Abstract

The aim of this organisational development project is to put in place an implementable plan for the delivery of a standardised critical care nursing career pathway. The pathway relates to the professional development of critical care nurses at every stage of their career, from new graduate to advanced practitioner. Through standardisation there will be the ability to increase the number of nurses doing accredited education, through implementation of the pathway across the hospital groups. This will be through the establishment of working groups consisting of the key stakeholders to explore and develop methods of implementation. An agreed governance structure for these working groups will ensure standardisation. To understand requirements the annual Critical Care Census will be updated to recognise what is required to ensure that the correct supports are in place to prevent burnout of both the new entry nurses to critical care but also the senior staff. Standardisation of professional development for critical care nurses has been recommended and the pathway represents this. Utilising the HSE change model, the initiation and planning stages are discussed where a shared vision was developed and support of the key stakeholders ensured. An outline of what is required for implementation and mainstreaming of the pathway, through the structure of the newly formed hospital groups is put forward.
Critical Care Nurse Career Pathway

Pre-Reg Nurse → Staff Nurse → Experienced Nurse Entry Point → Staff Nurse → Staff Nurse → Postgraduate Critical Care Nursing Education and Training Level 9 → Advanced Practice Roles

Pre Reg Critical Care Placement for identified Critical Care Pathway Candidates

Graduate Nurse Direct HG staff, recruitment, employment and Trainee Enrolment

Critical Care Staff Nurse Orientation under supervision 3 months as per Unit/SN requirements

HG Critical Care Nursing Education and Training Foundation Course 26 weeks

Consolidation of Competence in Critical Care Nursing Minimum length of time 6 months

Postgraduate Critical Care Nursing Education and Training Level 9

Advanced Practice in Critical Care Nursing Level 9

Driver for QI

Prospectus Report 2009 Review of Adult Critical Care Services in Ireland (1):

A clearly defined framework for critical care nursing which should include the development of training, education and a Career Pathway with competencies supported by accredited Standardised post registration education at both Hosp & HEI level.

2014 Critical Care Nurse Education Survey:

43% with no specialist Post Graduate education in Critical Care.

8% with a Masters Degree

75% of Units do not provide a Foundation Course

47% of Critical Care Units had no formal assessment of Competency

28% of Units do not provide access to Post Grad Education

Taskforce on Staffing and Skill Mix for Nursing 2015 (2):

Workforce planning governance arrangements are put in place to monitor and review Nurse staffing and skill mix and their impact on patient outcomes.

QI Initiative

Development of a Standardised Professional Development Career Pathway from New Graduate to ANP for all Critical Care Nurses in Ireland.

Recruitment & Retention Strategy utilised in Magnet Hospitals (3)

HSE Change Model utilised (4)

Key Stakeholders - standardised for each Hospital Group

Career Pathway Working Group- Initial Membership and Template for Implementation across Hospital Groups

Representation from: (all with experience in Critical care)

- Critical Care Programme i.e. Clinical Lead, Programme Manager and Nurse Lead
- DON
- Office of Nurse & Midwives Service Director
- Nurse & Midwives Practice Development Unit
- Senior Nursing Faculty from Hospital Group Academic Partner
- Senior Nursing Faculty from Undergraduate Colleges
- Nurse Practice Development from each Hospital
- Centre of Nursing and Midwifery Education
- Senior Nursing Critical Care Unit

Challenges & Supports

Critical Care Census 2015 (6):

18 units with no Clinical Facilitator. Submission to DOH estimates process/ communicating this through presentations & meetings.

Embedding within Hospital Groups. Establishment of Working Groups. Meetings/ presentations with senior nurse management/ academic partners

Benefits & Outcomes

Standardisation of Accredited, Competency based Professional Development for all Critical Care Nurses nationally

Ensuring a high standard of care is delivered to our critically ill patients

References

(2) DOH (2016). Interim Report and Recommendations by the Taskforce on Staffing and Skill Mix for Nursing on a Framework for Safe Nurse Staffing and Skill Mix
(6) HSE. (2016). National Adult Critical Care Capacity and Activity Census 2015, Acute Hospitals Division HSE.