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# Finding A Path in Critical Care 30 years on

Christine Sheehan

WELCOME



A few  
questions  
for  
reflection

Why did you go into critical  
Care nursing?

What do I like most about  
being a critical care nurse?

How do I want to develop as  
a critical care nurse?

# How far have we come

## Then

- Doctor lead
- Drs insert Ivs, CVCs
- ACLS complicated multiple drigs multiple stacked shocks lots of time off the chest
- Minimal training courses

## Now

- MDT lead
- Nurses insert ivs including CVCs and PICCs
- ACLS streamlined team leader nurse or doctor
- Concentration on good CPR
- Post graduate and master level training



# Things are getting complicated

Now

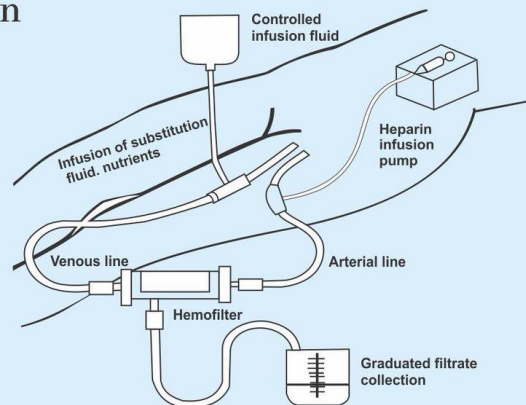
## Then

- 3 modes of ventilation
- VC
- PCV
- SIMV



VC	BIPAP
PC	NIV
VAC	NAVA
PAC	PSV
PSIMV	VSV
VSIMV	APRV
PRVC	CPAP

## CAVH- Continuous Arteriovenous Hemofiltration



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# The goal post keeps moving

## THEN

- Intubate and ventilate (HFOV)
- High tidal volume low PEEP
- Sedate sedate sedate
- Bedrest
- CVP EGDT
- Nor adrenaline bad

## NOW

- NIV and HiFLOW
- Low tidal volume High PEEP
- Awake awake awake
- Progressive mobility
- Whats a CVP
- Noradrenaline GOOD
- Prone position



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Some things never change

# Never Alone



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# The power of your touch



Remain high touch in a high-tech environment

# Now where are we going

Growing, post the pandemic

Recommended read evolution in critical care nursing (2017) Bambi, S.



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# Changing the Rhetoric



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# The Frontline vs The Point of Care



# WHO declared 2020 as The Year of the Nurse

- biggest challenge for critical care ever seen across the globe
- Critical Care is a team sport. No professional discipline can work alone to deliver successful critical care
- This admirable ability to work together on a shared goal or task is a hallmark of successful ICU team



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**Nursing now**  
**Ireland**

**Nursing now**  
**England**

2018-2020



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Bord Altranais agus  
Cnámhseachais na hÉireann  
Nursing and Midwifery  
Board of Ireland

**NMBI**  
**State of the Register 2022**  
1st June 2022

78,871/66,471poc  
4,937 new registrants 1,555/3,382  
ANP ng8/517t



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Report of the  
Expert Review Body  
on Nursing and Midwifery



HSE/NMBI to develop 5 year strategy for retention

Introduction of graduate entry to nursing programs

review undergraduate curricula

expand locations for clinical placements

development of nationally agreed academic career framework

DH develop workforce strategy forecasting requirements including enhanced roles

review access and capacity of undergraduate training



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# Where are we headed



- The ICU work environment is complex, as a result of three different determinants involved: the physical environment, emotional environment and professional environment

Working in an ICU is not a simple matter.

vodafone IE 11:48 89%

ONLINE COURSE

IMPROVING WORKING ENVIRONMENTS FOR NURSES IN THE CRITICAL CARE UNIT

HWE4CCN- Introduction to th...

The training course is an original endeavour of the project partners and was developed in line with the six standards for critical care setting as defined by the American Association of Critical-Care Nurses (AACN).

AA sites.google.com

## The Standards

AACN's six essential standards provide evidence-based guidelines for success. The healthiest work environments integrate all six standards to help produce effective and sustainable outcomes for both patients and nurses.

