



# Critical Care Wellbeing & the Implementation of the PNA at Northampton General Hospital

By

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Wellbeing.....what is it...?

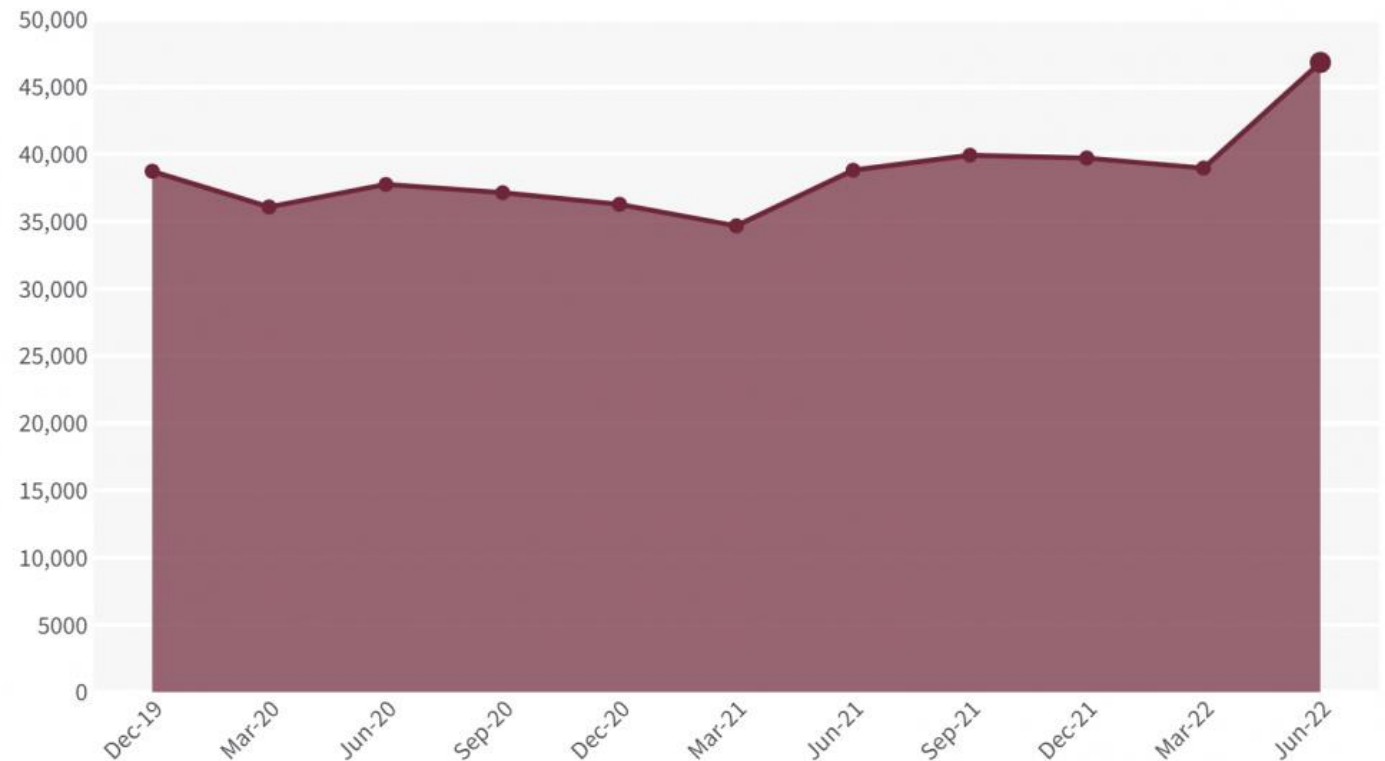
- Wellbeing is considered a dynamic state in which an individual is able to reach their potential, be productive and creative and build positive relationships



# Are the floodgates opening?

- The Kings Fund research data shows for the last year (June 2021 - June 2022)
- 25 per cent increase in the number of NHS nurses leaving their role
- an additional 7,000 leaving compared to the previous year.

