



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

By

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

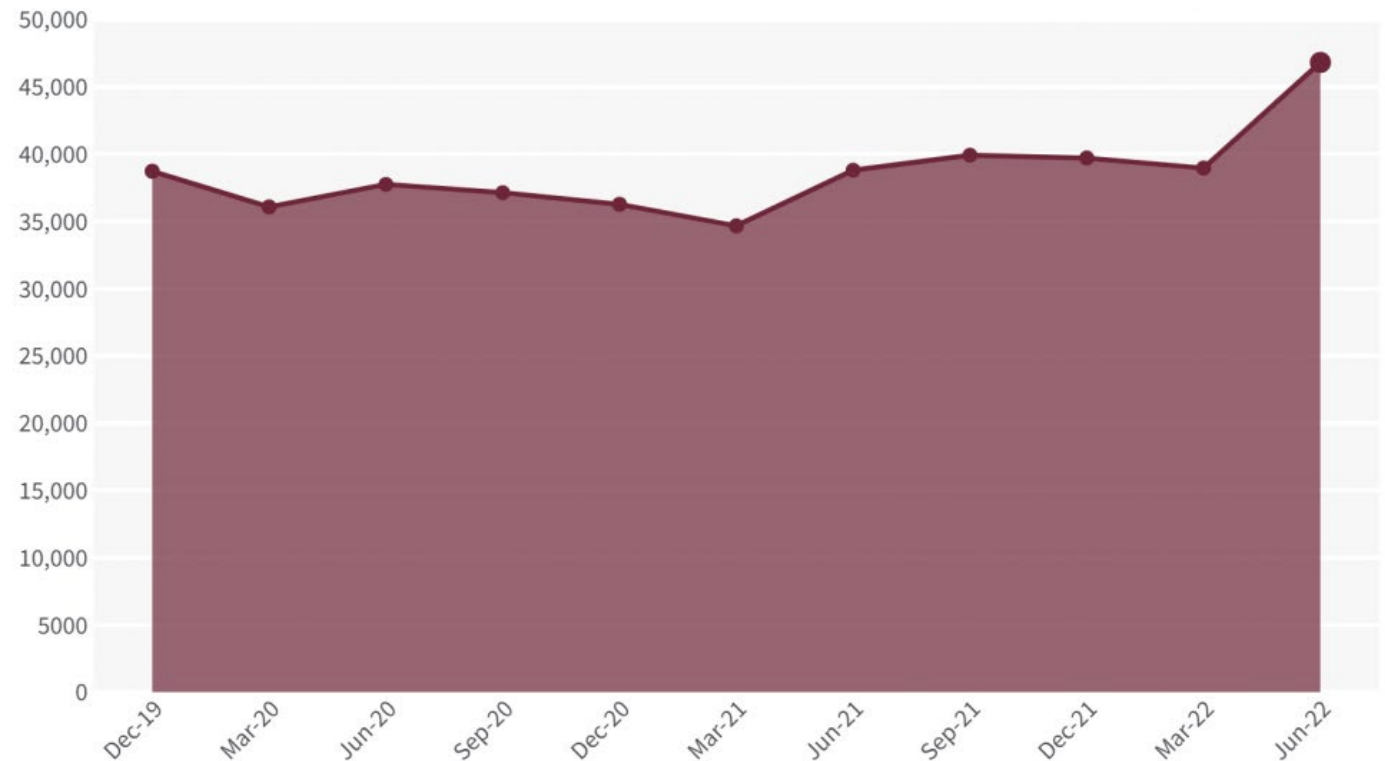
- Wellbeing is considered a dynamic state in which an individual is able to reach their potential, be productive and creative and build positive relationships



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

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.....?



