

Implementation of the Clinical Support Worker Role in Paediatric Critical Care: The Long Journey

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The Journey...



An exploration of our journey to introduce the Clinical Support Worker role into the Paediatric Critical Care workforce as an innovative model for supporting care provision of children and young people within the critical care environment.

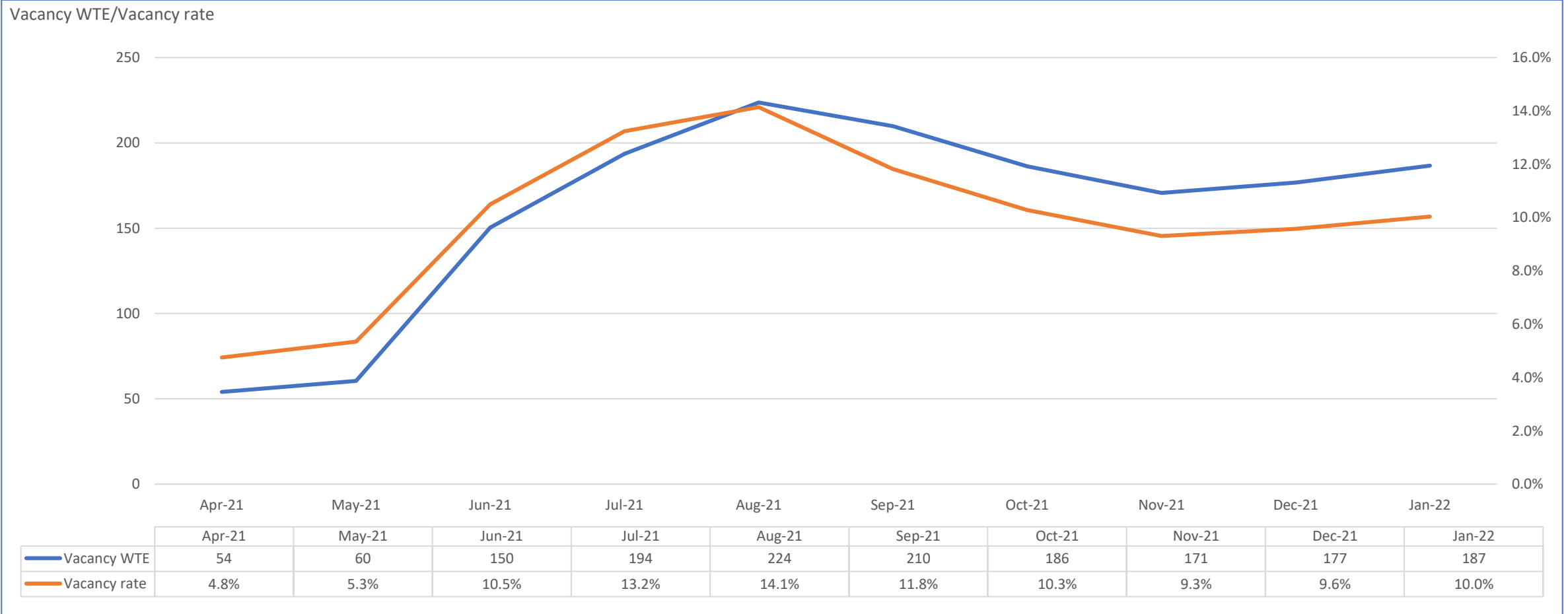
An opportunity to share insight into our experience of developing a bespoke programme of training and education to equip PCC-specific clinical support workers with sufficient knowledge and skills to deliver safe and effective clinical care.

Consider the challenges encountered

The challenges that persist and

Our vision for the future.