Vacant NHS nursing posts (Full Time Equivalent, England, December 2019 - June 2022)



Source: NHS vacancy statistics

TheKingsFund

# CC3N National Nursing Workforce Retention Survey

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Facilitated in Summer 2022

To gain understanding about how nurses currently working in critical care feel about their role

3145 respondents - 48% Band 5



# CC3N National Nursing Workforce Retention Survey

1 in 2 are expecting to leave their current critical care role within the next 3 years

6 out of 10 respondents feel they have a high level of stress because of their work

49% do not know who the PNA is for their unit & what they do



# So how can we help.....?

Staff must be able to Thrive at Work

Staff Mental Health and Wellbeing  
must be a Priority





# The Professional Nurse Advocate (PNA)

# Where did we start.....?



2 of our qualified PNAs were identified as 'Wellbeing Leads' for Critical Care

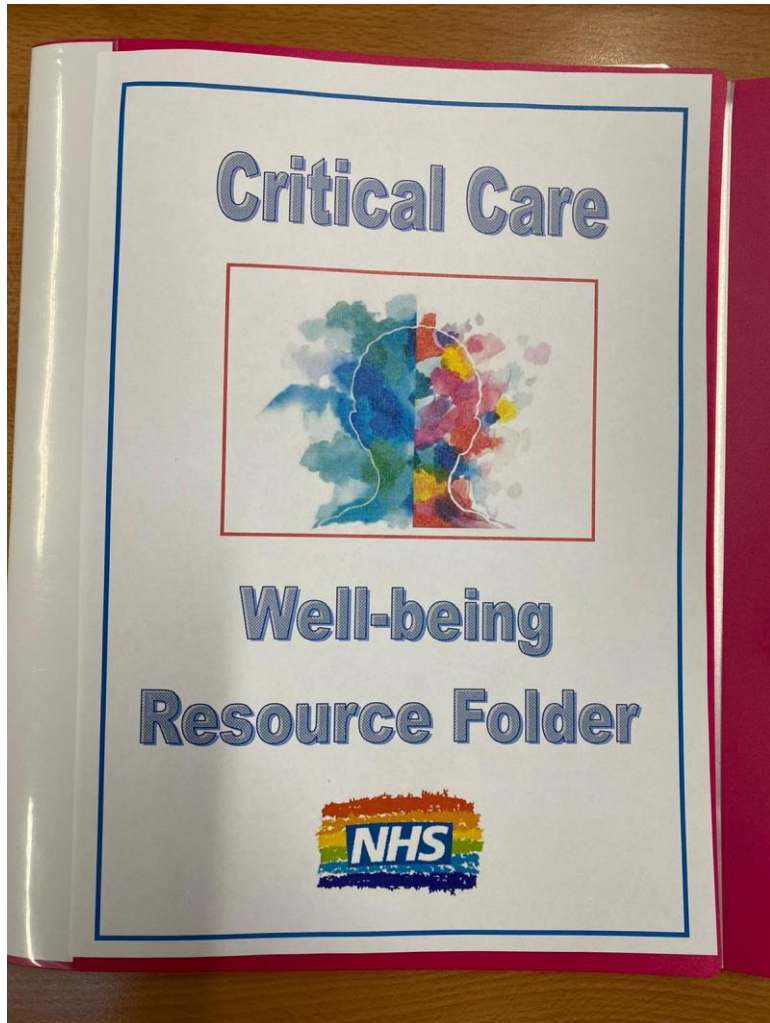


Highlighted wellbeing as a priority