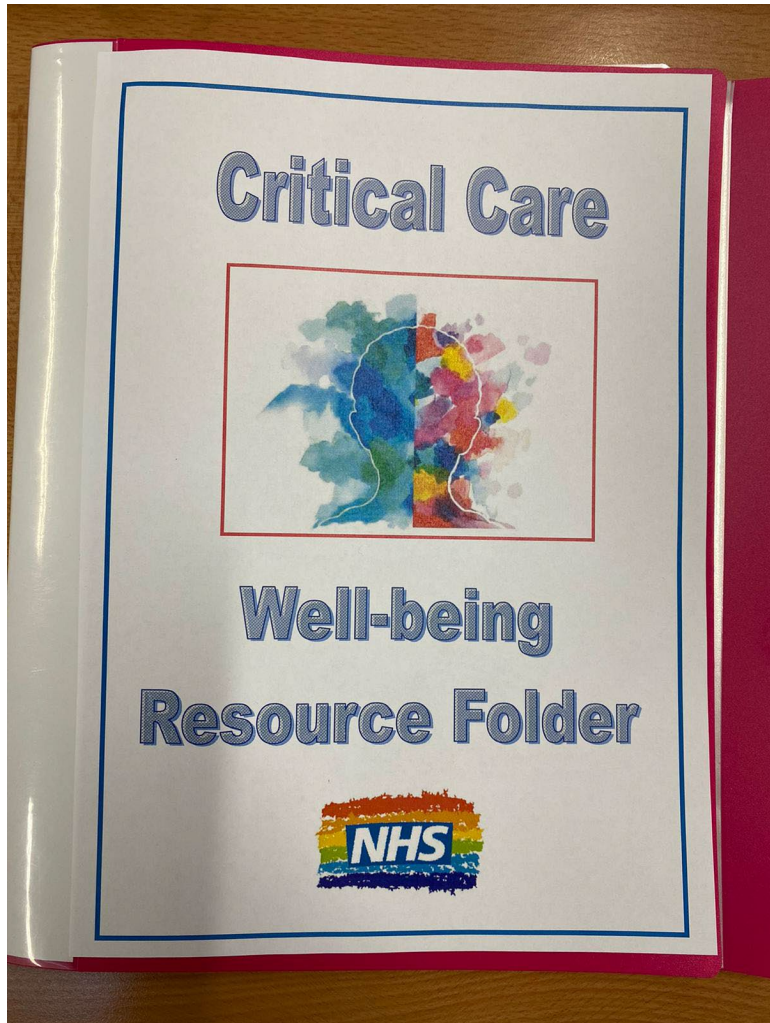
2 of our qualified PNAs were identified as 'Wellbeing Leads' for Critical Care



