

Effectiveness of a New-Graduate Nurse in Critical Care Programme

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Ospidéal
Ollscoile
Thamhlachta

An Academic Partner of Trinity College Dublin

hello my name is...



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- Clinical Nurse Educator Critical Care

Content of Presentation.

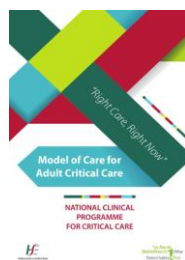
- Background to the programme
- Development of the programme
- Research findings from student survey
- Research findings from CNM survey
- Workforce Planning
- Future of the programme

Background

- National Critical Care Capacity increase from 255-446 beds (DoH Press Release December 2020, National Strategic Service Plan).
- Responding to an international shortage of critical care nurses
- National Critical Care Nurse Career Pathway
- Critical Care Nursing Workforce Report 2021
- Local service needs in TUH ICU in advance of increasing critical care capacity-international significance
- Increase in Clinical Nurse Educators



An Roinn Sláinte
Department of Health



Sláintecare.



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What does the research tell us about New-Graduate Nurse in Critical Care ?

Elias & Day (2020) Systematic Review: Newly Qualified Nurses in Critical Care

- **ICU Readiness**

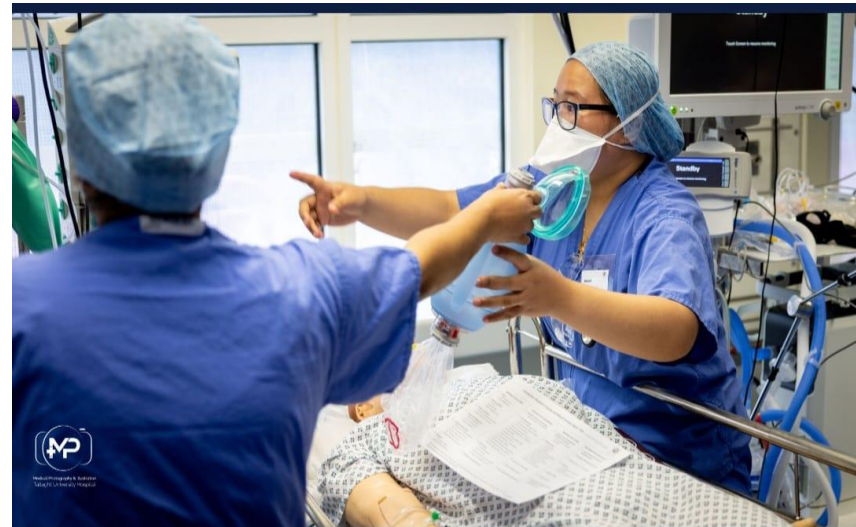
- Students felt inadequately prepared during undergraduate training
- Limited exposure to ICU
- Increased exposure resulted in increased student satisfaction

- **Emotional Spectrum**

- Adrenaline Rush
- Fear (not working with mentor, making a mistake)
- Debilitating

- **Developing Relationships:**

- Colleagues and Peer relationships
- Forming bonds with patient families
- Communication difficulties
- Mentor Relationships



New-Graduate Pathway in Ireland- Adult ICU

Hospital	Currently
Drogheda ICU	1
Mercy ICU Cork	0
Cork University Hospital	1
Tullamore ICU	0
Galway University Hospital	0
Letterkenny ICU	0
Tallaght University Hospital	4 Increase to 15 in October 2022
Limerick ICU	4
Portiuncula ICU	2
St James's GICU	4
Drogheda ICU	1
Waterford ICU	0
Kerry University Hospital	0
Naas ICU	0
Cavan ICU	0
St Vincents ICU	2
Beaumont GICU	11
Keith Shaw Cardiothoracic ICU SJH	0
Richmond ICU Beaumont	2
Mullingar ICU	0
Mater ICU	0
Portlaoise ICU	0
Mayo University Hospital	0
Total	32

Structure of the Programme

6 month Programme, NMBA accredited (35 credits).