Staff wellbeing and resilience are strongly related to each other



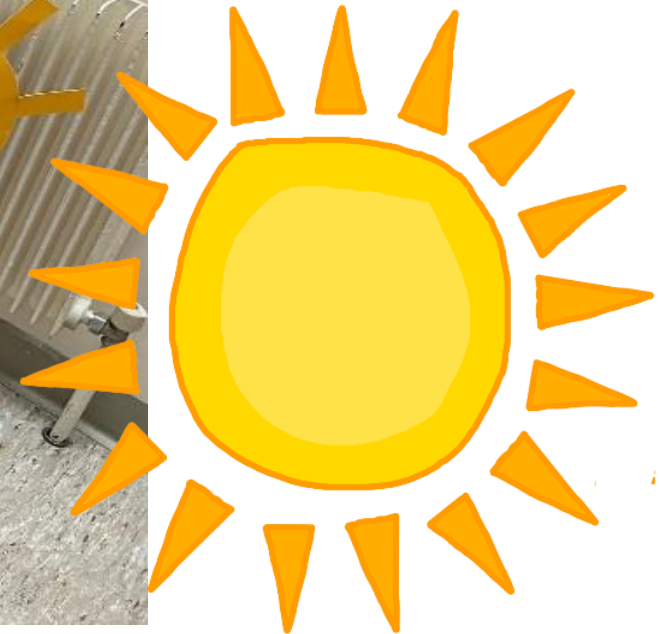


This infographic is titled 'Critical Care Staff Well-Being'. It features a central graphic of a brain with colorful watercolor splashes. Surrounding this are several tips and icons:

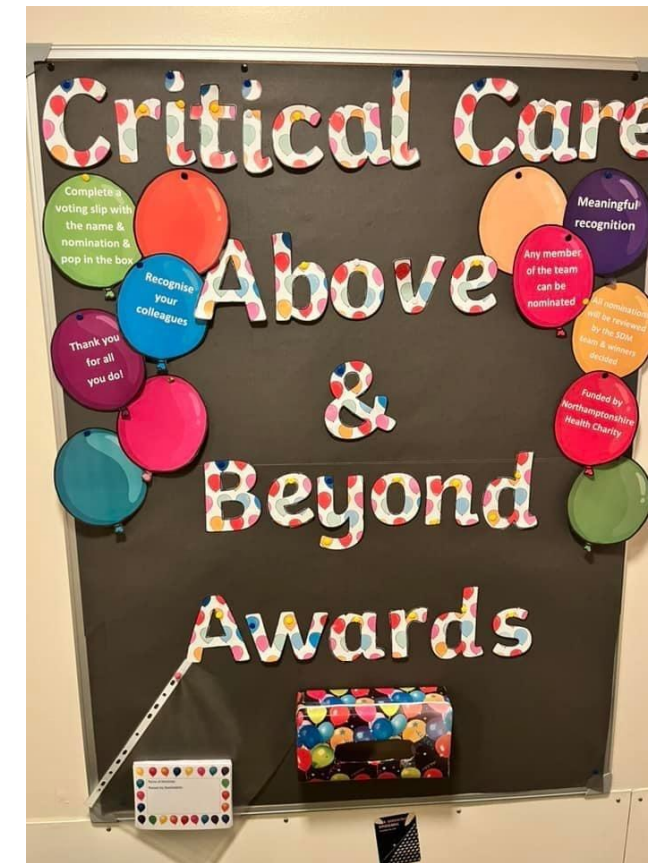
- Download The Headspace App & follow some of the simple relaxation exercises (with a cloud icon)
- Make time for self-care. Do something kind for YOURSELF (with a red heart icon)
- Random acts of kindness
- Keep Hydrated (with a glass of water icon)
- Staff Care Rounds (with a group of people icon)
- Rest & Respite while at work and between shifts (with a hammock icon)
- Remember civility saves lives (with a brain icon)
- Feel free to contact Sophie or Lindsey for further information or support
- Critical Care Counsellor (can be accessed at any time) (with an icon of two people talking)
- SoS Team email SOSmailbox@ngh.n
- Well-Being Resource Folder (with a brain icon)
- Staff Well-being Packs (with an icon of two people talking)

