



Advanced  
Practice Nursing  
in Finland -  
a clinical nursing  
career model

  
Finnish Nurses  
Association

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# Foreword

Reinforcing nurses' professional skills, Advanced Practice Nursing (APN) roles, and clear career models in the social, health, and rescue services sectors are currently a matter of significant social importance. The sudden need for human resources for health (HRH) caused by the global COVID-19 pandemic, combined with the worsening HRH crisis, has highlighted the crucial role of nurses in maintaining preparedness and contingency planning across society and in supporting people's health and wellbeing.

The professional development of nurses and the broad use of their skills are important competitive factors in building the Finnish welfare society – especially now that, since the beginning of 2023, the largest reform in Finland's history in health, social, and rescue services has commenced. One of the main goals of the reform is to secure the supply of skilled employees. Career advancement, continuous development of clinical expertise, and the implementation of APN roles are also included in the Finnish Nurses Association lobby goals for the national government program 2023-2027. Therefore, it is our collective social responsibility to ensure that the nursing profession is valued and remains attractive for future professionals in health, social, and rescue services.

This report provides an update on the current national situation regarding the job description of Advanced Practice Nurses in Finland. The report makes new recommendations for national-level goals, including aligning APN roles with education, promoting synergy between education and working life, adopting APN job descriptions, involving nursing experts in the development of health and social services, and evaluating their effectiveness. The report aims to support the promotion of the clinical nursing career model in terms of managing working life, education, and national guidance. The nursing career model and the recommendations will only become a reality if they are implemented.



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# 1. Introduction

According to the definition of the International Council of Nurses (ICN) an Advanced Practice Nurse is a generalist or specialised nurse who has acquired, through additional graduate education (minimum of a master's degree), the expert knowledge base, complex decision-making skills and clinical competencies for advanced nursing practice, the characteristics of which are shaped by the context in which they are credentialed to practice. (1, 2, 3) International evidence shows that the job descriptions of Advanced Practice Nurses improve the health services received by the population, enhance the competence and job satisfaction of nursing staff and reduce costs (4, 5, 6). The development of Advanced Practice Nursing (APN) roles has been ongoing in Finland for two decades. The two most commonly identified APN roles are those of Clinical Nurse Specialist (CNS) and Nurse Practitioner (NP) (1, 2, 7).

## Advanced Practice Nursing career models

The development of nurses' clinical skills at the specialist and advanced levels is emphasised in the strategies of many Finnish healthcare organisations. These organisations have a variety of career models in place to support the optimal use of nurses' skills (8). The World Health Organisation (WHO) and the International Council of Nurses (ICN) state that **the introduction of Advanced Practice Nursing (APN) job descriptions, new and innovative models of care and the opportunity for nurses to work to the full scope of practice are key factors in guaranteeing health services for all** (1, 9, 10).

The European Federation of Nurses Associations (EFN) calls on European Union (EU) and national policymakers to promote the development of APN job descriptions, education and regulation (11). In the US, for example, the goal is to remove regulatory barriers and increase the number of APN vacancies (12). The skills acquired through at least a master's level postgraduate degree in APN enable nurses to work at an advanced level, both in Evidence-Based Nursing (EBN) and its management, and in research, innovation, and the development of clinical nursing (13, 14, 15).



“The introduction of Advanced Practice Nursing (APN) job descriptions, new and innovative models of care and the opportunity for nurses to work to the full scope of practice are key factors in guaranteeing health services for all.”

## Advanced Practice Nursing tasks in Wellbeing Services Counties

With the reform of social, health and rescue services in Finland, from 2023, newly established Wellbeing Services Counties have taken over responsibility for organizing public social welfare, healthcare and rescue services. The reform aims to meet the challenges facing social welfare and healthcare, reduce health inequalities and ensure equal access to services and the availability of a skilled workforce by curbing increasing costs (16). **Advanced Practice Nurses can play a crucial role in achieving the reform's objectives.** International research evidence on the benefits associated with Advanced Practice Nurses, such as the positive linkage of access to care and outcomes, the attractiveness of the health and social services sector and the job satisfaction of nursing professionals, and potentially reduced costs, is consistent with the objectives of the Finnish social and healthcare reform (1, 16).

