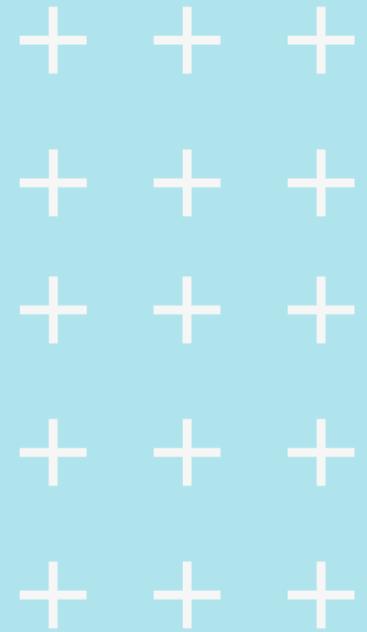
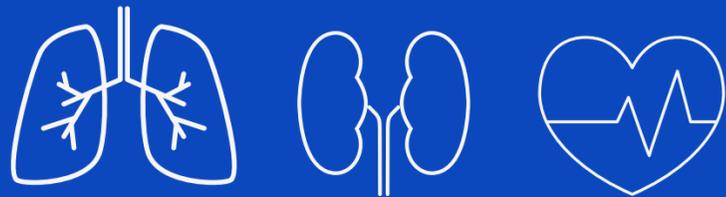




DEVELOPMENT AND DELIVERY OF A NEW GRADUATE NURSE PROGRAMME IN CRITICAL CARE



ICU Education Team, Clinical Facilitator, St James's Hospital

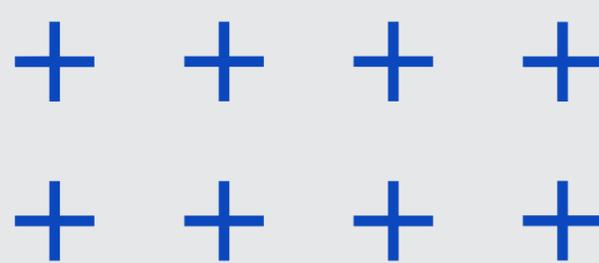
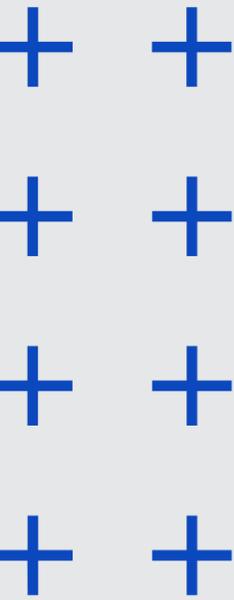
OBJECTIVES

01 BACKGROUND

02 DEVELOPMENT

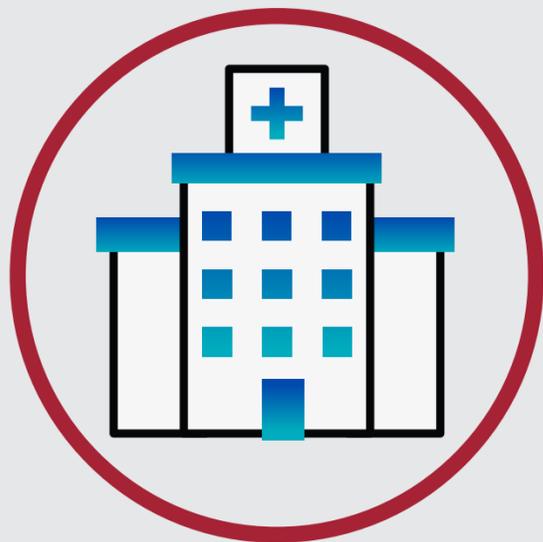
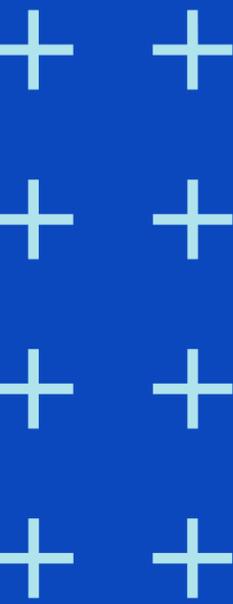
03 DELIVERY

04 LESSONS LEARNED



St James's Hospital

Who are we?