# Prioritising Wellbeing

# Sunshine Trolley







# Meaningful Recognition

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# Meaningful Recognition



# Meaningful Recognition



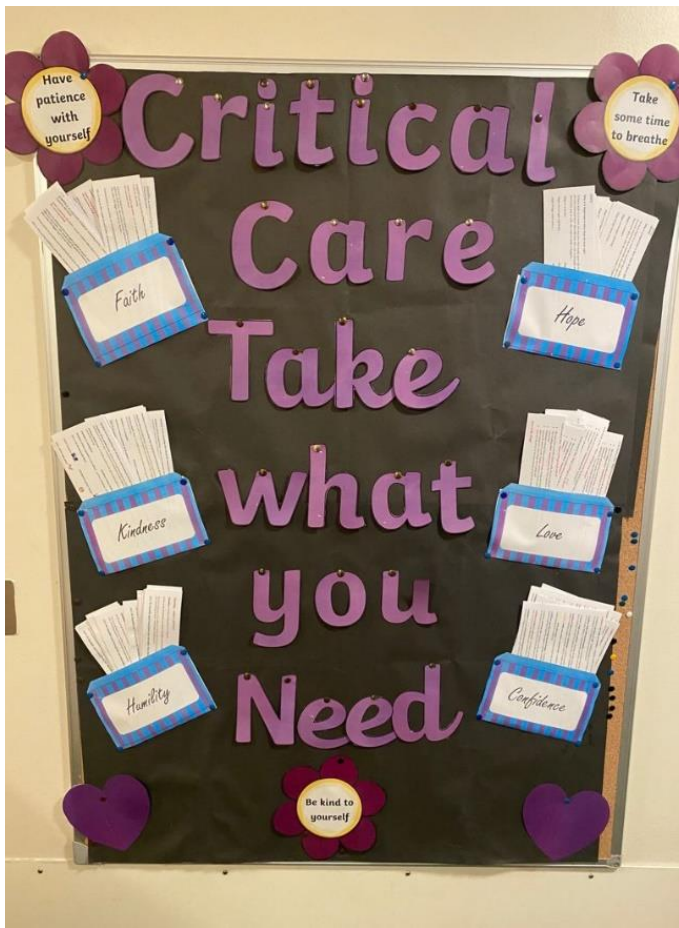
# Meaningful Recognition



A HUG  
IN A  
MUG







# Positivity Boards

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# Implementation of the PNA at NGH

3 Critical Care staff qualified with first cohort

First to be trained within the Trust

Building further on well-being work we had been doing

By April we will have 33 staff trained in the Trust

Links directly with the Pathway to Excellence well-being standard





# Developed PNA Guideline

This document is uncontrolled once printed.  
Please refer to the Trusts Intranet site (Procedural Documents) for the most up to date version

## Professional Nurse Advocate (PNA) Guideline

Ratified By:	Nursing & Midwifery Board
Date Ratified:	May 2022
Date(s) Reviewed:	May 2022
Next Review Date:	May 2023
Responsibility for Review:	Sophie Mayes, Lead PNA
Contributors:	Sophie Mayes, Lead PNA, Emily Lambert Pathway to Excellence Lead, Sarah Coiffiat Shared Decision Making Facilitator/PMA

GUIDELINE



Presented our guideline at our  
Nursing & Midwifery Board for  
ratification & ensured continuity  
of hours agreed for staff

# From the Guideline



DEVELOPED A STEERING GROUP AND A  
SHARED DECISION-MAKING GROUP



MEET QUARTERLY TO DISCUSS  
CHALLENGES, CREATE ACTION LOG AND  
PROVIDE SUPERVISION TO THE TEAM

Evaluation  
plans -  
developed  
QR codes for  
Supervisor &  
Supervisee  
feedback







We then launched the PNA service





# Time to take a breath

I felt much more relaxed! I had a wonderful time.

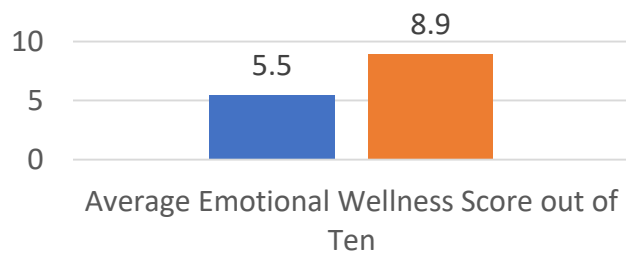
Getting together & relaxing was really beneficial!