12 week supernummary period

12 week education programme delivered by expert practitioners.

Lecture examples:

- Head to Toe Patient Assessment
- Nursing Management of the Ventilated Patient
- Sepsis and Acute Respiratory Distress Syndrome (ARDS).
- End-of Life Care in the ICU
- Academic Writing, Research Critique and Presentation Skills
- Leadership and Management within the Nursing Profession
- Clinical Skills Workshops; Arterial lines, CVAD's, tracheostomy management.

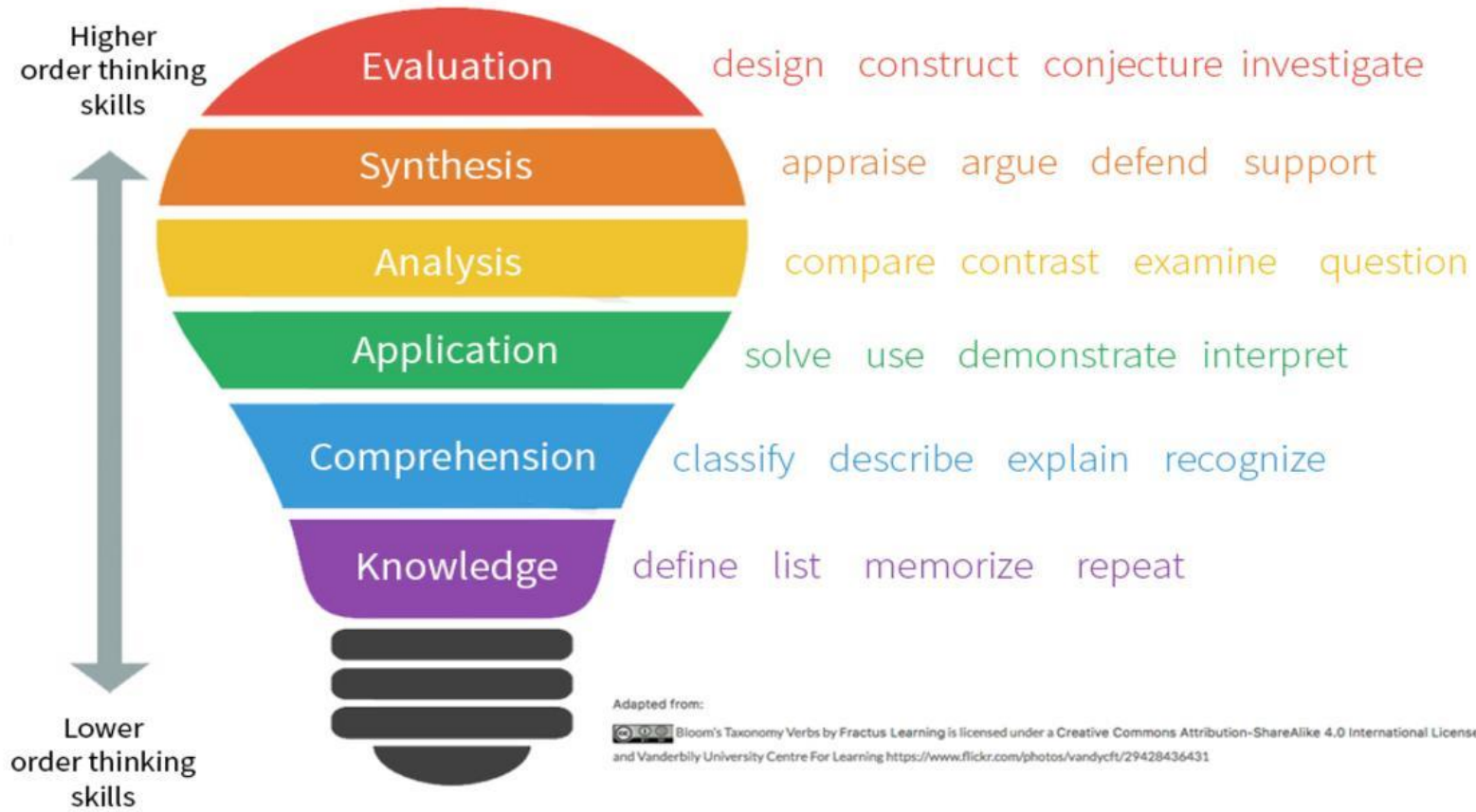
- High-Fidelity Simulation

- Structured Individual Reflective Practice

- Group Facilitated Reflective Practice

- Competency Document (Benner Scale)
- Blooms Taxonomy
- Specific Student Focused Learning Outcomes week 1-3, week 4-8, week 9-12, week 13-26.
- Progress Development Plan
- Medication Management Workbook
- CVAD/PVAD Medication Workbook
- ECG Workbook
- Anatomy and Physiology Workbook
- Presentation at Nurse-led Research Journal Club





Adapted from:
 Bloom's Taxonomy Verbs by Fractus Learning is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.
and Vanderbilt University Centre For Learning <https://www.flickr.com/photos/vandycft/29428436431>

TUH ICU Service Evaluation Prior to Starting the New-Grad Programme

- N=4 participants.
- 100% of survey participants had previous clinical placement/reflective practice in ICU.

Feelings expressed prior to programme :

- “mixed feelings of excitement and nerves”
- “nerve-wracking experience”
- “severely out of my depth”.

Future Recommendations:

- **100% of participants suggested an increase in undergraduate critical care placement, theory or skills to assist in the transition.**



TUH Service Evaluation Post Completion of Programme