Largest Academic
Teaching Hospital



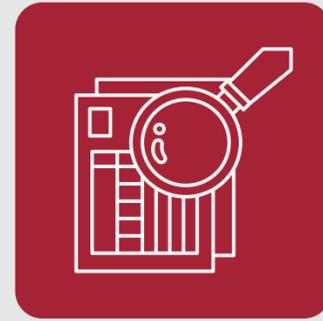
26 bedded Critical
Care Unit



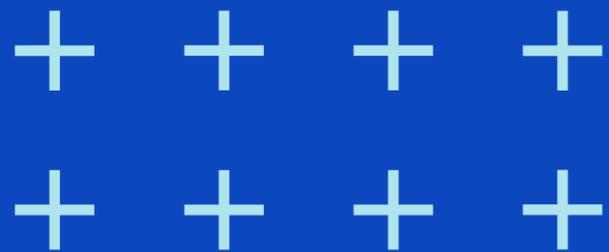
200 Staff

Background

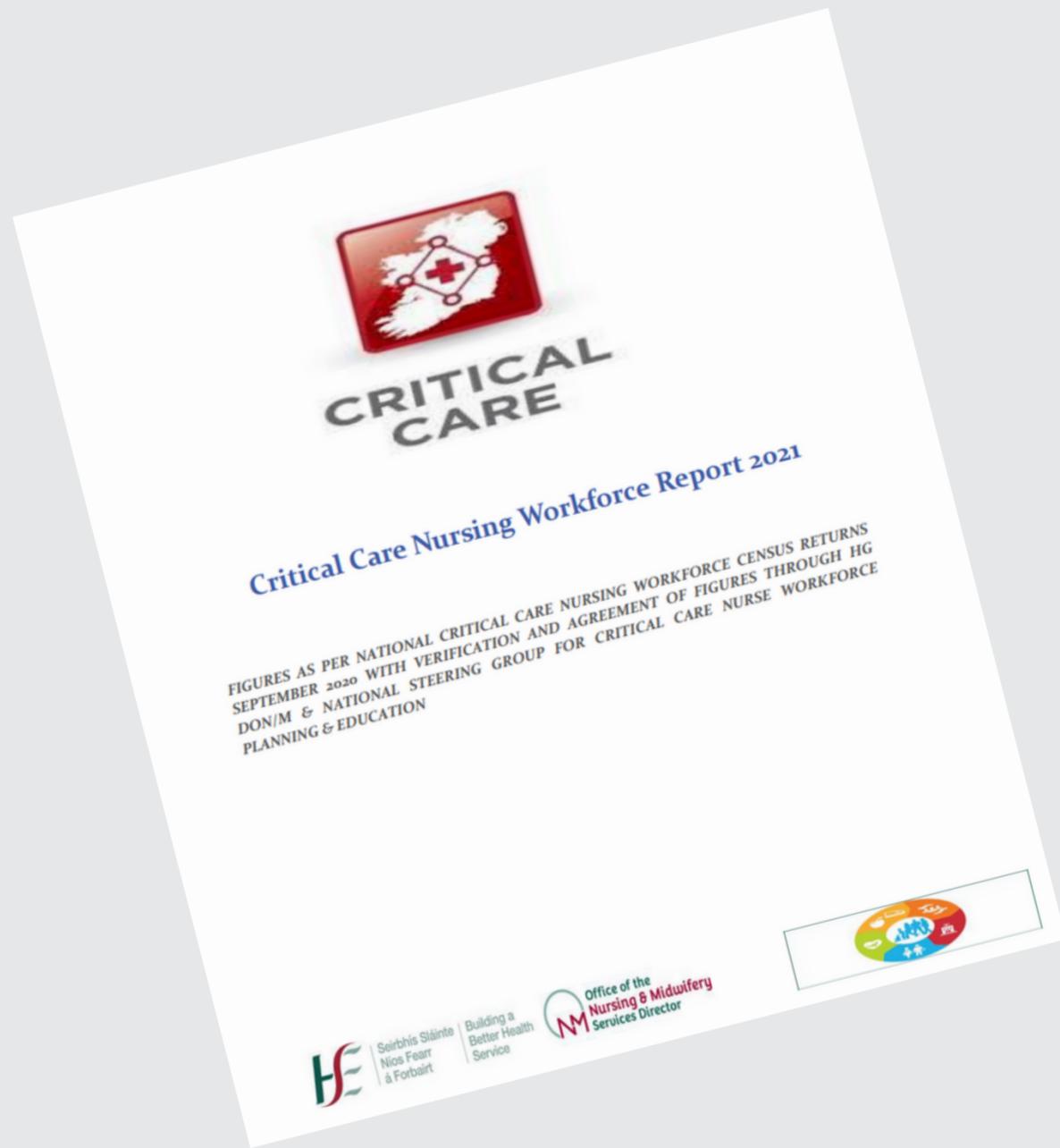
In the UK in 2000 there was a lack of experienced RNs, combined with significant growth in key service areas, this required hospitals to examine traditional hiring and orientation processes.