Perfect balance of expression of feeling & mindfulness.

Lovely day. Really helped with team building.

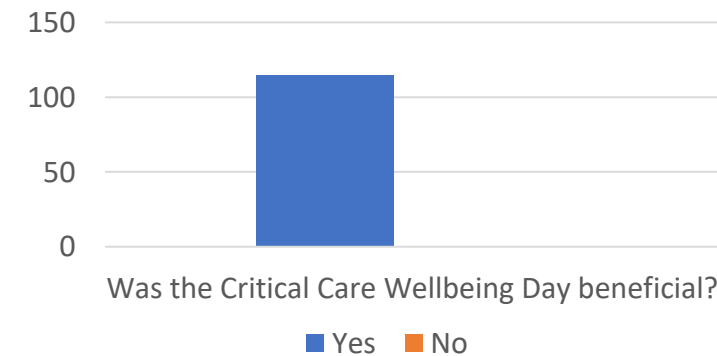
Critical Care Wellbeing Days



■ At the start of the day  
■ At the end of the day



Critical Care Wellbeing Days



Was the Critical Care Wellbeing Day beneficial?

■ Yes ■ No

# RCS for the team

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Held an off-site restorative  
week for staff

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Provided RCS for 65 staff  
members over the week

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Enable staff to hear about  
the PNA role & benefits