In 2023, there is a significant shortage of nurses in the social and healthcare sector in Finland. Nursing career paths and continuous professional development are key drivers of the sector's attractiveness as an employer (8) and part of the solution to the nursing shortage. The challenges facing primary healthcare services, such as the legislation shortening the maximum waiting times for outpatient care in the primary healthcare, require a rethink of the division of labour and an increase in the number of advanced and specialist nursing tasks. Population in Finland is ageing. The systematic use of APN job descriptions in services for older people, such as home care and 24-hour service housing, can bring benefits such as a better quality of services, fewer emergency room visits and increased attractiveness of the gerontological nursing speciality, where there is a growing need for nursing staff. There may also be benefits in the prevention and treatment of various non-communicable diseases, including the increasing need for mental health services.

## Finnish Nurses' Association expert working group

Six years have passed since the last Finnish Nurses Association expert working group on Advanced Practice Nursing (APN), when a national model was created to describe the expertise and tasks related to APN (2). (See Appendix 1).

**In 2021, the board of the Finnish Nurses Association set up again a temporary expert working group to update the current situation** and requirements of APN job descriptions and to make recommendations. This report is based on a situation review of the working life and expert observations and reports, an exploratory literature review (Chapter 2) and focus group interviews (Chapter 3) conducted by the expert working group. In addition, the working group contributed to the update of the FinAME – the Action Model of Expertise™ of the Nursing Research Foundation (NRF) (Chapter 4). During its work, the working group consulted together with several national experts, collaborated internationally and closely followed and discussed social welfare and health policy and research. All this created a common understanding of the current stage of APN in Finland.

**This report describes the new recommendations on APN in Finland** (Chapter 5). These recommendations and the factsheet (Appendix 1) can be used as a basis for further discussion on the future development of APN job descriptions.

## 2. Advanced Practice Nursing in Finland

According to International Council of Nurses (ICN) an **Advanced Practice Nurse** has expert knowledge base, complex decision-making skills and clinical competencies to be utilised in a wide range of social and healthcare settings. The job requires an additional post-graduate qualification (minimum of a master's degree). Two of the most commonly recognised job descriptions in Finland and internationally are **Clinical Nurse Specialist (CNS)** and **Nurse Practitioner (NP)**. (1, 2)

The titles and job descriptions of Advanced Practice Nurses and their prerequisites continue to vary in Finnish social welfare and healthcare organisations. The title of CNS (in Finnish: klinisen hoitotyön asiantuntija) is quite well established, but particularly the title of NP (in Finnish: asiantuntijasairaanhoitaja) is used inconsistently to describe nurses working in various roles. Conversely, nurses occupying NP roles may be assigned various titles.

APN expertise can also relate to specialised knowledge of nursing informatics to enhance professional, safe and reliable care in a digitalising society (13).

### Clinical nurse specialist (CNS)

According to the International Council of Nurses (ICN) a Clinical Nurse Specialist is an Advanced Practice Nurse who provides expert clinical advice and care based on established diagnoses in specialised clinical fields of practice along with a systems approach in practicing as a member of the healthcare team (1). CNSs provide guidance and care for patients and clients, and train and support a multidisciplinary team. The CNS acts as a support to change and innovation at an organisational level. **The focus is on the development of Evidence-Based Nursing (EBN) combined with comprehensive clinical work.** (3)

In 2022, there were about 120 CNSs in Finland and one clinical nursing science specialist. They accounted for 0.2% of employed nurses (n = 74 094 in 2022). The majority of them had a university master's degree (73%), some had a doctorate (18%) and a few had a master's degree from a university of applied sciences (9%). (17)

In Finland, the proportion of hands-on clinical work in CNS job descriptions varies between and within organisations. However, CNSs should have strong clinical knowledge and a clinical work orientation (2, 18).