20 years of learning!



Sustainable Model

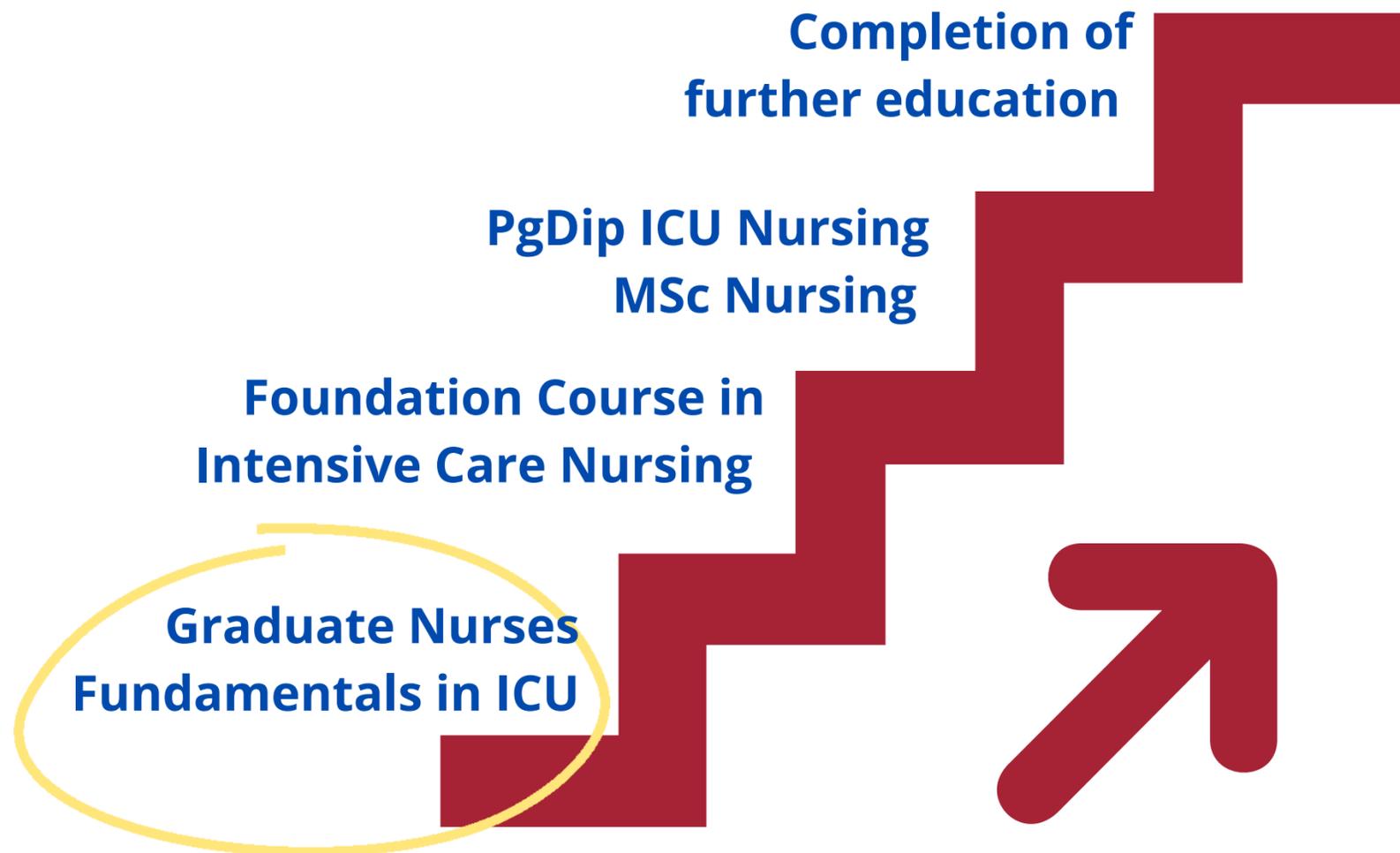


Consideration on Graduate Entry Programmes for Critical Care Nursing should be explored

ICU Nurse Career Pathway



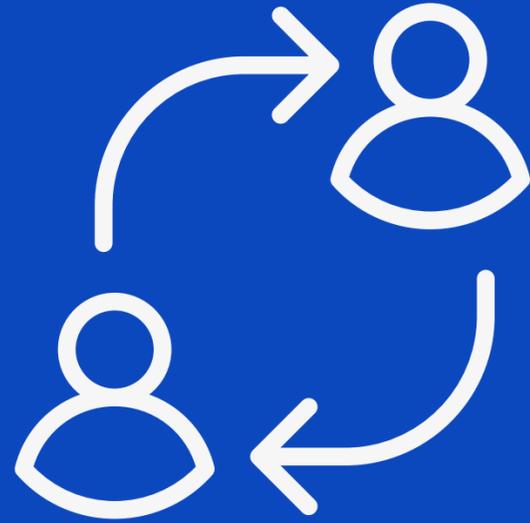
Bord Altranais agus
Cnáimhseachais na hÉireann
Nursing and Midwifery
Board of Ireland