Highlighted wellbeing as a priority



Staff wellbeing and resilience are strongly related to each other

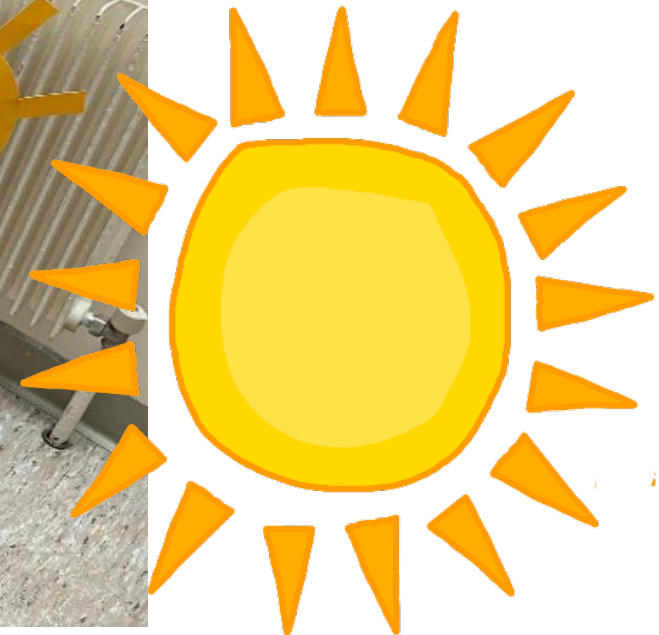


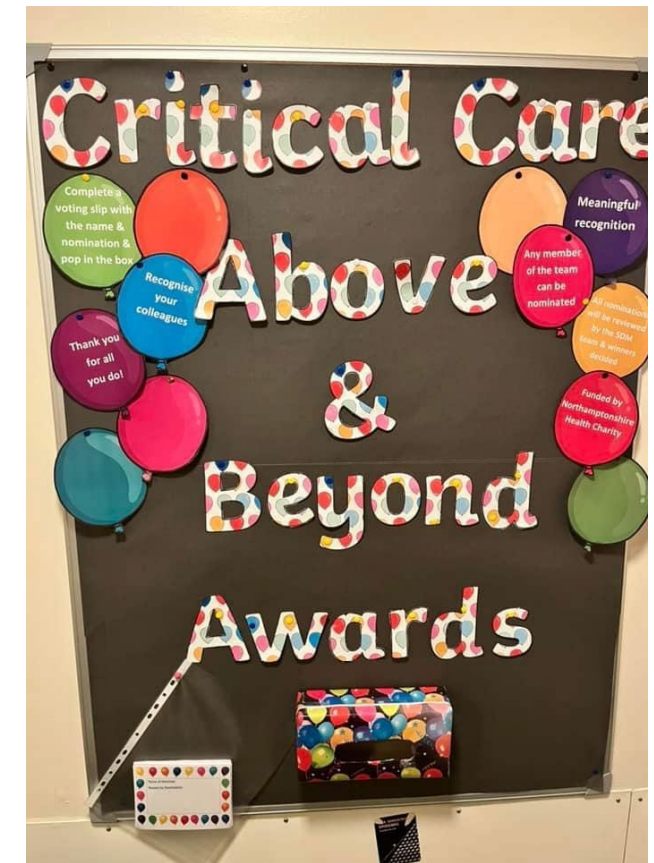
This infographic is titled 'Critical Care Staff Well-Being'. It features a central graphic of a brain with colorful splatters. Surrounding this are several tips and icons:

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

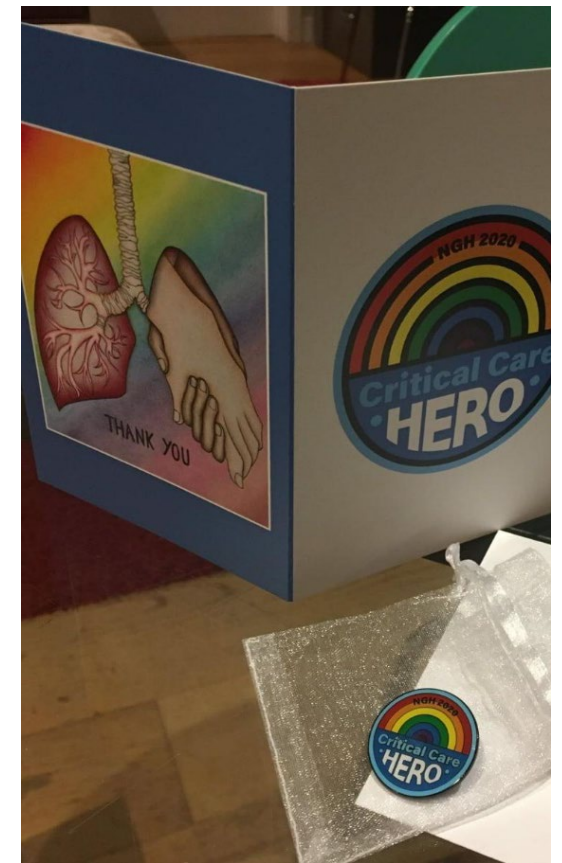
Prioritising Wellbeing

Sunshine Trolley





Meaningful Recognition



Meaningful Recognition

Meaningful Recognition

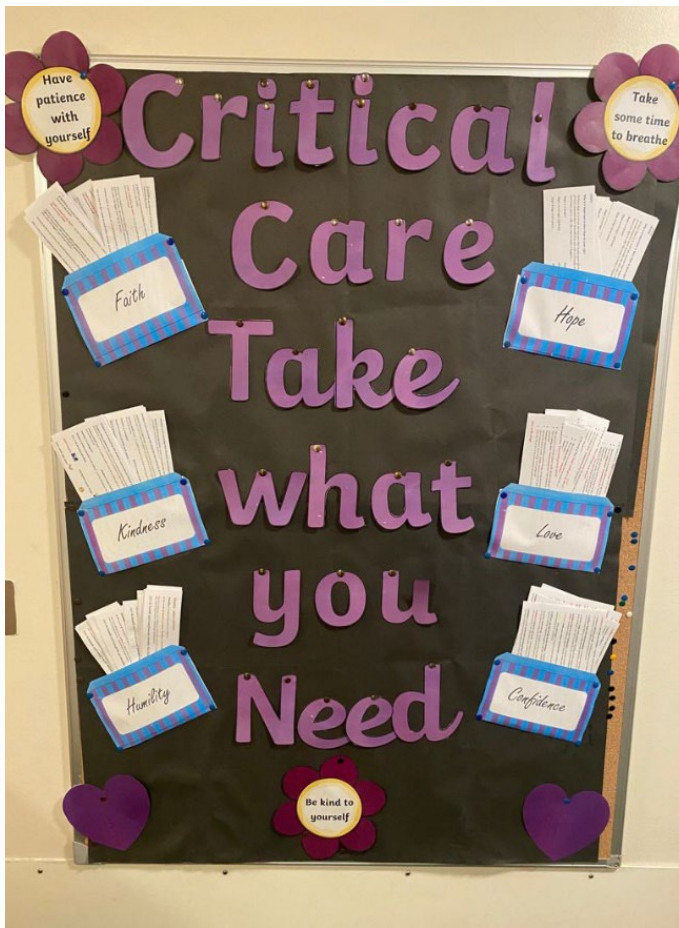


Meaningful Recognition



A HUG
IN A
MUG





Positivity Boards

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



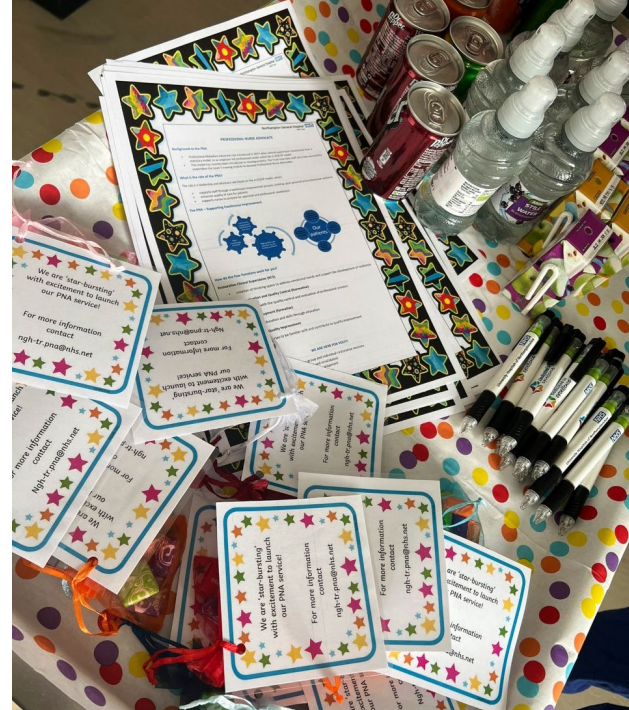
DEVELOPED A STEERING GROUP AND A
SHARED DECISION-MAKING GROUP



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.

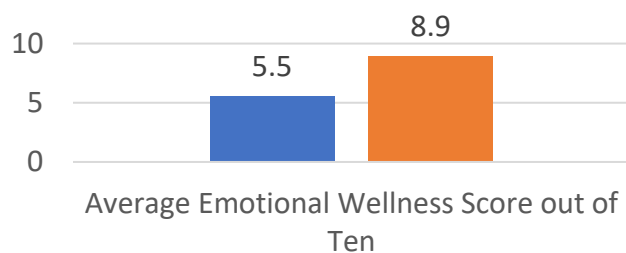
Getting together & relaxing was really beneficial!