## Nurse Practitioner

According to the International Council of Nurses (ICN), a Nurse Practitioner is an Advanced Practice Nurse who combines clinical skills related to nursing and medicine. Their role encompasses the assessment, diagnosis, and management of patients in primary healthcare (PHC) settings and acute care populations. Additionally, they provide ongoing care for populations dealing with chronic illnesses (1).

Currently, there is no estimate available for the number of NPs because job descriptions and titles vary in Finland. It is also impossible to estimate the exact number of graduates of university of applied sciences (UAS) clinical nursing master's degree programmes or equivalent, due to variations in the programmes between the UASs. Additionally, there is a lack of statistical data on how many individuals with a UAS clinical nursing master's degree, or equivalent, are actually working in NP roles.

Some Finnish NPs have limited rights to prescribe medication to patients. Specific Qualification to prescribe is registered with the National Supervisory Authority for Welfare and Health (Valvira). As of February 2023, 691 nurses with prescribing rights were registered in Finland, totaling 761 rights, as an individual may have rights in multiple workplaces (information by e-mail from Valvira on February 6, 2023). Nurses with prescribing rights account for nearly 1% of all employed nurses.

## Advanced Practice Nurse education in Finland

Education related to the tasks of CNS is available at a few universities, such as the universities of Oulu and Turku (19, 20). There is no uniform curriculum, but a degree from a university provides the skills needed for nursing science-based and broad-based, independent work as an advanced practitioner. (21).

There is also variation in university of applied sciences (UASs) clinical nursing master's degree programmes. However, there has been some harmonisation and joint networking between several UASs. A national network of teachers, involving 13 UASs, has been working since 2020 to develop master's level clinical nursing curriculum (22). The aim is to harmonise education to meet international standards for Nurse Practitioner competencies. A key challenge for UAS clinical master's education in Finland is to ensure the development of clinical competence, as the model of clinical training as a separate part of the degree is not possible in master's level UAS degrees according to legislation (23). However, the development of clinical competencies and ensuring their attainment is otherwise taken into account in the provision of training. In 2021, Åbo Akademi launched the first university-based degree programme preparing for the role of Nurse Practitioner: the Master's Degree Programme in Advanced Practice Nursing programme in Clinical Caring Science. This programme includes a separate clinical placement part. (24)

The additional training required for limited prescription rights is uniform in all the UASs offering it and is regulated by law. It is at the same level as the master's degree (FINQF level 7, 45 credits) but does not lead to a full master's degree. (25) It gives students advanced clinical skills which can be utilized e.g. in NP work.

## Advanced Practice Nursing research in Finland

**In Finland, there is an increasing amount of research being carried out on Advanced Practice Nurse job descriptions.**

The expert working group's review (Tuomikoski et al., accepted for publication) examined 18 research articles and one report published between 2008 and 2022. The review results show that research methods and perspectives on the role of Advanced Practice Nurses are miscellaneous. There is a lack of research on the effectiveness of APN roles. Moreover, the definition of APN roles and the related job descriptions have been sporadic, especially in the early part of the period under review. In recent years, definitions are becoming more precise and harmonised. Based on the research literature, the clearest job description is that of the CNS, which is also the focus of existing research.

### 3. The working life relevance of Advanced Practice Nursing job descriptions and education – focus group interviews

**According to the focus group interviews study, there is a clear need in working life for Advanced Practice Nursing (APN) skills, but a lack of national guidance has impeded their promotion in the social and healthcare service system.** In the absence of nationally harmonised occupational titles and job descriptions, organisations have proceeded in different ways and at different tempos in developing job descriptions. This has contributed to inconsistencies in the definition and acknowledgment of APN job descriptions within organisations. Nevertheless, an opportunity to proceed to the level of APN is an essential part of nurses' career paths and therefore an important part of the sector's recruitment and retention strategy as an employer. The focus group interviews that were conducted by the expert group aimed to describe the current state of education and job profiles of Advanced Practice Nurses and to identify needs for continuing education and career development.