"Transition period from student nurse to registered general nurse is a stressful time in a nurse's career"

Godinez et al 1999





NGNs are nearly twice as likely to leave their current nursing position.

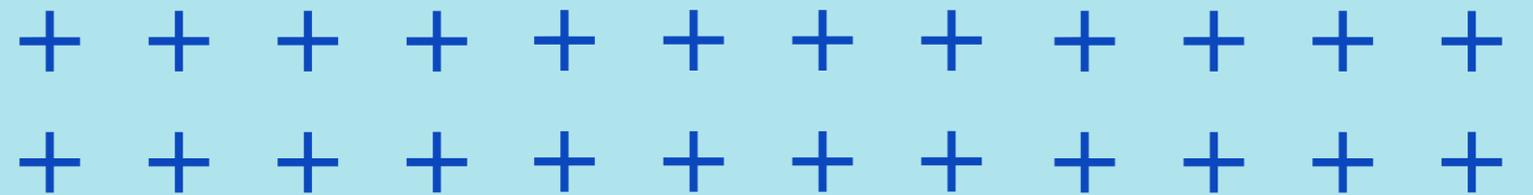
1 YEAR
15%
TURN OVER

2 YEAR
35%
TURN OVER

3 YEAR
43%
TURN OVER

Structured orientation programs are beneficial to this transition.

(Innes et al 2018)