 <p><b>Skilled Communication</b> Be as proficient in communication skills as you are in clinical skills.</p>	 <p><b>True Collaboration</b> Be relentless in pursuing and fostering true collaboration.</p>	 <p><b>Effective Decision Making</b> Be committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.</p>
 <p><b>Appropriate Staffing</b> Staffing must ensure the effective match between patient needs and nurse competencies.</p>	 <p><b>Meaningful Recognition</b> Be recognized and recognize others for the value each brings to the work of the organization.</p>	 <p><b>Authentic Leadership</b> Fully embrace the imperative of a healthy work environment, authentically live it and engage others in its achievement.</p>

# We Need More Beds

- Press release Minister for Health announces plan to expand critical care capacity to 446 beds
- Ireland has just 317 intensive care beds.
- Goal is 446 beds



**AN ICU BED WITHOUT A QUALIFIED ICU NURSE IS JUST A BED**



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**BUT ALL THE  
SENIOR/EXPERT NURSES  
ARE LEAVING THE POINT  
OF CARE**

Some things are  
improving

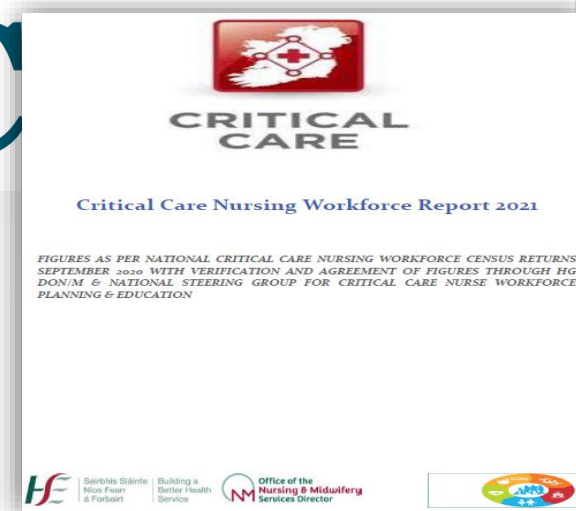
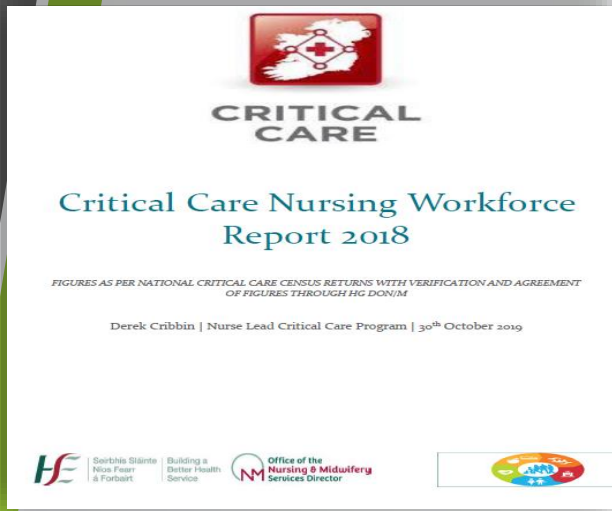
- ANP 47 funded posts 43 in post
- 80 educational posts funded
- However, there are 300 vacancies



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# The ICU Nurse 2022

- ICU nurses now
- Workforce planning,
- How many ICU nurses moving forward

Stakeholder representation for Hospital Group Critical Care Nurse Workforce Planning Working Groups
<b>Hospital Group Representation (Critical Care Experience if possible)</b>
Critical Care Programme i.e. Clinical Lead, Programme Manager and Nurse Lead
Hospital Group Chief Director of Nursing & Midwifery
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
Critical Care Clinical Director
Senior Nursing each Critical Care Unit (ADON over Critical Care <b>and</b> CNM 2 or Higher in Critical Care)