A total of seven focus group interviews were conducted with 24 participants: four were nurses with limited prescribing rights, six with a master's degree from a university of applied sciences (UAS) and six with a Master of Health Sciences degree from university. In addition, five teachers involved in the training of APN graduates (two from universities and three from UASs) and three nursing managers from different regions were interviewed.

**All of those interviewed felt that the education programmes provided prepared them well for APN work.** The education programmes were described as strengthening clinical and non-clinical competencies, such as research and development skills. Those working in APN roles described the education as having provided skills in areas such as leadership, coordination, the use of evidence-based practice in patient care and care-related decision-making. For them, the education had also increased the credibility of working in APN roles and the ability to justify their actions. However, the interviews revealed differences between the different forms of higher education (university and UAS).

Nurses working in APN roles also would like to see clearer differences in profile between the current university and UAS master's degree programmes. Teachers highlighted the differences between the degree programmes, particularly regarding the development and research skills they offer. University education was seen as strengthening research skills and critical thinking, while the master's degree from a UAS was seen as preparing the graduates more for the development of practical work in particular. Differences in degree programmes pose a challenge to working life to better use the skills produced by the different types of programmes. Teachers perceived a challenge in that there is a big difference between the university of applied sciences (UASs) clinical master's degree programmes, and that based on the UAS, they generate very different types of expertise.





There is a clear need for APN roles in working life, but the lack of national guidance hampers their progress in the healthcare system. Career models, although still mainly lacking, were seen as important and career path thinking was perceived to enhance the attractiveness and retention of the nursing profession. The lack of standardisation of job descriptions and job titles was seen as a challenge to building career development models. Job descriptions are now often based on the current needs of the organisation rather than on predefined career development models and job descriptions. Nurses having APN job descriptions described themselves as having created the content of their job themselves, based on their previous work experience and education. So far, the most clear APN roles were those of CNS and limited prescribing rights. **Nursing managers pointed out that clearer career development models could in the future help to clarify the APN job descriptions and enable different nursing professionals to use their skills in working life.** To build career development models, nurse managers should know the education content, have a strong strategic vision and have a lead role in defining new job descriptions. However, social and healthcare system structures were perceived as rigid, and various changes in job descriptions and adjustments to the salary structure were considered slow processes.

Due to the high variability of the job descriptions, it was found to be a challenge to assess the effectiveness of APN roles. Another aspect of this is the fact that Advanced Practice Nurses get reassigned to other duties due to a lack of staff resources. **The interviews did not identify any systematic evaluation of the effectiveness of APN roles. Still, those working in these roles themselves identified many positive effects on patient care. In their view, the APN roles enabled patients to receive smoother, more timely, more comprehensive and, above all, evidence-based care.**

Nurses working in APN roles highlighted their own responsibility to develop and update their job description. So far, there has been no systematic provision of continuous professional development (CPD) for Advanced Practice Nurses. Continuous education is needed in areas such as the successful implementation of evidence, pedagogy, anticipatory skills and the development of distance care services. Increased consultation between professionals and peer learning were also seen as potential areas for continuous education. Regarding the development of education, **nurses working in APN roles as well as teachers emphasised the importance of collaboration between educational organisations and working life.** Awareness of working life needs, combined with innovative thinking about future requirements, would help to develop education to best meet the current and future needs of the working life. Teachers also stressed the importance of cooperation between different higher education institutions. In particular, the harmonisation of the clinical master's degree programmes offered by UASs, could increase workplace understanding of the content of the education, and thus support the better use of graduates' skills in social and healthcare organisations.

“Nursing managers pointed out that clearer career development models could, in the future, clarify the APN job descriptions and enable Advanced Practice Nurses to work to the full scope of practice.”