National PCC Vacancies



Nottingham
Children's
Hospital



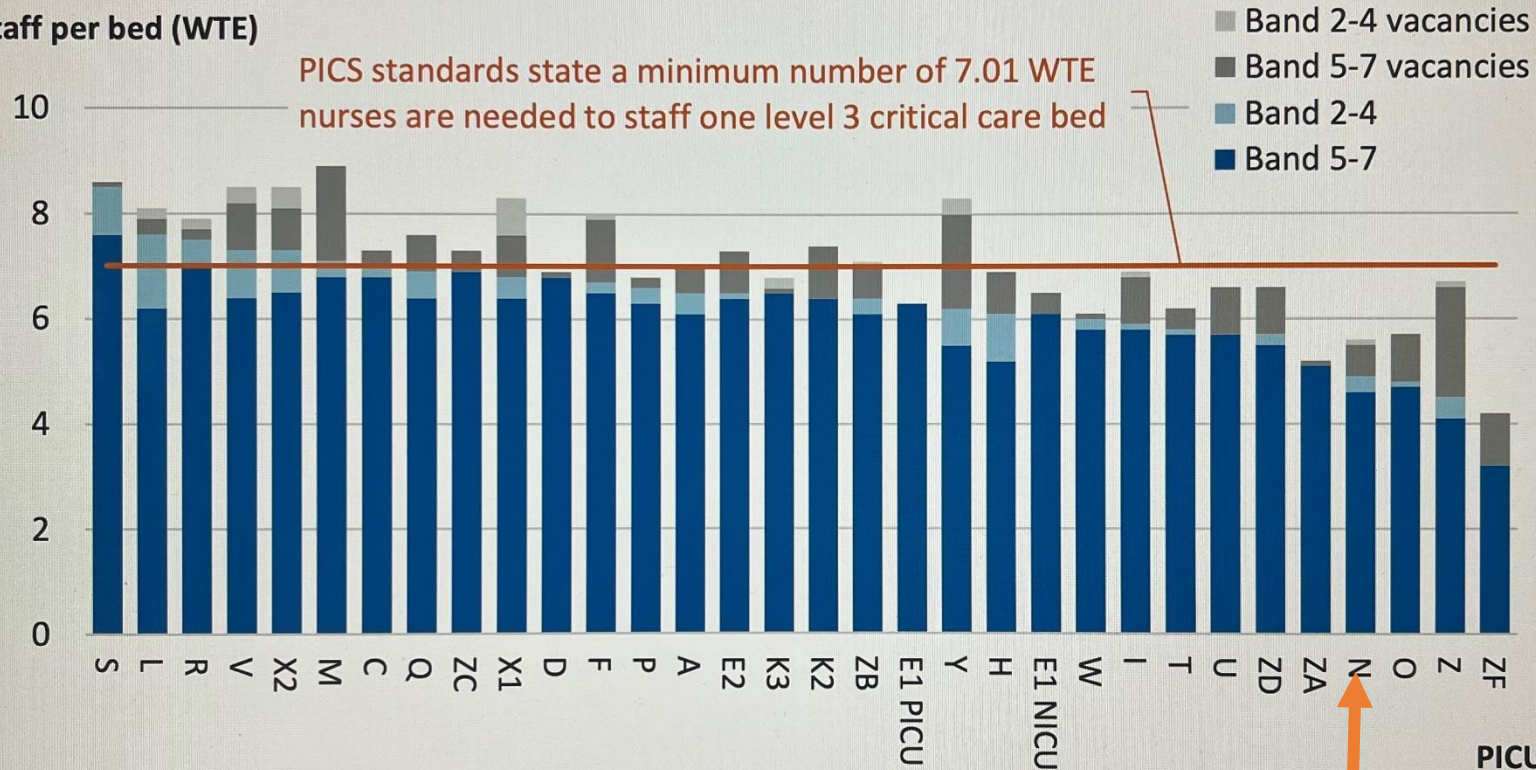
Nottingham
Hospitals
Charity

At the heart of your care

Supported by:

Figure 10: Number of registered and non-registered nursing staff providing clinical care in post (WTE) per bed by band and by health organisation, 2020

Staff per bed (WTE)