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## SUCCESSION PLAN

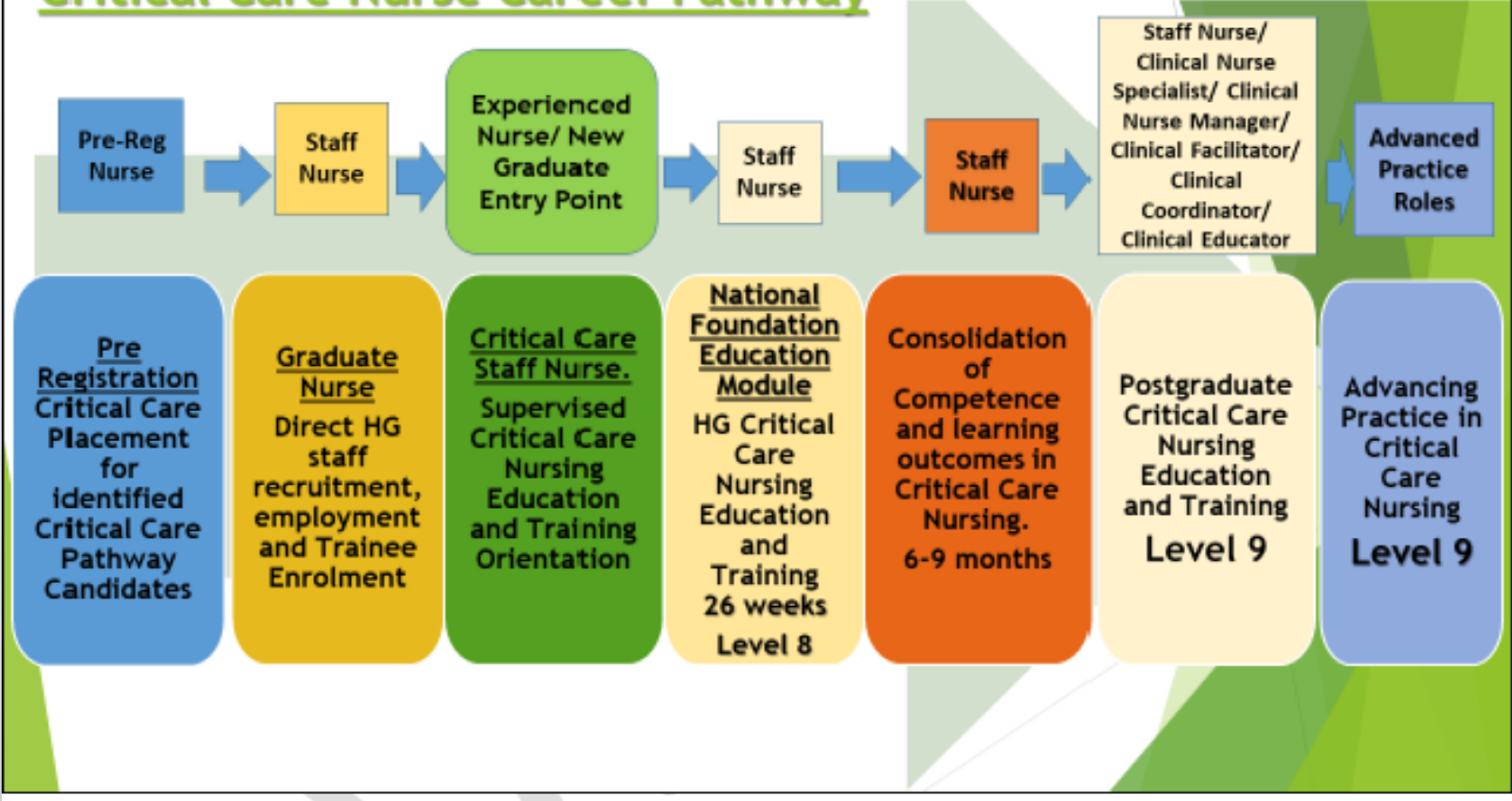


TEAM NAME:  
DIVISION/DIRECTORATE/SERVICE NAME:  
DATE OF COMPLETION:  
DATE OF NEXT REVIEW:

POSITION					
CURRENT INCUMBENT					
LEAVING DATE (if applicable)					
Number of Direct Reports					
TEMPORARY/SHORT-TERM COVER					
READY NOW					
READY IN 6 - 12 MONTHS					
READY IN 1 - 2 YEARS					
READY IN 2+ YEARS					
CONTENT IN CURRENT ROLE OR NOT APPLICABLE					

## SUCCESSION PLANNING

# Critical Care Nurse Career Pathway



<https://www.aacn.org/blog/why-im-staying-at-the-bedside>



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*compassionate · caring · dedicated*  
**ICU Nurse**  
*warm · reliable · loyal · kind · loving*



*Skilled Enough*  
  
**TO BECOME AN**  
*ICU*  
**NURSE**  
**CRAZY ENOUGH**  
**TO LOVE IT**

THANK YOU



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