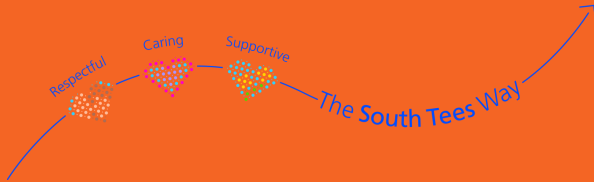

Implementing the PNA role in Critical Care

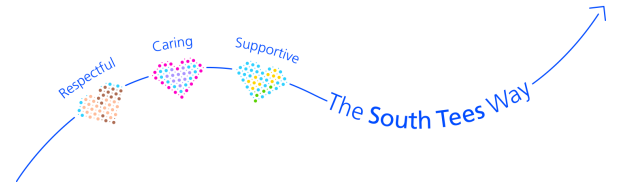


**James Cook University Hospital
North East**



K.White, C. MClean, J.Parrish, G.Blackett,
A.Blamire-Griffiths

4 Band 6 nurses in Critical Care/ HDU.

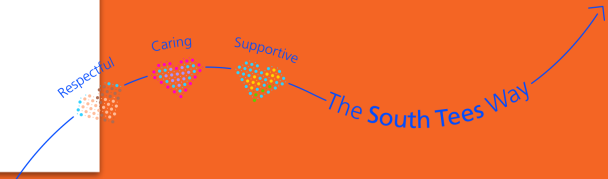




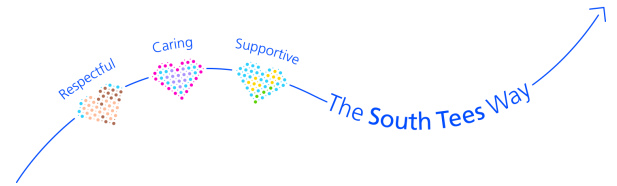
Initially

A few barriers!

- **Time** - PNA's were trying to achieve this in their own time
- **Lack of Evidence** - PNA is new
- **Priorities** - finance, incidents, staffing.



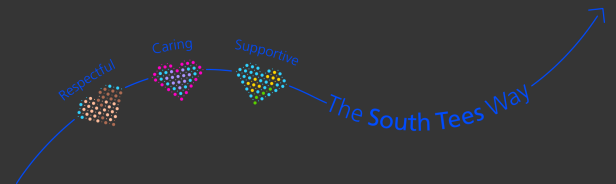
Clinical Educator joined team in August 2022.



—
PNA Lead role for Critical Care allocated
to Clinical Educator

Time.

Part of job role spec.



Improvement

Staff

Valued

People

Experience

Quality

New Service

Heard

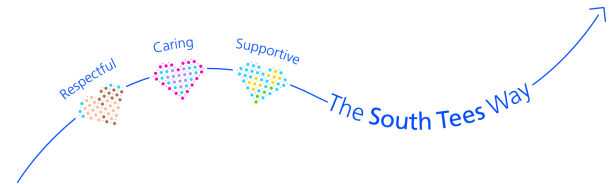
Delivery

Involvement

Productivity

Engagement

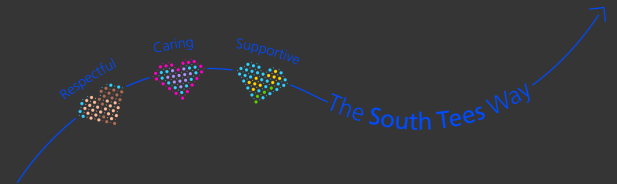
Agreement



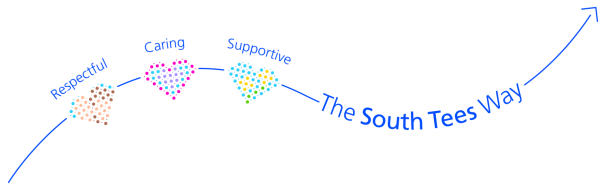
—
Break Through!