## 4. The FinAME Action Model of Expertise™ as a support structure for Evidence-Based Nursing

The Finnish Expert Working Group on APN was involved in updating the FinAME Action Model of Expertise™ of the Finnish Nursing Research Foundation (NRF) (14). It should be noted that the FinAME Action Model of Expertise™ is different from the clinical nursing career pathway model described in the previous report of the working group (2). The aim of the FinAME Action Model of Expertise™ is to support the implementation of Evidence-Based Nursing (EBN) by nursing professionals in different roles. For the first time, a description of Nursing Informatics (NI) expertise is also included. **Under the model, the different nursing professionals' priorities in the development and implementation of EBN are described.**

### The role of Advanced Practice Nurses in Evidence-Based Nursing

Advanced Practice Nurses are the support structure for Evidence-Based Nursing (EBN). They raise issues related to health and wellbeing in their area of expertise and keep track of population monitoring data. Advanced Practice Nurses also produce research data for nursing development and research projects and summarise data into evidence within a research team.

**The dissemination, implementation and consolidation of evidence within their unit and organisation are among the key duties** of Advanced Practice Nurses. They operate in working groups that develop evidence-based uniform practices and support structures to facilitate implementation. They also play a key role in fostering, monitoring and evaluating uniform practices and in identifying the need for improvements within their organisation.

EBN is the basis for high-quality social welfare and healthcare services. Advanced Practice Nurses play an important role in the development, implementation and evaluation of EBN practices. The education and role of the Advanced Practice Nurses provide excellent opportunities for the implementation of EBN.



“The dissemination, implementation and consolidation of evidence within their unit and organisation are among the key duties of Advanced Practice Nurses.”

## 5. Recommendations

The 2016 report of the Finnish Nurses Association (2) recommended that:

1. We must standardise the titles of nurses working at various levels of practice, specify their job descriptions and determine the legal changes needed.
2. Education must be developed based on the expertise required for advanced roles.
3. The number of nurses working in advanced roles must meet the health needs of the population.
4. The remuneration for advanced roles must be progressive according to the level of practice.
5. The effectiveness of advanced roles must be evaluated and monitored.

At the time of publishing this report in early 2023, a positive development can be seen in some of the objectives, such as the development of organization level clinical nursing career models, competence descriptions and education. However, there is still variation at the national level regarding titles and education, and little research on effectiveness has been conducted.

**The recommendations of the previous report should continue to be implemented and the Working Group further recommends (Figure 1) that:**



*Figure 1: Recommendations of the Expert Working Group on APN*

### **1. The roles and education of Advanced Practice Nurses are outlined in a national ministerial-level advisory board**

Initiatives related to the regulation of Advanced Practice Nursing roles, recognition of competencies, and standardization of degrees should be coordinated nationally. During the government term 2023-2027, a nursing division should be established within the National Advisory Council for Healthcare Professionals, appointed by the Ministry of Social Affairs and Health. We recommend that this division, during its upcoming term, examines and provides recommendations for the Advanced Practice Nursing (APN) roles that require, at a minimum, a master's level postgraduate degree (university of applied sciences degree and/or university degree). A national model and systematic implementation, as well as monitoring, will promote the optimal allocation of resources.

### **2. There is close collaboration between the education system and the working life**

Collaboration and networks between the education system and working life need to be strengthened in developing Advanced Practice Nursing (APN) roles. Collaboration must be implemented across the board, from the highest national level to individual organisations. This will ensure that the education system produces the expertise needed by working life, including in terms of continuous learning. Close collaboration between the education system and working life must reflect the health needs of the population and take account of future challenges, such as population ageing.

### **3. Wellbeing services counties systematically utilize and increase the positions of Advanced Practice Nurses**

There is a need to increase the number of Advanced Practice Nursing (APN) roles in Wellbeing Services Counties, both at primary and specialised levels and in services for the elderly, both in 24-hour service housing and in home care. Making full and optimal use of the skills of the Advanced Practice Nurses is important for prevention, access to care, health promotion, ensuring evidence-based care and also developing technology and digitalisation. APN roles are an essential part of nurses' career paths, nursing development and clinical support structures, thus playing an important role in the sector's staff retention and attractiveness as an employer.

### **4. Advanced Practice Nurses are involved in the social and health services development committees**

Advanced Practice Nurses have expertise in wellbeing, health, nursing development and research, as well as evidence-based practice. This expertise should be used in nursing and multi-professional development teams to develop the different aspects of the social and health services system and crisis preparedness.