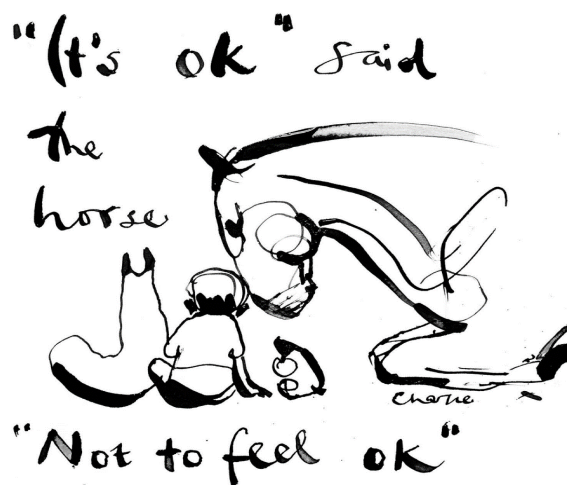
Perfect balance of expression of feeling & mindfulness.

Lovely day. Really helped with team building.

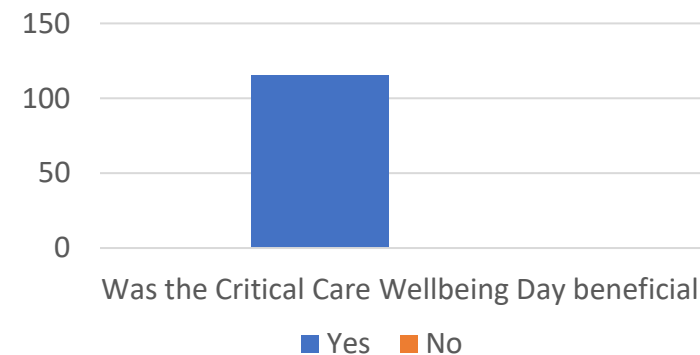
Critical Care Wellbeing Days



■ 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

Held an off-site restorative
week for staff

Provided RCS for 65 staff
