

## Enhancing Clinical Practice in Aesthetic Nursing: Recommendations from Aesthetic Nurses and Implications for Healthcare Administration

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### ABSTRACT

*The continued growth of aesthetic healthcare services has expanded the roles and responsibilities of registered nurses in private skin clinics, creating opportunities to strengthen clinical practice within this emerging specialty. Despite the growing presence of aesthetic nursing in the Philippines, limited research has examined aesthetic nurses' perspectives on strategies to improve practice. This study examined recommendations for enhancing clinical practice in aesthetic nursing and their implications for healthcare administration. The article was derived from a broader qualitative study that explored the lived experiences, challenges and barriers, recommendations, and proposed safety enhancement plan of aesthetic nurses in selected private skin clinics in Baguio City. Guided by a constructivist perspective with a phenomenological orientation, the parent study involved twenty purposively selected registered nurses. Data were gathered through semi-structured interviews and analyzed using Braun and Clarke's thematic analysis with the aid of ATLAS.ti software. Two recommendation themes emerged from the findings: Competency Development and Training Enhancement and Collaborative Practice and Organizational Support. Participants highlighted the value of continuing education, specialized training, mentorship, effective communication, teamwork, leadership support, and adequate workplace resources in strengthening clinical practice. The findings underscore the importance of investing in both professional development and supportive organizational systems to promote nursing competence, quality patient care, and safer aesthetic healthcare practices.*

**Keywords:** Aesthetic nursing, competency development, organizational support, collaborative practice, healthcare administration

### INTRODUCTION

The increasing demand for aesthetic healthcare services has expanded the role of registered nurses in private skin clinics, creating new opportunities and responsibilities within this specialized area of practice. Maintaining high standards of clinical practice requires continuous professional development, specialized training, and competency enhancement to ensure safe, high-quality patient care (Ma et al., 2022). In addition, supportive workplace environments characterized by effective communication, teamwork, leadership support, and adequate resources contribute to improved professional performance and healthcare outcomes (Galanis et al., 2024). Despite the growing presence of aesthetic nursing in the Philippines, there remains limited evidence on how aesthetic nurses believe clinical practice can be further strengthened. This study explored aesthetic nurses' recommendations for enhancing clinical practice and examined their implications for healthcare administration.

### **Statement of the Problem**

This study explored aesthetic nurses' recommendations to strengthen clinical practice in aesthetic nursing and examined their implications for healthcare administration. Specifically, it sought to answer the research question: What recommendations do aesthetic nurses provide to strengthen clinical practice in aesthetic nursing?

### **Scope and Delimitations**

The study focused on registered nurses employed in selected private skin clinics in Baguio City. Twenty aesthetic nurses participated in semi-structured interviews. The investigation centered on their experiences and perspectives regarding workforce development and organizational support within aesthetic nursing practice. The findings reflect the views of the participants in the study and may not generalize to all aesthetic nurses or healthcare settings.

### **Review of Related Literature**

Strengthening clinical practice in nursing requires both continuous professional development and supportive organizational environments. Continuing education, specialized training, mentorship, and competency-based learning opportunities help nurses maintain clinical competence and adapt to evolving healthcare demands, ultimately contributing to improved quality of care (Ma et al., 2022). Similarly, Galanis et al. (2021) emphasized that workplace factors, including workload, organizational support, and work-related stress, influence nurses' well-being and professional functioning, highlighting the importance of supportive practice environments.

### **Theoretical Framework**

This study was anchored in the nursing theories of Virginia Henderson, Faye Abdellah, and Dorothea Orem, which emphasize competent nursing practice, continuous professional development, and quality patient care. These theories highlight the importance of nurses' knowledge, skills, clinical judgment, and collaborative practice in addressing patient needs effectively. In the context of aesthetic nursing, they provide a foundation for understanding recommendations to strengthen clinical practice through competency development, training enhancement, and supportive workplace environments.

## **METHODOLOGY**

This study employed a qualitative approach, guided by a constructivist perspective and a phenomenological orientation, to explore the workforce development and organizational support needs of aesthetic nurses in selected private skin clinics in Baguio City.

### **Research Design**

A qualitative research design was utilized to gain a deeper understanding of the experiences, perceptions, and recommendations of aesthetic nurses regarding workforce development and organizational support. This approach allowed participants to describe their experiences in their own words and provided rich insights into the realities of aesthetic nursing practice.