### **5. Organisations produce and analyse effectiveness assessment data of Advanced Practice Nursing**

More information is needed on the effectiveness and cost-effectiveness of Advanced Practice Nursing (APN) in different areas of care. Uniform nursing-sensitive indicators should also be introduced in the area of APN. Consistent data on effectiveness produced by organisations will enable the study of tasks and support future decision-making, and contribute to the development of roles and education.



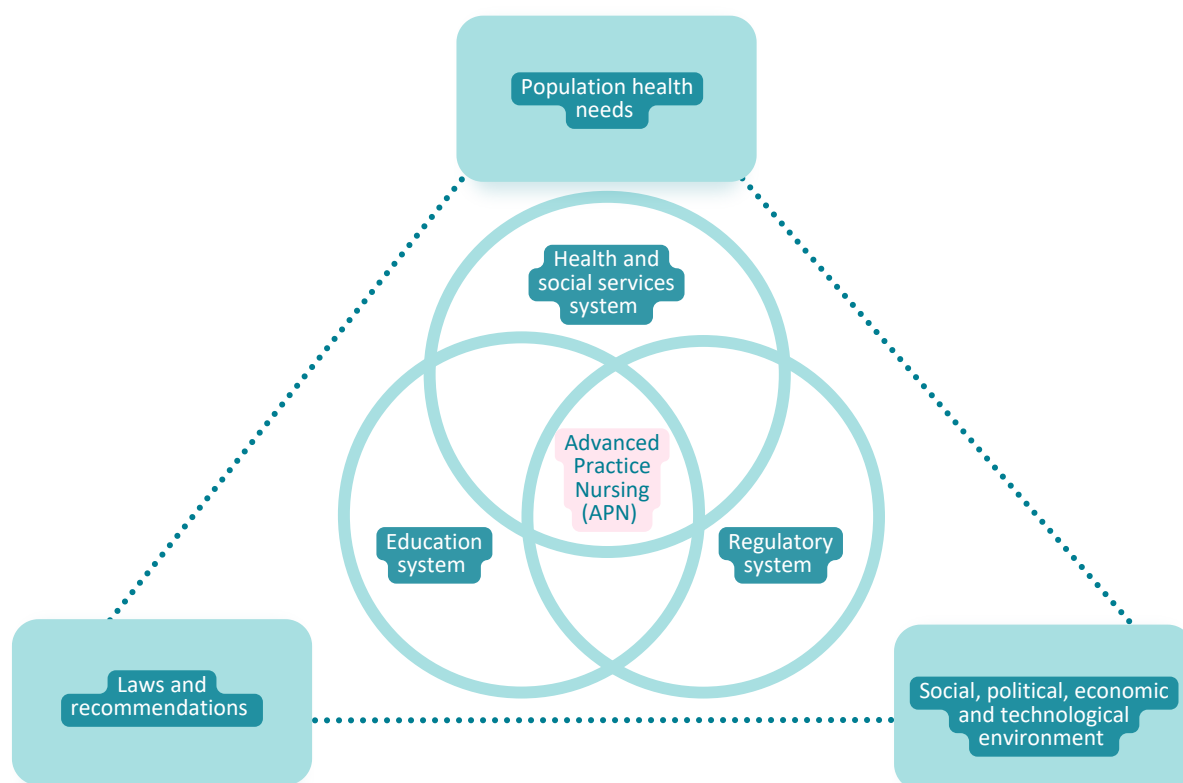
## 6. Conclusion

### The introduction of the Advanced Practice Nursing roles requires cooperation between various actors.

The 2016 report of the Finnish Nurses' Association (2) and this report conclude that the introduction of the Advanced Practice Nursing (APN) roles requires close collaboration between different actors. The development of job descriptions requires political, organisational and managerial support, continuous evaluation and also supportive cooperation between nursing professionals. (13).