N=4 participants

Rating of the NGN Programme on a Likert Scale:



Participant Comments:

- “Comprehensive programme that is very well suited to new-graduates with achievable learning outcomes”
- “Broad introduction to critical care which is exactly what I needed”

Challenges:

- Translating existing skills in to the critical care environment
- Time Management
- Building confidence with members of the MDT.
- Fear of programme completion and working independently.



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Transfer of Programme Across Disciplines



- Critical Care
- ED
- Palliative Care
- Coronary Care
- Acute Care Wards

Where are they now?

Currently undertaking National Foundation Module

Precepting and mentoring new staff

Co-creation of competency document

INMO - WIN publication

Spark Ignite Programme



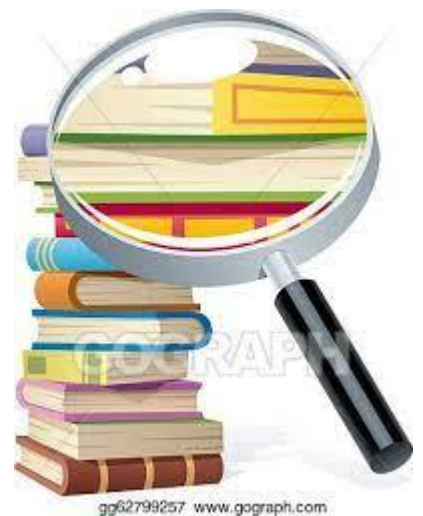
New-graduate Nurse in Critical Care Education Programme 2021 - Clinical Nurse Manager Survey

N=7

Response Rate =100%

Findings:

- 90% of CNMs believed with the right supports this was an achievable educational innovation
- over 50% felt it was stressful and increased their workload
- 100% of respondents felt NGN were a positive impact to the workforce
- 100% of CNMs stated it was a positive recruitment process



New-graduate Nurse in Critical Care Education Programme 2021 - Clinical Nurse Manager Survey

- 100% responded that it was a highly innovative recruitment strategy and went on to recommend an increase in the intake going forward.
- additional comments included the addition of an elective Critical Care module at undergraduate level to increase their theoretical knowledge prior to starting in critical care.