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Collated feedback



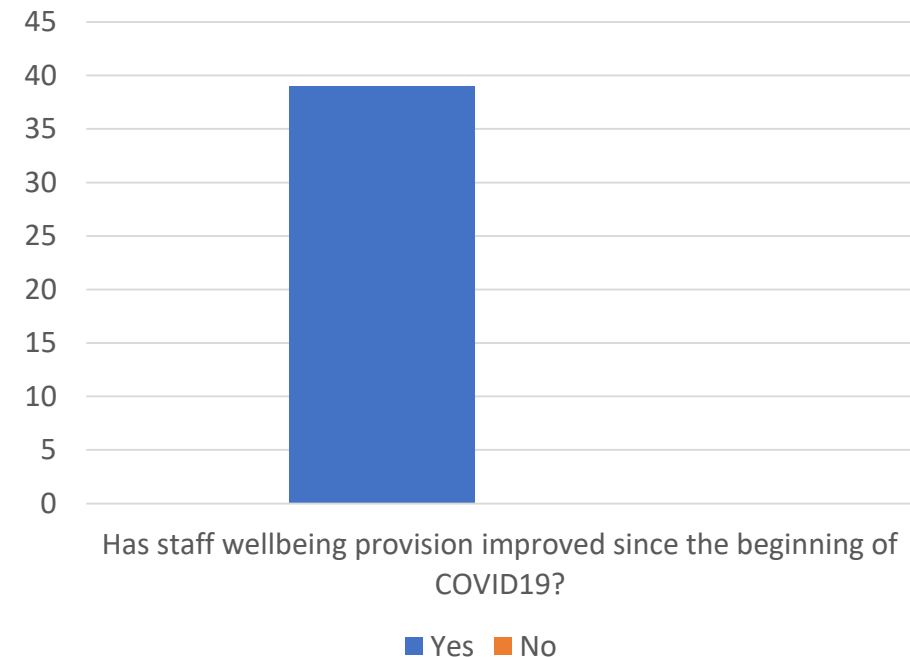




# Transformation Data

- 50 staff members asked the same question
- 39 responses
- All answered YES

Staff Wellbeing in Critical Care



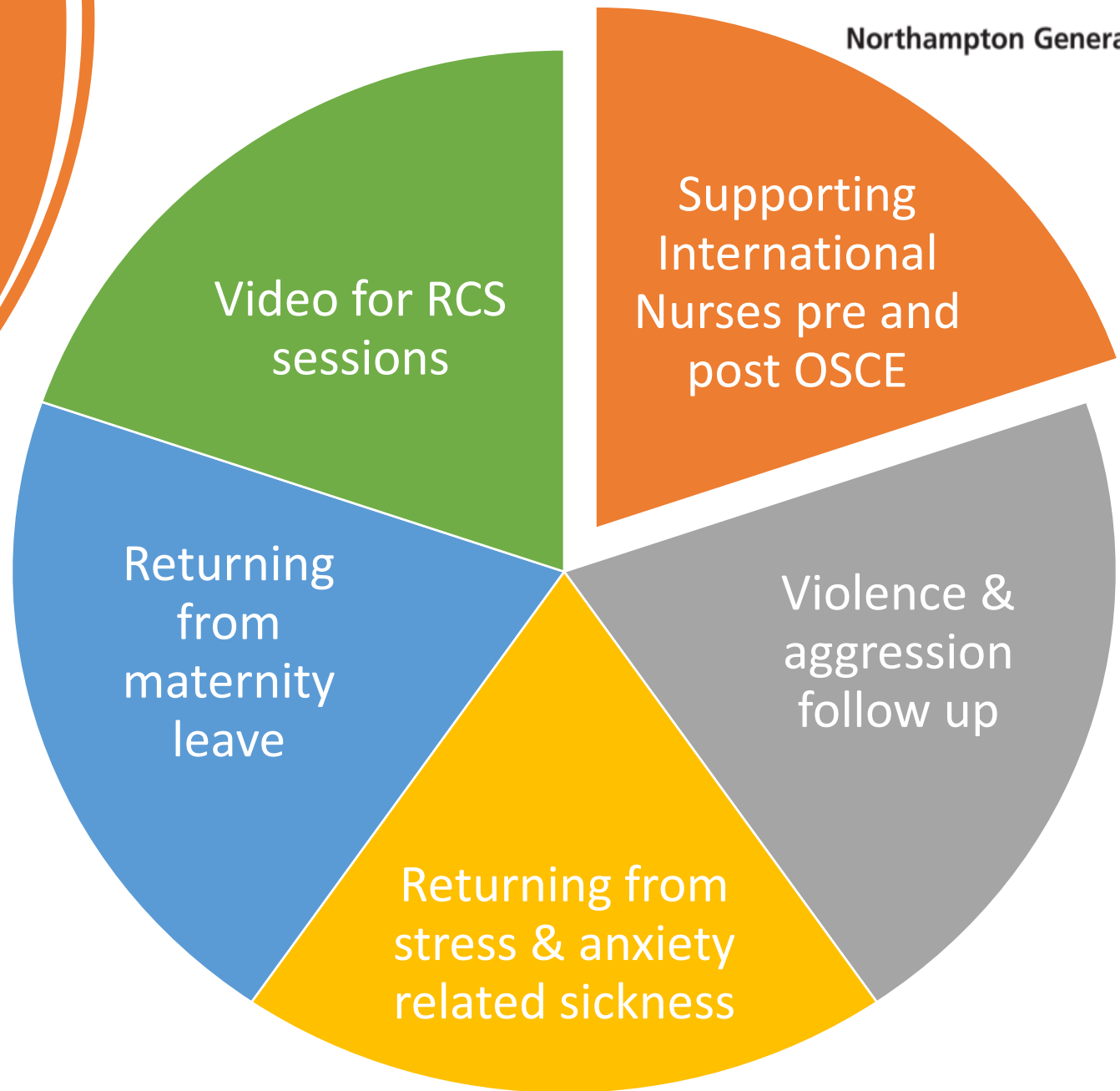
# Staff Impact

- April 2021 – March 2022 staff turnover rate 5.27%
- Trust average 9.4%
- Critical Care UK average 11.1%
- Currently over recruited with no vacancies





# Other workstreams





Any Questions.....?