papers were then reviewed by two of the research team for eligibility, thirty-nine papers were included in the review. See PRISMA diagram.</p>	

1 2 3 4 5 6 7 8	Keywords Page 2 line 15 Advanced clinical practice, nursing, healthcare professionals, education, clinical preparedness, role transition.	Advanced clinical practice, nursing, healthcare professionals, education, clinical preparedness, training , role transition, mentoring , specialist .	
9 10 11 12	Page 2 Line 41 The database search identified 32 publications. Using a narrative synthesis,	Two reviewers reviewed Ninety-nine studies in full, four themes were identified and each of the four themes was written by a member of the team. Thirty-nine were identified for inclusion. Using the seven-stage process outlined by Tricco (2017).	Reviewer 2
13 14 15 16 17	Page 5 Line 14 (Department of Health (DOH) 2012; Bryant-Lukosius <i>et al</i> 2015; Lee and Fitzgerald, 2008	Reference reordered (oldest first)	Beech
18 19	Removed from p. 5 line 21 (The Five Year Forward View (FYFV)	Removed	Beech
20	Page 5 Line 21- Full stop removed	Amended accordingly	Beech
21 22 23 24 25	Page 5 Line 26 NHS evolves from an illness-based, provider-led system to a patient-led, preventative system that offers care closer to home (Imison <i>et al.</i> , 2016)	Reworded: upskill the workforce and ensure the NHS evolves to have the skills required to meet the health needs of population	Beech
26	Page 5 Line 29 -It is acknowledged	Sentence removed	Beech
27	Page 5 Line 41- Bryant-Lukosius <i>et al</i>	Uniformity, inline with JAN guidance	Beech
28 29 30 31 32	Page 5 line 41	Section added: A recent UK study highlighted the numbers of varying job titles that included ‘advanced practitioner’ across different departments and different healthcare providers both nationally and internationally (Leary <i>et al.</i>, 2017).	
33 34	Page 5 Line 42 This has resulted in diversity in curriculum preparation	Changed to: Within England added to the start of the sentence.	Beech
35 36 37	Page 5 line 45 Health Education England West Midlands (HEEWM)	Changed to: HEE	
38 39 40 41 42 43 44 45 46	Page 5 Line 46-49	Removed	Beech

1 2 3 4 5 6 7	UK healthcare employers are calling for uniformity and clarity of definition of advanced practice, supported by a national competence framework to ensure safe governance.		
8 9 10 11 12	Page 21, line 3 At present, there is no universal definition of AP with no international consensus as to how the ACP role should be defined	At present, there is no universal definition of AP with no international consensus as to how the ACP role should be defined. This has resulted in many job titles using advanced practitioner which vary widely across different departments and between different healthcare providers both nationally and internationally (Leary et al 2017)	Beech
13 14 15 16 17 18 19 20 21 22 23 24	Page 6 line 5 this is supported by the findings of a meta-summary of fifty papers by Hutchinson <i>et al</i> (2014)	Changed to This has resulted in many job titles using advanced practitioner which vary widely across different departments and between different healthcare providers both nationally and internationally (Leary et al 2017). A meta-summary of fifty papers identified seven domains of advanced practice. They were unable to define advanced practice as there was inconsistency in the definition, measurement and function and scope of advanced practice across Australia, USA and UK (Hutchinson et al. 2014). When considering educational preparation Masters level study was commonly the minimum requirement in the UK, USA, Australia and Finland (Driscoll et al., 2012).	Beech
25 26 27 28 29 30 31 32	Page 6 line 11	Sentence added Reworded- The concept of the advanced nurse being Masters prepared was described by Elliott (1995) and the Royal College of Nursing (RCN) defines advanced nursing practice “as a level of practice rather than a role or job title. (Advanced nursing practice) both builds on, and adds to, the set of competences common to all registered nurses” RCN (2012).	
33 34 35	Page 6 line 13 Brackets added <i>Advanced nursing practice</i>	(Advanced Nursing Practice)	Beech
36 37	Page 6 line 17 HEE	See line 22 page 5	Beech
38 39 40 41 42 43 44 45 46	Page 6 line 18 Across the UK	Removed across England and Wales (RCN 2008; NHS Wales 2010)	Beech

Page 6 line 18 standardise ACP role functions,	Changed to Health Education England's objective is to develop a more flexible workforce which is able to respond to these changes (DH 2015) and this definition has now been adopted across England and Wales in order to standardise the role and allow consistent practice across disciplines for ACP roles (HEE, 2017).	Beech
Page 6 line 20- Elliott 1995	Removed (used page 6 line 11)	Beech
Page 6 line 34 Health Education England's objective is to develop a more flexible workforce		Beech
Page 6 line 36 and 37 To respond to these changes (DH 2015) and this definition has now been adopted across the UK in order	Changed accordingly: across England and Wales in order...	Beech
Page 6 line 42- A lack of protection of the 'Advanced Practitioner' title in the UK	A lack of protection for the 'Advanced Practitioner' title in England and Wales unlike the US and Australia where it is a legally protected title.	Beech
Page 6 line 45 'advanced clinical practitioners'	'advanced nurse practitioners'	Beech
Page 6 line 46 Jokiniemi <i>et al</i> 2013, O'Leary <i>et al.</i>	Consistent with JAN referencing guidelines	Beech
Page 6 line 46-48	Edited and moved to earlier section (see page 6 line 5)	Beech
Page 6 line 53- in place for some years. This programme is centred on the pillars of advanced	Amended accordingly	
Page 6 line 5- identified in a framework	Amended	Beech
Page 7 line 20	Rapid reviews are designed to examine a snapshot of current research to inform changes in clinical practice in a cost and time pressured environment using a systematic and transparent process, using limited search criteria and limited databases working collaboratively with a team of researchers and experts within the field to minimise limitations (O'Leary <i>et al.</i> 2016).	
Page 7 line 21	O'Leary <i>et al.</i> 2017) consistent with JAN referencing guidelines	
New section inserted	The review questions related to educational preparedness of ACPs Search Methods The methodology selected was the 4 stage process of narrative synthesis outlined by Popay et al (2006)	Professor Jane Noyes

Design New section inserted	This rapid review followed the seven stage process outlined by Tricco (2017) .	
Limitations section inserted	Critique of the approach taken.	Prof J Noyes
Search Methods P7 line 26-32	Two databases Ovid Medline OVID EMBASE were searched using the terms Advanced Practice, Training, Patient satisfaction (see prisma diagram).	
P7 line 32- 2007-2017	Updated to: 2007 - 2018	
Search Outcomes Page 7 line 37- Nine papers	Font change in accordance with guidelines Fifty three	Beech
Page 7 line 44- 34 papers	46 papers	
Page 7 line 45 ACP role were identified. Papers were excluded if they did not meet these criteria	Forty-six papers that referred to educational preparedness of registered clinicians for the ACP role were identified and 39 papers included. Critical Appraisal Skills Programme Checklist (CASP 2018) was applied and papers were excluded if they did not meet these criteria.	
Page 7 line 49	Section rewritten as required	Beech
Page 8 line 3- Results	RESULTS: Complete Section rewrite pages 10-17	
Page 10 line 36- Discussion	Section rewrite: pages 17-18.	
Page 11 line 25- Limitations	Rewrite: page 18	
Page 12 line 13- Conclusion	Section Rewritten: page 19.	