members over the week

Enable staff to hear about
the PNA role & benefits

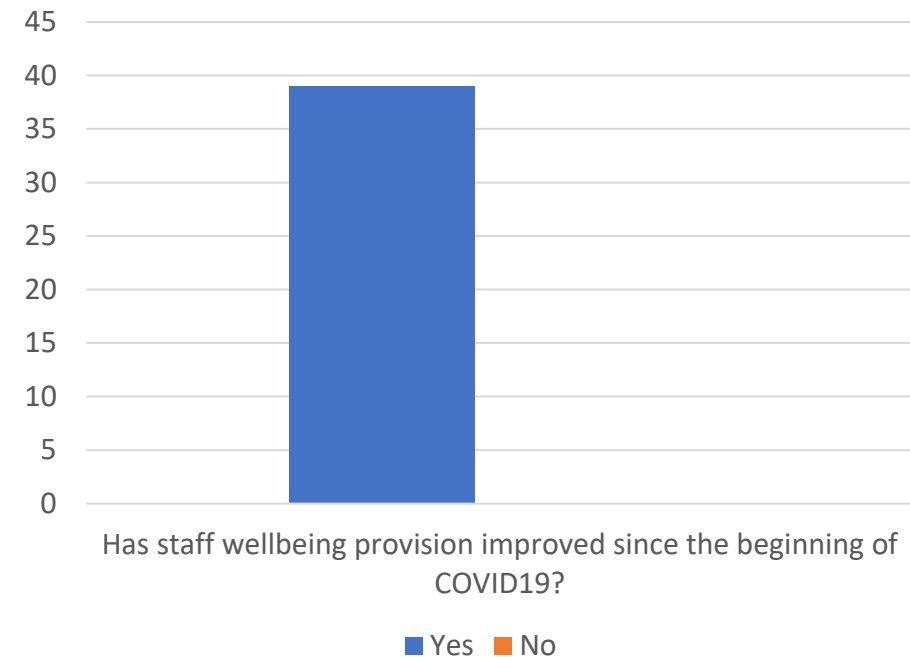
Collated feedback



Transformation Data

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

Staff Wellbeing in Critical Care

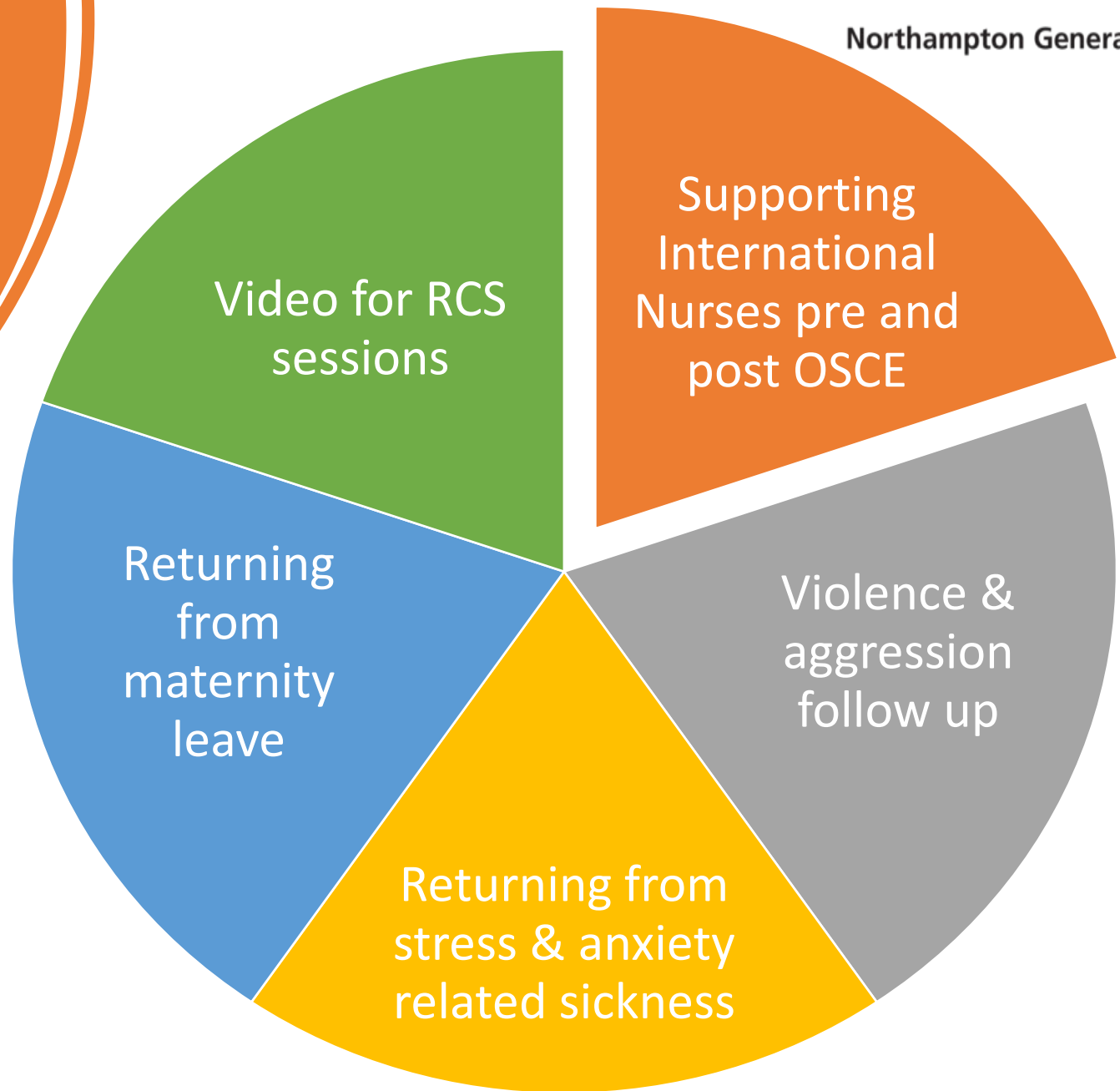


Staff Impact

- 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.....?