Meeting with Trust Lead for PNA.

**“I’m not a PNA. You are.
What do you need from
me?”**



An overwhelming
willingness to support.
Knowledge and authority.
Experience. Connections.
Waved our PNA Flag.



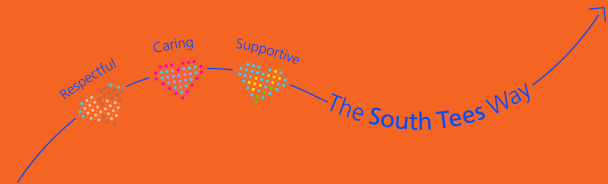
Meetings

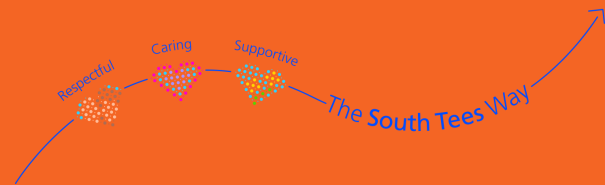
Trust Lead
Nurse

Chief Nurse
engage

An implementation
subsequent

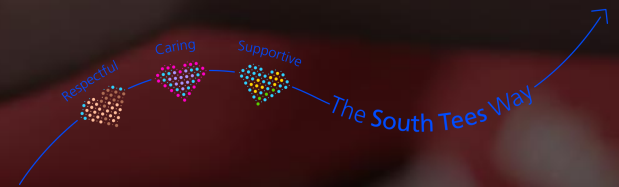
Priority





Every week one PNA would be allocated TIME on roster.

Each allocation would be 6 hours.

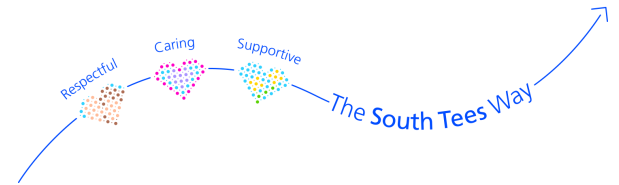


PNA shift on
eroster.

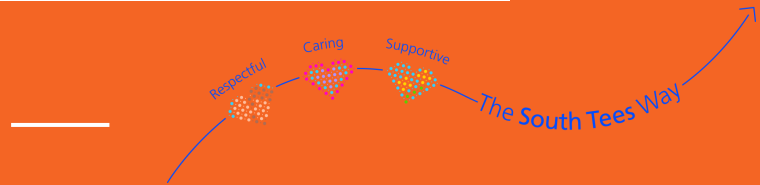
Escalate to Chief
Nurse.

Time would be
absorbed.

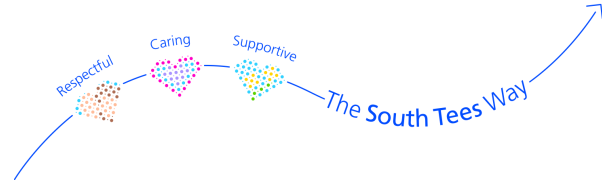
Cancelled.



NOVEMBER



What have we used this time for?



More advertising to staff.

PNA board on each unit.

Well-being walk rounds.

We have Talk to me tops!

Short informal PNA videos - SM.

Formal Trust Video

Poster for Induction folder

15 minute introduction session to new starters

Meeting with Managers to explain role

Sister Meeting to explain role

RCS for supernumerary staff

Professional Nurse Advocate

Critical Care

PNA's
are now a
CQC
requirement

Email for more
information/ arrange a
session



Improves well-
being and staff
retention

MENTAL HEALTH OF STAFF WORKING IN INTENSIVE CARE DURING COVID-19 - UK STUDY

Conclusion:

- 6% reported severe depression
- 40% reported PTSD
- 11% reported severe anxiety
- 7% reported substance misuse
- 13% reported frequent thoughts of suicide or self harm