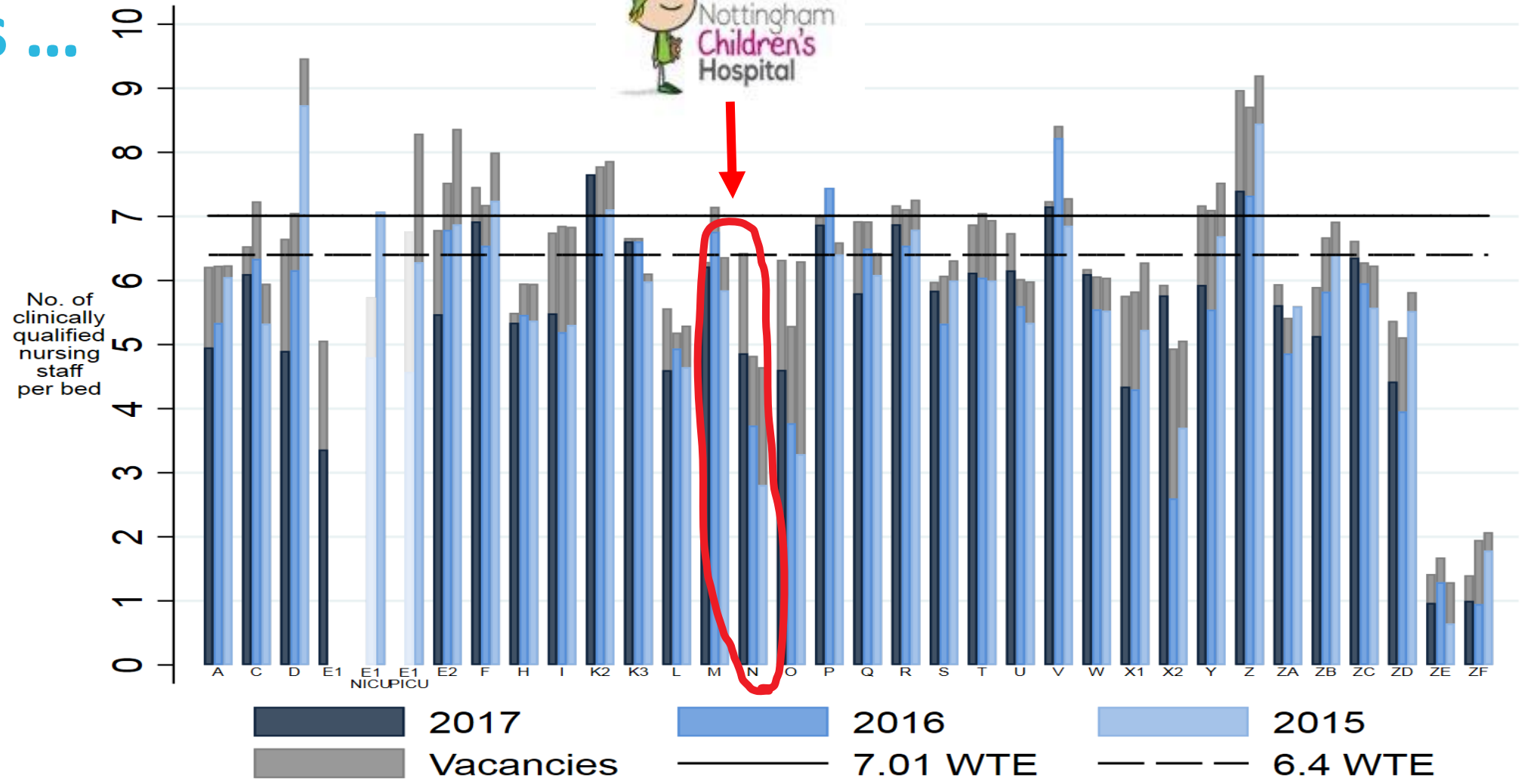


National PCC Workforce

Nottingham PCCU

[PICANet-2021-Annual-Report v1.1-22Apr2022.pdf](#)

Drivers ...



Supported by:

Drivers...

Increased nursing vacancies
Reduced retention
Impact on bed capacity

Delayed discharge of CYP medically fit-for-discharge

2014

2015

2016

2017

PICU/PHDU merger

Decommissioning
of NHS-funded
homecare provider

INCREASING
cohort of patients
that did not require
registered nurse to
care for them

PICANet take home...

- Widespread vacancies
- Band 2- 4 non-registered professionals is widespread
- The addition of bands 2-4 delivering clinical care has enabled five additional PICUs to meet this standard.
- Non-registered staff (health care assistants) with appropriate competencies may be included in calculations of staffing levels per child requiring critical care so long as they are working under indirect supervision of a registered nurse at all times.



