Excerpt from:

Registered Nurses as Professionals, Advocates, Innovators, and Collaborative Leaders: Executive Summary (ANA 2016)

RN Full Scope of Practice Individual Level Panel Recommendations

As the Panel reviewed key conclusions, we determined that there were additional recommendations that must be part of any dialogue or study moving forward. These recommendations are today actionable by each of us as RNs. Some of them are directly actionable and others offer a philosophical basis for daily practice as a registered nurse. We present these 10 Panel recommendations in Table 2.

Table 2. Full Scope of Practice: 10 Panel Recommendations for Individual RNs

Action: To achieve the full scope of practice, each RN must:	**Rationale**
Know our scope of practice and own it.	We, as professional RN's have accountability morally, ethically and legally for practicing within our defined scope of practice. If we do not understand and articulate what that practice is, we cannot execute within our defined frame. In addition, if we do not understand, we cannot extend ourselves to practice at the top of that licensure and scope. Finally, if we are unable to articulate our practice, those we serve and those with whom we practice will not be able to distinguish those unique attributes and contributions that our profession makes.
Recognize the need for change and engage in the process.	Change must focus on us, our practice, our employers/systems/organizations, our boards, and our national professional organizations. Change must be advocated for, defined, and implemented by us, as RNs. To do less is to abdicate our professional responsibility. We must learn to adapt, abandon, and overcome processes, policies, practices, and programs that do not serve nor add value to the patients within our care or to our profession. We must be willing to ask and answer the questions and be accountable for the answers. We do this in order to embrace the power of our potential and drive the need for change to add value to our healthcare practice.
Understand that as good as we are, we can be better.	We must understand that, as knowledgeable as we are, we can know more. We must understand that as much as we do, we can do more. The patients, families, and communities we serve deserve that commitment and that action from each of us as individuals and from our collective as professionals.
Articulate our value as RNs.	The healthcare delivery system in the United States is evolving rapidly. We, as professionals, must become comfortable with articulating what our role brings to the table in terms of quality, safety, service, and outcomes.
Find and use our professional voice.	Our voice as individuals is focused in service of the individual patients and families within our care. We think nothing of advocating for the care needed, even when faced with a differing or conflicting opinion. We utilize our knowledge to create a voice that, in turn, creates action. We must use that voice in broader discussions at the organizational, state, and/or national level to advocate both for those we serve and for our own profession.

Challenge our assumptions and status quo.	Often, we use excuses to maintain what is, rather than to embrace what should be. Our rationale of "that's the way it has always been" is no longer acceptable professional practice. Instead, we should be driving ourselves and our practice to "that's the way it should be." Our patients and our profession deserve no less.
Create new pathways to deliver care through innovation and transformation.	It is not easy to discover new methodologies for care. By using research and engaging in an evidence-based practice, we can innovate. Our mastery rather than condemnation of technology enables us to drive transformation at the bedside.
Be proactive. Lead from the front, not the rear.	We have the professional responsibility to insert our knowledge into the national conversation. We have the expertise and the knowledge to be effective advocates for those we serve. Our leadership is inherent in our role as RNs. We must acknowledge and own the mantle.
Engage and become involved.	Engagement is not a passive exercise. It is active and requires courage of convictions and the understanding of issues and circumstances with the passion to improve. If the nursing profession does not own, drive, and advocate for nursing practice, someone else will determine its future. We cannot abdicate our professional responsibility.
Be accountable for your practice.	Our accountability has to focus on ourselves and on our individual practice. Before we can hold others accountable, we must be willing to hold ourselves individually and collectively answerable to those we serve and to colleagues with whom we serve daily. We are our outcomes.

Each of these 10 recommendations is directly or indirectly actionable by us, as RNs, today and every day. Each requires commitment and tenacity, throughout one's career, to achieve. Each can contribute to the basis for all RNs to achieve the fullest scope of nursing practice.

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