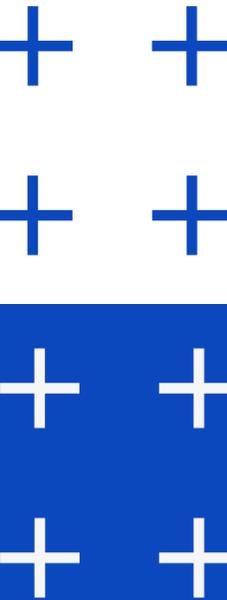


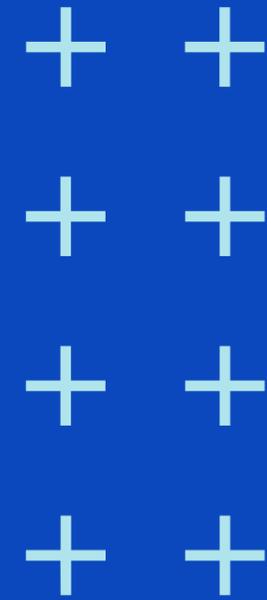
Objectives

- Develop a blended learning programme as part of the introduction to the critical care nurse career pathway
- Support new graduate nurses in their professional commitment to life long learning
- Promote evidence based nursing practice
- Develop and support mentors engaging with new graduate nurses