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Supported by:

Nottingham Children's Hospital PCCU

- 14 critical care beds (flexible)
- Co-located with AICU and NICU
- Non-cardiac surgery centre
- 500-600 admissions/year
- 13 children had >3 week stay on PCCU
- 6 children had > 6 week stay on PCCU
- 12 children had a greater than 3 months stay on PCCU





PCCU Clinical Support Worker: Essential Criteria

The Programme...

Trust HCA Academy & Local Induction

NCH Acute Care Skills week
(PEWS, BLS, R&R)

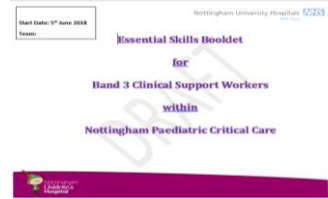
Completion of NCH generic CSW competencies

16 weeks supernumerary
working alongside team of RNs preceptors

Insight visits: physio, LTV, play specialist

1 week ward placement

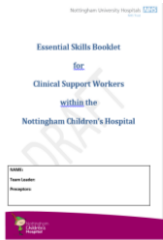
Completion of bespoke PCCU competencies



Completion of role-related competency packages

1:2:1s
(Week 1, 4, 8)
(Month: 3, 6 & 12)

PCCU-specific medical device training



So what are they allowed to do....

- ✓ Care for level 1/2 patients on PHDU or PICU
- ✓ General personal care
- ✓ Clinical observations
- ✓ Skin assessment
- ✓ NIV and tracheostomy ventilation (LTV)
- ✓ Suctioning
- ✓ Enteral feeding via PEG/PEJ/NGT
- ✓ Medical device authorized trainers
- ✓ Capillary blood sampling

Overseen by allocated Registered Nurse

" ... Under indirect supervision of registered staff use own initiative to be able to assist patients in all activity's of daily living within own level of competence"

But what would they like to do....



- X** Administer medications
- X** Administer oxygen

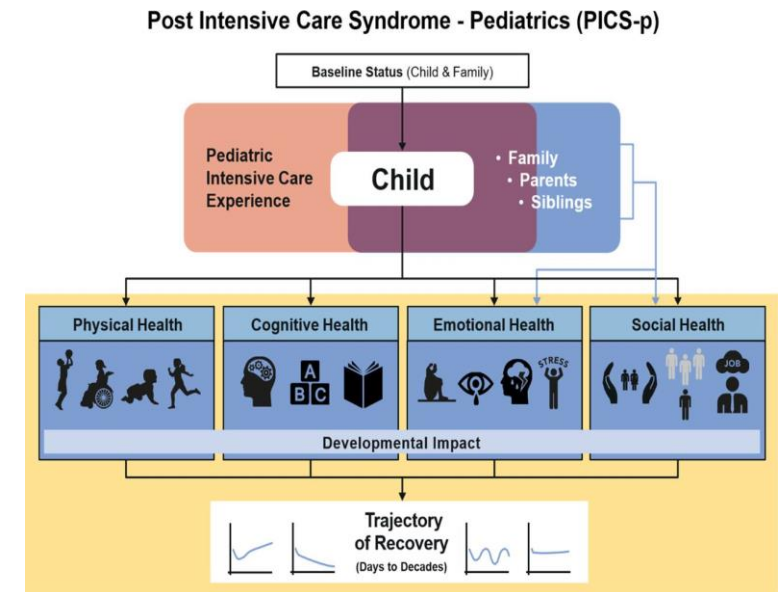
? Support and deliver care to sicker patients



The Challenges: Systemic



The Challenges: Personal



Manning, J.C., et al (2018) Conceptualizing Post Intensive Care Syndrome in Children – The PICS-p Framework.

A Vision for the Future?

- Significant workforce gap
- Evaluation role within PCC
- Professional development
- National CSW competencies



...but what does the
team think?

<https://drive.google.com/file/d/1z3x6ovDwc0-YUyBSMdSJvcvSbTN7s1jf/view?usp=sharing>





With special thanks to Rachael, Sam & Chloe
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References

Manning, J.C., Pinto, N.P., Rennick, J.E., Colville, J.E. & Curley, M.A.Q (2018) Conceptualizing Post Intensive Care Syndrome in Children – The PICS-p Framework. **Pediatric Critical Care Medicine** 19(4): 298 – 300

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https://www.picanet.org.uk/wp-content/uploads/sites/25/2018/05/PICANet_Annual_Report_2016_Summary.pdf