## Research Steps

The study began with a review of related literature to establish a foundation for the research and guide the development of the interview questions. A semi-structured interview guide was prepared and utilized during data collection. Ethical approval was secured prior to conducting the study. Interviews were conducted, transcribed verbatim, and organized for analysis. Data analysis followed Braun and Clarke's thematic analysis framework, which involved familiarization with the data, coding, theme development, theme review, theme refinement, and final reporting of findings.

## Data Collection and Sample Selection

Twenty registered nurses employed in selected private skin clinics in Baguio City were purposively selected to participate in the study. Semi-structured interviews were conducted to explore their experiences and perspectives regarding workforce development and organizational support. With participants' consent, interviews were audio-recorded and later transcribed verbatim to ensure accuracy during analysis.

## Data Analysis Methods

The study utilized Braun and Clarke's six-step thematic analysis approach. Interview transcripts were carefully reviewed and coded using ATLAS.ti software. Related codes were grouped into categories and organized into broader themes reflecting shared patterns across participants' experiences.

## Study Limitations and Ethical Considerations

Participation in the study was voluntary, and informed consent was obtained from all participants before data collection. Confidentiality and anonymity were maintained throughout the research process. Participants were informed of their right to decline to participate or withdraw from the study at any time without consequence. The findings are limited to the experiences and perspectives of aesthetic nurses working in selected private skin clinics in Baguio City.

## RESULTS AND DISCUSSION

### ***SOP 1. What recommendations do aesthetic nurses provide for strengthening clinical practice in aesthetic nursing?***

***Competency Development and Training Enhancement:*** A common idea that emerged from the interviews was the importance of continuous professional development in aesthetic nursing practice. Many viewed these experiences as essential for maintaining competence, adapting to new procedures, and building confidence in clinical practice. One participant emphasized the need for procedure-specific training:

*"I think it would be more helpful if we continue to have specific training and practices for every procedure or service that we offer. For example, there should be separate additional training for laser procedures and another training for facials."*

This response reflects the participants' belief that targeted training programs could help nurses stay up to date and confident in performing specialized procedures. Another participant shared how training helped during the transition into aesthetic nursing:

*"Training played a very important role in my adjustment to aesthetic nursing because I did not have prior bedside or hospital experience. Through seminars, hands-on practice, and guidance from senior staff, I slowly gained confidence in handling procedures and patients."*

Participants described competency development as a process involving knowledge acquisition, skill enhancement, mentorship, confidence-building, and professional growth. These findings are consistent with Ma et al. (2022), who emphasized the role of competency-based professional development in preparing healthcare professionals for evolving clinical demands.

**Collaborative Practice and Supportive Workplace Environment:** Communication, teamwork, leadership support, staffing adequacy, workplace resources, and employee well-being were repeatedly identified as factors that influenced their ability to perform effectively. One participant explained:

*"Based on my experience, staffing, availability of supplies, and communication inside the clinic really affect our performance. If the clinic lacks staff during busy days, the workload becomes heavier, and it can increase stress and fatigue."*

Another participant stated:

*"Good communication, value mental health break, understands the workers and clients, respectful sa time ng workers."*

This response suggests that participants valued workplaces that recognize the importance of mental health, work-life balance, and respectful treatment of employees. These findings support Galanis et al. (2024), who reported that communication, teamwork, and organizational support are associated with improved workforce engagement and professional performance. Similarly, the World Health Organization (2021) emphasized the importance of supportive health systems in strengthening workforce capacity and improving healthcare quality.

## SUMMARY

Participants recommended strengthening clinical practice in aesthetic nursing through continuous professional development, specialized training, mentorship, and competency enhancement. They also emphasized the importance of collaborative practice, effective communication, leadership support, adequate resources, and supportive workplace environments in promoting professional performance and quality patient care.

## CONCLUSIONS

The findings suggest that strengthening clinical practice in aesthetic nursing requires both sustained competency development and supportive organizational systems. Integrating

these strategies into healthcare administration may enhance nursing performance, foster professional growth, and contribute to the delivery of safe, high-quality aesthetic healthcare services.

## RECOMMENDATIONS

Private skin clinics and healthcare administrators should strengthen clinical practice through continuing professional development, competency-based training, mentorship, and certification opportunities for aesthetic nurses. Investing in strategies such as promoting a collaborative and supportive workplace may enhance nursing competence, support quality patient care, and contribute to safer aesthetic healthcare practices. Future studies may evaluate the effectiveness of these strategies in enhancing aesthetic nursing practice.

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## AI DECLARATION STATEMENT

AI-supported tools were utilized for grammar checking, language refinement, and manuscript organization. No AI tools were used in thematic analysis, interpretation of findings, or formulation of conclusions.

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