DEVELOPMENT





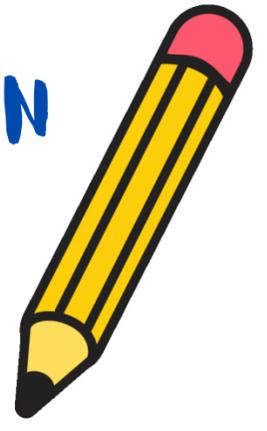
BRAINSTORM

CLINICAL SKILLS

SOCIALISATION

EXPECTATIONS FOR PRATICE

PATIENT SAFETY



CONFLICT

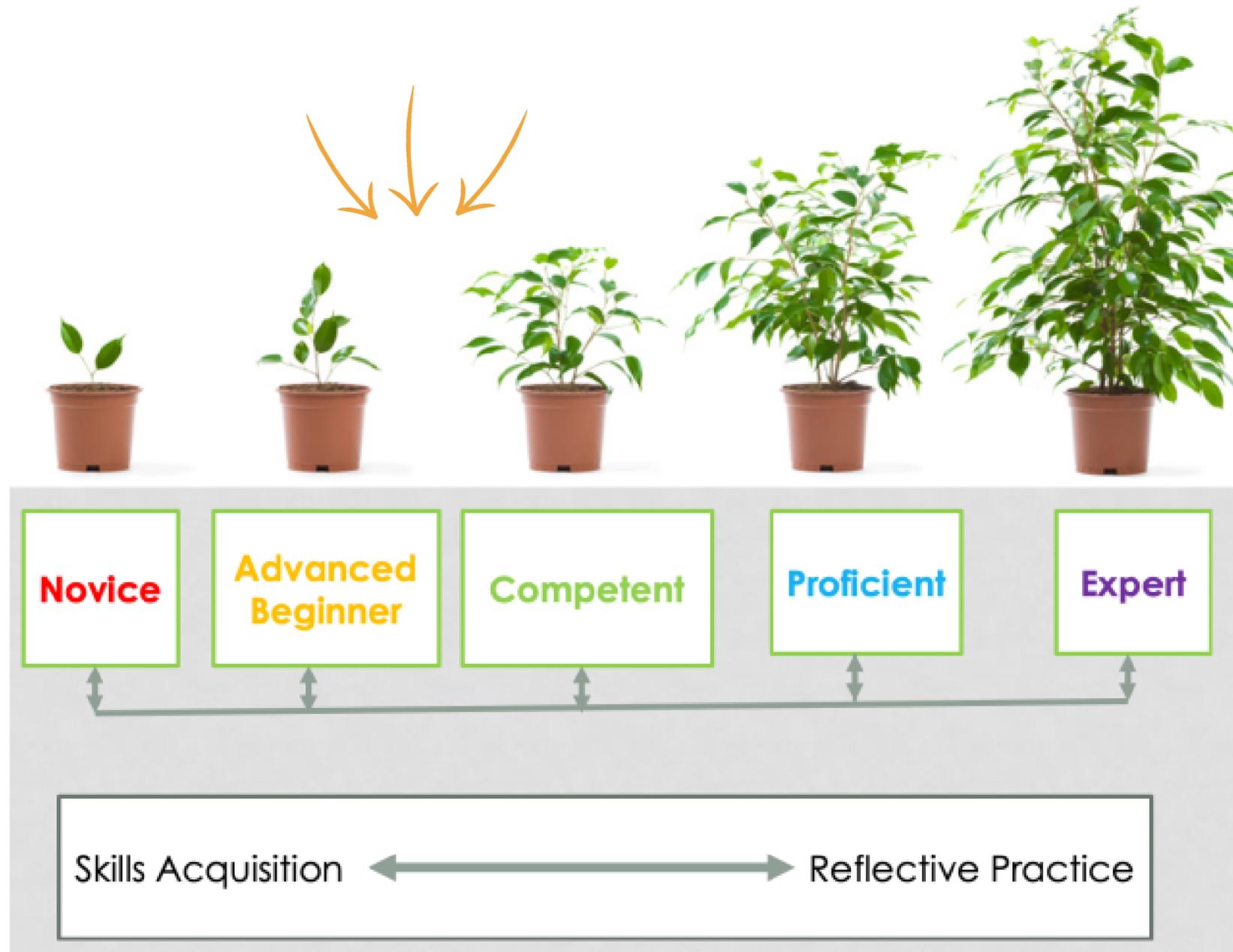
REFLECTION

STRESS

SUPPORT

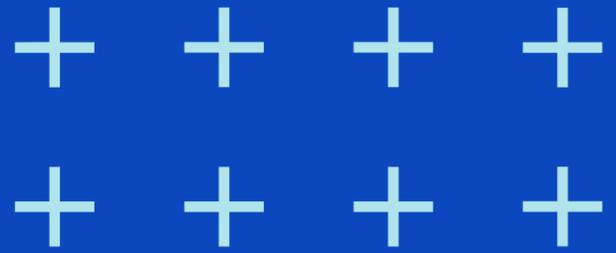
ASSESSMENT

BLOGS



STRUCTURE





STRUCTURE



8 WEEKS SUPERNUMERARY



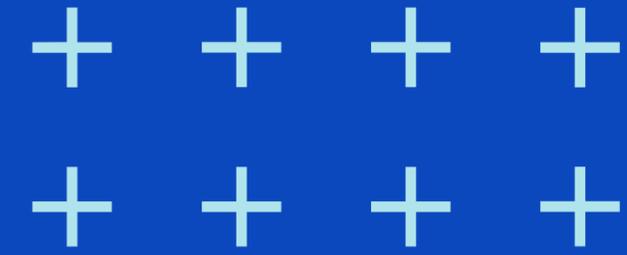
COMPETENCY DOCUMENT



8 TAUGHT BLOCK SESSIONS



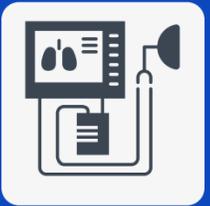
HIGH FIDELITY SIMULATION



Promote a positive patient experience



Monitor the critically ill patient and recognise signs of deterioration.



Recognise the management and treatment of critically ill patients and its application in clinical practice



Assess the physiological and holistic needs of the critically ill patient

Learning Objectives

The programme enables newly qualified nurses to transition into critical care and learn the skills required to ensure they can practice safely and within their scope of practice.