Figure 2 summarises the overall framework for the introduction and development of APN and how it requires collaboration between different actors. The primary actors are: 1. the working life: the health and social services system (e.g. the establishment of APN vacancies); 2. the education system (e.g. the establishment of clinical master's level nursing degree programmes); and 3. the regulatory system (e.g. the formal recognition and regulation of Advanced Practice Nurses in legislation). Cooperation with research organisations is also needed.

The development of job descriptions should be based on the health needs of the population and the implementation of national health objectives and health policies. The introduction of job descriptions is influenced by the social, political, economic and technological environment, as well as by existing legislation and recommendations, including some international recommendations such as those of the International Council of Nurses (ICN) (1).



*Figure 2:* The introduction of Advanced Practice Nursing (APN) roles requires cooperation between the social and health services, education and regulatory systems. It is based on the health needs of the population and framed by laws and recommendations and the social, political, economic and technological environment.

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# Appendix

Appendix 1: Advanced Practice Nursing - what you need to know?

# ADVANCED PRACTICE NURSING (APN)

## WHAT YOU NEED TO KNOW

An Advanced Practice Nurse has expert knowledge base, complex decision-making skills and clinical competencies to be utilised in a variety of social welfare and healthcare settings. The job requires in minimum a master's level post-graduate clinical degree, which enables career progression in clinical nursing, close to the patient or client. The two most commonly recognised APN job descriptions internationally and in Finland are

- Nurse Practitioner (NP) and
- Clinical Nurse Specialist (CNS).

### Nurse Practitioner

According to the definition of the International Council of Nurses (ICN) (2020), a Nurse Practitioner (NP) must have in minimum a master's level postgraduate degree, meaning in Finland for example, a master's degree from a university of applied sciences (UAS) advanced practice programme. In Finland, the competencies acquired through additional education in prescribing are at the same level (FINQF 7) as master's degree qualifications and provide the skills needed for independent role in direct patient care, for example as an NP. In addition to the education, the NP must have a role and job description that allows him or her to use his or her skills to the full scope of practice as an NP. For NPs, there is a need for coherent job titles (Finnish Nurses Association recommends in Finnish: asiantuntijasairaanhoitaja), established roles and job descriptions and clear education pathways. So far, these vary widely. There are no national statistics on the number of NPs. For nurses with prescribing rights, the number is known because their specialised qualifications are registered.

The main focus of the NP's work is direct patient care, but the job also involves role in education and participation in research and management to develop and foster evidence-based nursing (EBN). The job also includes tasks traditionally associated with physicians, as part of the advanced nurse role.

The NP job description includes e.g.:

- independent examination, assessment and symptomatic treatment of patients;
- formulating treatment plans;
- consulting as part of a multidisciplinary team;
- promoting evidence-based practices.

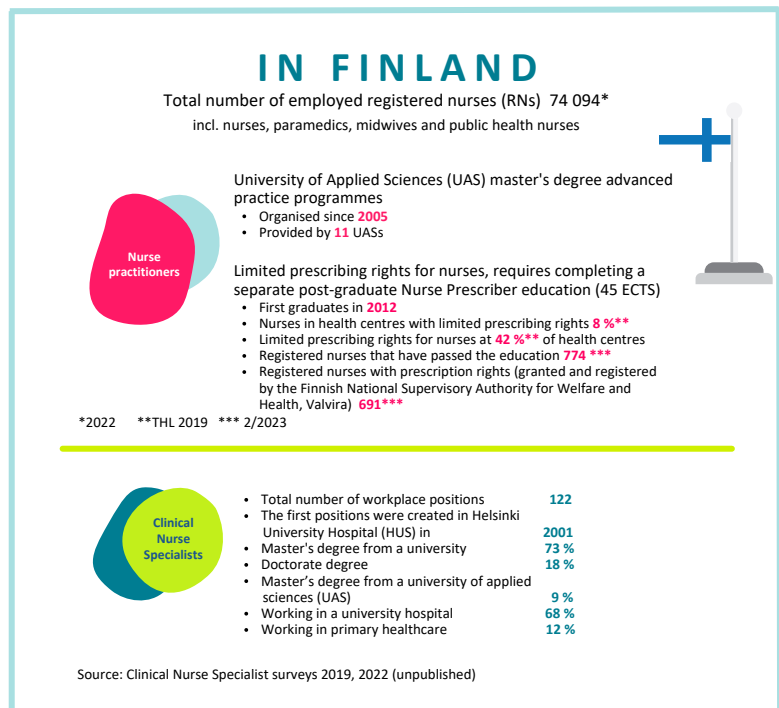
### Clinical Nurse Specialist (CNS)

