



The Role of the Professional Nurse Advocate in Critical Care – The story so far

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Professional Nurse Advocate



CC3N and PNA role implementation – The Beginning

- In March 2021 Ruth May Chief Nursing Officer for England announced the roll out of a brand new professional nurse advocate (PNA) programme, to deliver training and restorative supervision for Nurses right across the country.
- Critical Care was the first nursing speciality the PNA programme was to be rolled out across in recognition of the response and extraordinary commitment of critical care staff during the pandemic.
- CC3N were asked by NHSEI to take part in the roll out of the programme for critical care nursing – by assisting with the selection of the HEI's that would facilitate the training programme and also to ensure each critical care unit in England would have at least 2 PNA's embedded in practice to provide the essential wellbeing support for our nursing staff.
- Approximately 430 trained PNA's in critical care at the time and 4 CC3N members have completed the PNA training themselves.
- As well as being part of the National PNA implementation group , CC3N role is to promote and ensure the role being embedded fully into critical care nursing practice

CC3N – supporting the PNA role in Critical Care

- Initially facilitated a national network of critical care PNA'S via a What's App
- Critical Care PNA'S have been trailblazers for the PNA role and gone on to be PNA leads in their own Trusts.
- CC3N steering group was created to assist with the roll out of the PNA role within critical care nationally and to help ensure that it is recognised as a vital role in supporting our critical care staff wellbeing and for this to happen post it needs to be established, resourced and embedded within each critical care unit in England.
- Publication of National SOP / Guideline for PNA's in Critical Care
- CC3N now facilitate a National Community of Practice for critical care PNA's – meetings every 6-8 weeks – over 120 members sharing best practice.
- Promote the PNA role in national meetings – inclusion of the role in national policies and guidelines



Professional Nurse Advocates in Critical Care:
Standard Operating Procedure



Version 1 published February 2022

Embedding the PNA role into critical care nursing practice – the CC3N approach

- Ensure that the PNA role is also embedded with Trust's existing Clinical Supervision policies and framework strategies
- CC3N continue to “lobby” national groups to recognise and support the PNA programme.
- Collaborate with the other National critical care nursing groups via UKCCNA to ensure the PNA role is fully embedded within all critical care units in England.
- Creation of the Critical Care PNA webpage on the existing CC3N website to help promote the importance of the role.
- <https://www.cc3n.org.uk/professional-nurse-advocate.html>
- PNA twitter chats and collaborative PNA celebration event being planned with BACCN
- CC3N Symposium – 15th July 2022 – PNA presentation
- CC3N National Critical Care Nursing Retention survey June 2022 – PNA question asked – national report published and available on CC3N website – key recommendation is that the PNA role in critical care must be fully resourced and funded in every critical care unit.

Challenges to the PNA role in critical care

National poll on PNA hours results 106 respondents

1. As a Professional Nurse Advocate working in critical care, do you get allocated time to undertake the PNA role ?

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[Insights](#)

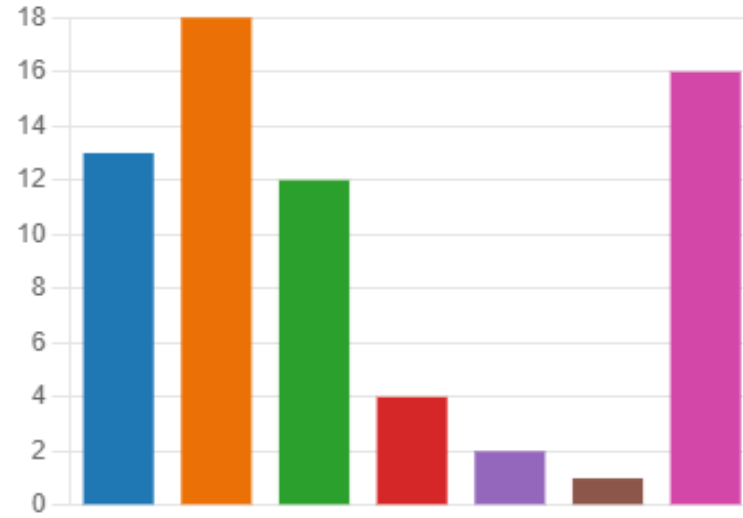
● yes	50
● no	41
● Do the role as paid extra hours	5
● Do the role and get time back	10



Variations in the allocated time given to critical care PNA's to undertake the role

2. If you do get allocated time to undertake the PNA role, how much time do you get **per month**

[More Details](#)

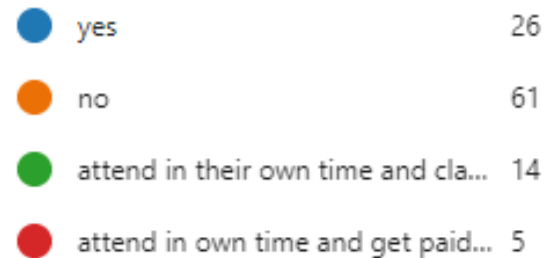


Many PNA's still not getting any allocated hours to undertake the role – PNA leads get the most hours allocated but they tend to be responsible for all PNA's in a Trust

Unit staff also not receiving allocated getting time to access RCS sessions, if they do, they have to do within the their own time and claim time or pay for doing this.

3. Do staff on your unit get allocated time to attend a Restorative Clinical Supervision Session ?

[More Details](#)



Challenges to PNA role within critical care



National community of Practice for Critical Care PNA's set up by CC3N in January 2023 – meetings virtual 6-8 weekly.

Current challenges that COP members are reporting from practice :

- More ongoing support / supervision for PNA's needed to develop the role
- More clear guidance and resources on the PNA role – particularly around scope of the role in clinical practice
- Diversity in the teaching and assessments of the PNA modules – feel a consistent approach is needed across all HEI's
- Dedicated time within the PNA modules to meet and discuss with fellow trainee PNAs within their own specialities for mutual and peer support and mutual support . This was really valuable when the PNA cohorts were first rolled out
- More support with the A-EQUIP element of the role – this is the element PNAs do often say they struggle with.

Enjoy the webinar

- To be added to the CC3N National Community of Practice – please email Karen Wilson karen.wilson93@nhs.net