A&P Workbook completed

Blog

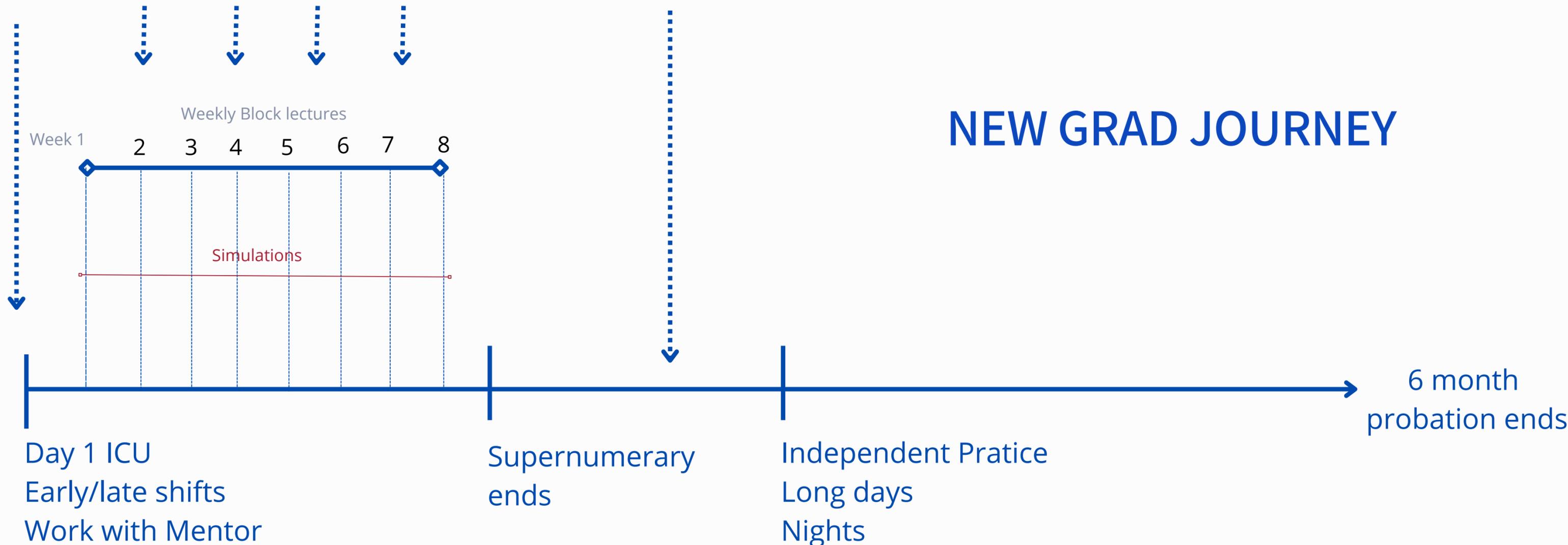
Reflective Piece

Blog

Reflective Piece

Presentation

NEW GRAD JOURNEY



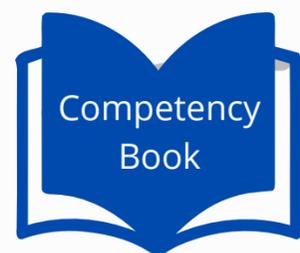
Day 1 ICU
 Early/late shifts
 Work with Mentor

Supernumerary ends

Independent Practice
 Long days
 Nights

6 month probation ends

Continue early/late shifts



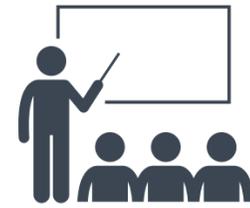
1

2

3



Block Day



Lecture



Clinical workshop
station



Simulation



Debrief



Reflective piece

High Fidelity Simulation



“ I found the simulation very beneficial for my learningit was good to be put under pressure.....got us all thinking

“I’m a visual learner so the simulations really suited me!



“Simulation was really good, really helped being able to ask questions in the scenarios



eLearning

A variety of e-Learning Resources via Learnpath (digital learning platform) were incorporated into the course.

- + BLOG
- + TEST YOURSELF QUIZ'S
- + REFLECTIVE PIECES
- + HEALTH AND WELL BEING

Blog



 **Communication**

[REDACTED]

You are week 1 in ICU. The family have just rang and are asking you some information about the patient. The ICU nurse you are working with is busy with the patient.

What would you say to the family in this scenario?

[Permalink](#) | [Edit](#) | [Delete](#) | [Reply](#)

 **Re: Communication**

[REDACTED]

I would firstly ask the family member if they are the next of kin, and the name of the person speaking. (This should be confirmed with the NOK information in ICCA) I would then explain that the nurse looking after the patient is busy providing specific care and state that I am not in a position to give any information over the phone but that I would pass on a message to the nurse and that I would ask them to phone back to give the NOK an update.

[Permalink](#) | [Show parent](#) | [Edit](#) | [Split](#) | [Delete](#) | [Reply](#)

 **Re: Communication**

[REDACTED]

Firstly, I would identify myself as a staff nurse working in ICU, I would identify the caller by clarifying their full name and details, and identify the patient they are ringing about.