A Clinical Nurse Specialist (CNS) must have in minimum a postgraduate master's degree education, meaning in Finland for example, a master's degree from a university, or a doctorate. In Finland, the CNS title is fairly well established in use (in Finnish: kliinisen hoitotyön asiantuntija). CNSs work mainly in hospitals, but some already work in primary healthcare settings.

CNSs are developers, enablers and evaluators of quality nursing care. The job description may also include direct clinical patient care, but in Finland this is not usually the focus of the work. However, there should be strong clinical competence and orientation. CNSs are sometimes called the 'invisible heroes', as they work in the background and ensure quality performance.

The CNS job description includes e.g.:

- promoting evidence-based practice;
- educating nurses and other health and social services professionals;
- consultation with nurses, other health professionals and stakeholders;
- participation in supporting research and development work;
- close cooperation with nurses working with patients;
- participating in strategic planning and evaluating the effectiveness of services and the organisation.





# BETTER CARE FOR THE POPULATION



According to international research findings, Advanced Practice Nurses improve:

- the services received by the population;
- access to care;
- the quality and effectiveness of care and people-centredness.

In addition, Advanced Practice Nursing (APN) roles and clinical career opportunities contribute to:

- nurses' job satisfaction
- the social and healthcare sector's staff retention and attractiveness as an employer.

APN job descriptions in nursing informatics can increase professional, safe and reliable care in the digitalising society.

Different units in social and health services should better utilise APN job descriptions. The legislation shortening the maximum waiting times for outpatient care in the primary healthcare, ensuring high-quality services in Wellbeing Services Counties and adequate staffing levels in social welfare and healthcare services require a rational division of labour and the full use of competencies.

In high-quality social welfare and healthcare services, clinical nursing is provided in an optimal ratio of bachelor degree general registered nurses, specialised nurses and Advanced Practice Nurses. All these professionals together bring a valuable contribution to the whole.



Registered nurse (RN) FiNQF level 6*	Specialised nurse (SN) FiNQF level 6-7*	Advanced Practice Nursing (APN) FiNQF level 7-8* Nurse practitioner NP   Clinical Nurse Specialist CNS
<b>EDUCATION</b> Bachelor's degree 210 ECTS credits	<b>EDUCATION</b> Specialist Education, Continuing education 30-60 ECTS credits  <div style="background-color: #90ee90; border-radius: 15px; padding: 5px; text-align: center;">                     Limited prescribing rights (45 ECTS credits)                      FiNQF level 7*                      Clinical Practice Nursing Certification by Finnish Nurses Association                 </div>	<b>EDUCATION</b> Postgraduate master's degree (University or University of Applied Sciences), or Postgraduate academic degree, University (doctorate, associate professor)
* FiNQF =Finnish National Framework for Qualifications and Other Competence Modules		

## FIND OUT MORE

- [Guidelines on Advanced Practice Nursing, International Council of Nurses, 2020](#)
- [New roles for nurses – quality to future social welfare and healthcare services, Finnish Nurses Association. Original publication in Finnish 2016, English translation in 2018.](#)
- [Video in which two Advanced Practice Nurses \(CNS and NP\) discuss their work \(English subtitles\), Finnish Nurses Association, 2016](#)
- [Outpatient care arrangements at health centres 2019 : outsourcing, personnel, work inputs and transfers of tasks \(in Finnish\).](#)

### Authors

Finnish Nurses Association APN expert working group, 2021-2023