Workforce Planning

This innovative educational programme has had a high impact on our workforce planning

- 4 in 2021

- 15 in 2022

- Potential intake of 30 in 2023

- As a workforce planning strategy it make financial sense to continue investing in this cohort of undergrads



New Trends Leading to New Innovations

Academia

- National collaborative research with TCD, TUH and SJH
- NMBI accredited
- Multiple presentations - shared learning
- Written publications - CFs & NGNs

Awards

- Multi award winning programme
- Spark Ignite Innovation Regional winners 2022 for Support App
- Irish Healthcare Centre Awards – Healthcare Initiative/Project of The Year 2022



Exceeding Expectations

- The success of this programme has brought about a new - community of innovative nurses and has also sparked new ideas, innovations and research
- By sharing our learning we has enabled this programme to be transferable across multiple disciplines



Going forward

- Continued commitment to developing programmes to attract NGNs to enter the Critical Care workforce
- Support along the Critical Care Career Pathway
- Explore the development of an elective module in Critical Care Nursing as requested by New-graduate nurses themselves. It is envisaged this would speed up the learning process in the clinical environment and also be cost effective as it would reduce the amount of non clinical time needed



Effectiveness of Programme in implementing National Strategies

Sláintecare Implementation Strategy – delivering the right care, in the right place, at the right time. It enables the delivery of safe, quality healthcare and also attracts and retains well educated, highly skilled staff.

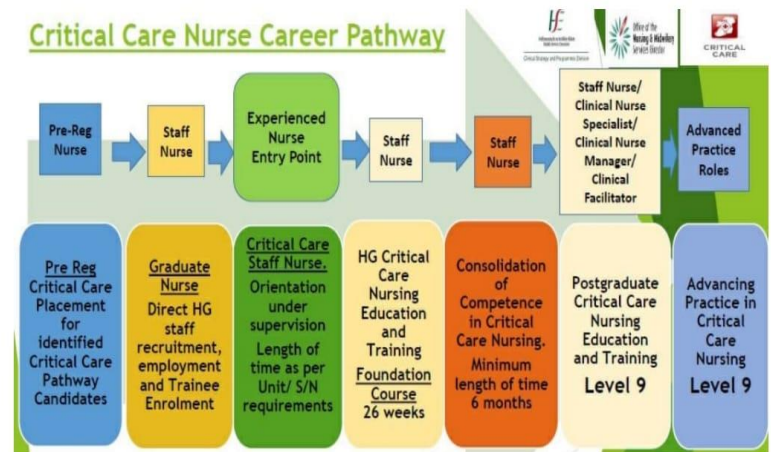
Model of Care for Adult Critical Care – “Right Care, Right Now” by the National Clinical Programme for Critical Care.

The development of this programme also aligns with the recommendations set out in the Report of the Expert Review Body on Nursing and Midwifery 2022 – A pathway for developing and strengthening the role of the nurse

Critical Care Nurse Career Pathway

By supporting NGNs entering the critical care environment we are setting them up to succeed. We are embedding a solid foundation for them to progress along the National Critical Care Career Pathway.

The development of this NGN programme demonstrates that we are a progressive, dynamic and proactive hospital. We are continuing to invest in our NGNs to show our commitment in their professional development and our belief that they can and will be competent, confident and valued practitioners.



The Future of Critical Care Nursing is Bright

“First 12-24 months is often the most vulnerable time for New-Graduate Nurses post qualification during which they decide whether to commit to the profession or not”

(Parker et al. 2014).



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Summary

- Development of the Programme
- Research findings from student and CNM survey
- Effectiveness of the programme
- Transfer of Programme across disciplines



References

Elias C. & Day T. (2020) Experiences of Newly Qualified Nurses in Critical Care: A qualitative systematic review. *Journal of the Intensive Care Society* **21** (4), 334-343.

Innes T. & Calleja P. (2018) Transition support for new graduate and novice nurses in critical care settings: An integrative review of the literature. *Nurse Education In Practice* **30**, 62-72.

National Steering Group for Critical Care Nursing, Education, Training and Workforce Planning (2021) *Critical Care Nursing Workforce Report 2021*).



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