Doctors reported better
mental health than nurses

709 Participants - Jan 2021

THE CORONAVIRUS DISEASE 2019 PANDEMIC'S EFFECT ON CRITICAL CARE RESOURCES AND HEALTH CARE PROVIDERS - GLOBAL STUDY

Conclusion:

- Emotional distress and burnout
- Experiencing poor communication from supervisors
- Reporting shortages of ITU nurses
- Worse effects on nurses
- Worse effects on females



What to expect in Restorative
Clinical Supervision:

1:1 or group sessions available
(max 8)

- Safe space
- Contract formulated
- Check in
- Discuss themes/issues
- Action plan
- Check out
- Confidential and non-judgemental
- You can talk to us about anything you want to.
- Support in clinical development
- Enable staff to feel empowered

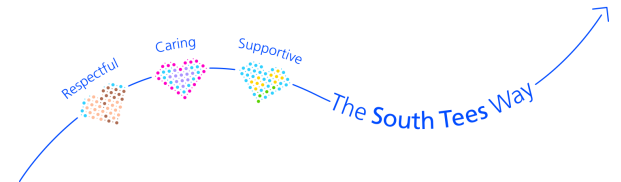
A-EQUIP Model Advocating for Education and Quality Improvement



PNA's in Critical Care
Kirsty White, Julie Miller, Jo
Parrish, Charlotte Mclean,
Gemma Blackett, Abi Blamire-
Griffiths

—

Our Trust PNA video ...

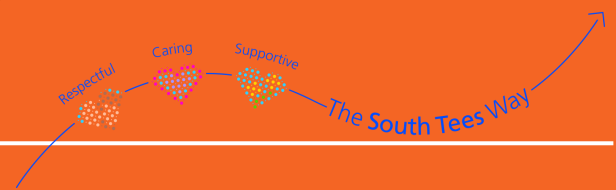


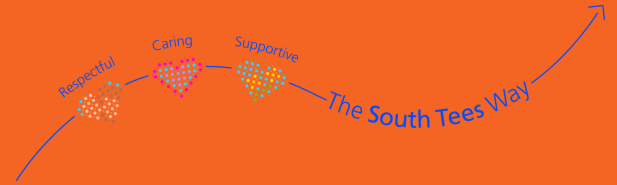
Staff prioritise the
patient

Priority

also to be

used.







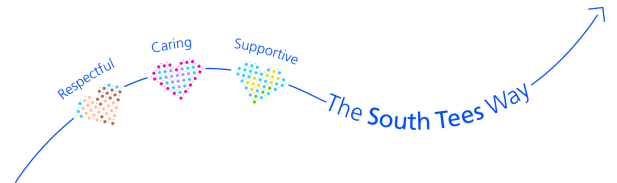
Over 20 RCS

30 hours of supervision

4 people have said they were going to leave but changed their mind after talking to a PNA.

Everyone has said they felt better after having an RCS.

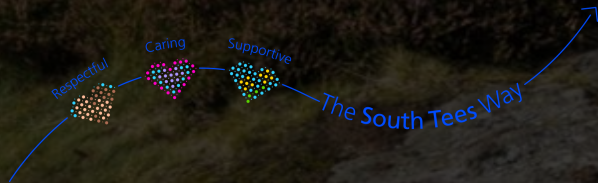
Group feedback: We should have more! And more often.



Northumbria Inspiration

Covered 70 members of staff through group sessions.

This was on the back of Study days.



Future Goals

Offering everyone an RCS at least once a year .

Study days.

Liaising with managers about PNA involvement for sickness or incidents.

Work on a local SOP.

A steady increase in PNA's.

Collect more data to evaluate the service

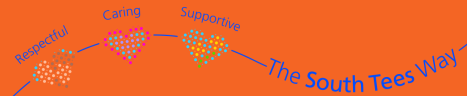


Summary

Service
implementation
support from
Trust Lead

PNA lead that has
time for
organisation and
admin

Advertising and
completing RCS



Respectful Caring Supportive
The South Tees Way

Questions?