If the family member enquiring *is* N.O.K (I would cross-check this via ICCA) I would inform them that I am working alongside their relatives primary nurse but that she is occupied / engaged at the moment. I would thank them for their patience and let them know that I will pass their enquiry on to the patient's nurse and ensure their call is followed up and that their telephone number we have on file is correct so that they can be reached later.

If the family member ringing *is not* designated N.O.K, I would thank them for their enquiry and kindly advise them to speak with the patient's N.O.K for confidentiality purposes.

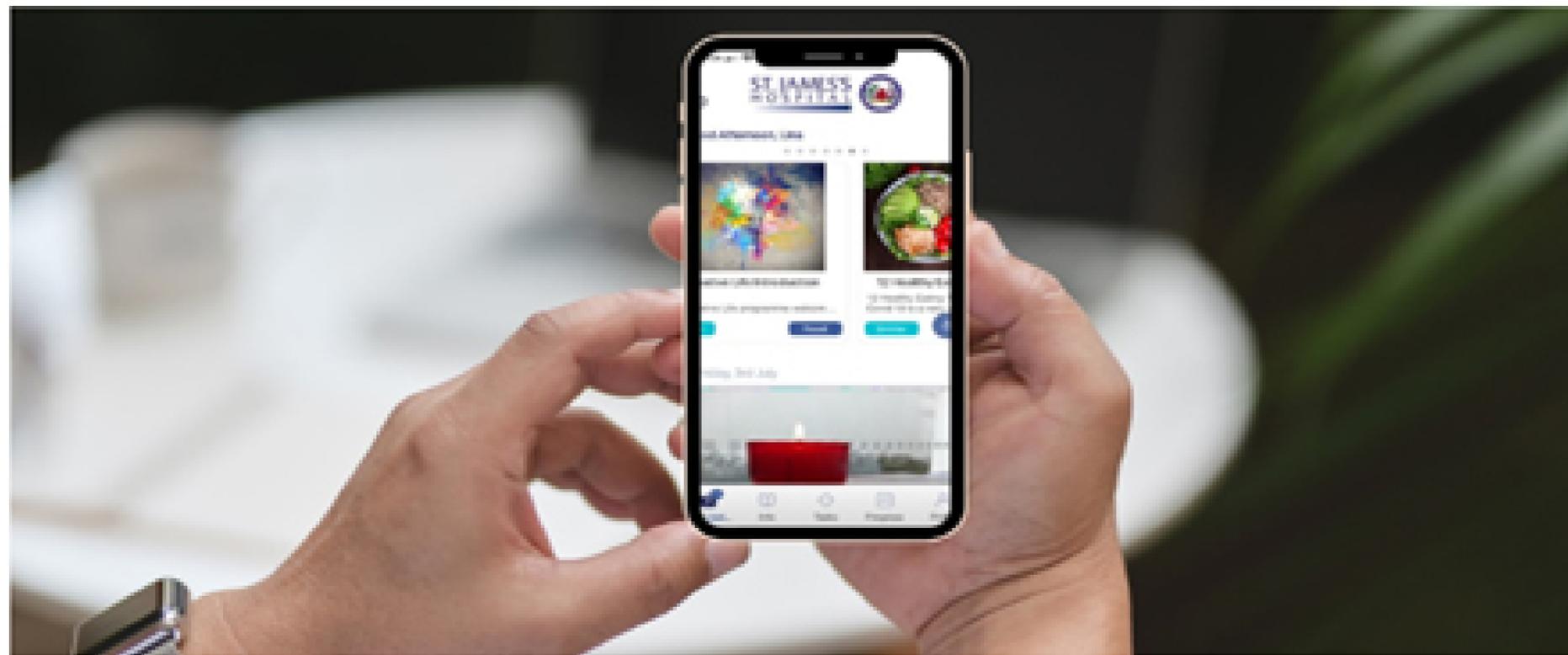
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 **Re: Communication**

[REDACTED]

Very good. Just remember that even if it is NOK on the phone- we are still very limited by the amount of information that we can give over the phone. try to avoid giving specific information about O2 requirements, temperature etc. Obviously this is more difficult now with restricted visiting so you have to use your own judgment.

Well Being



HELPING TO KEEP YOU
SAFE AND WELL DURING
COVID-19

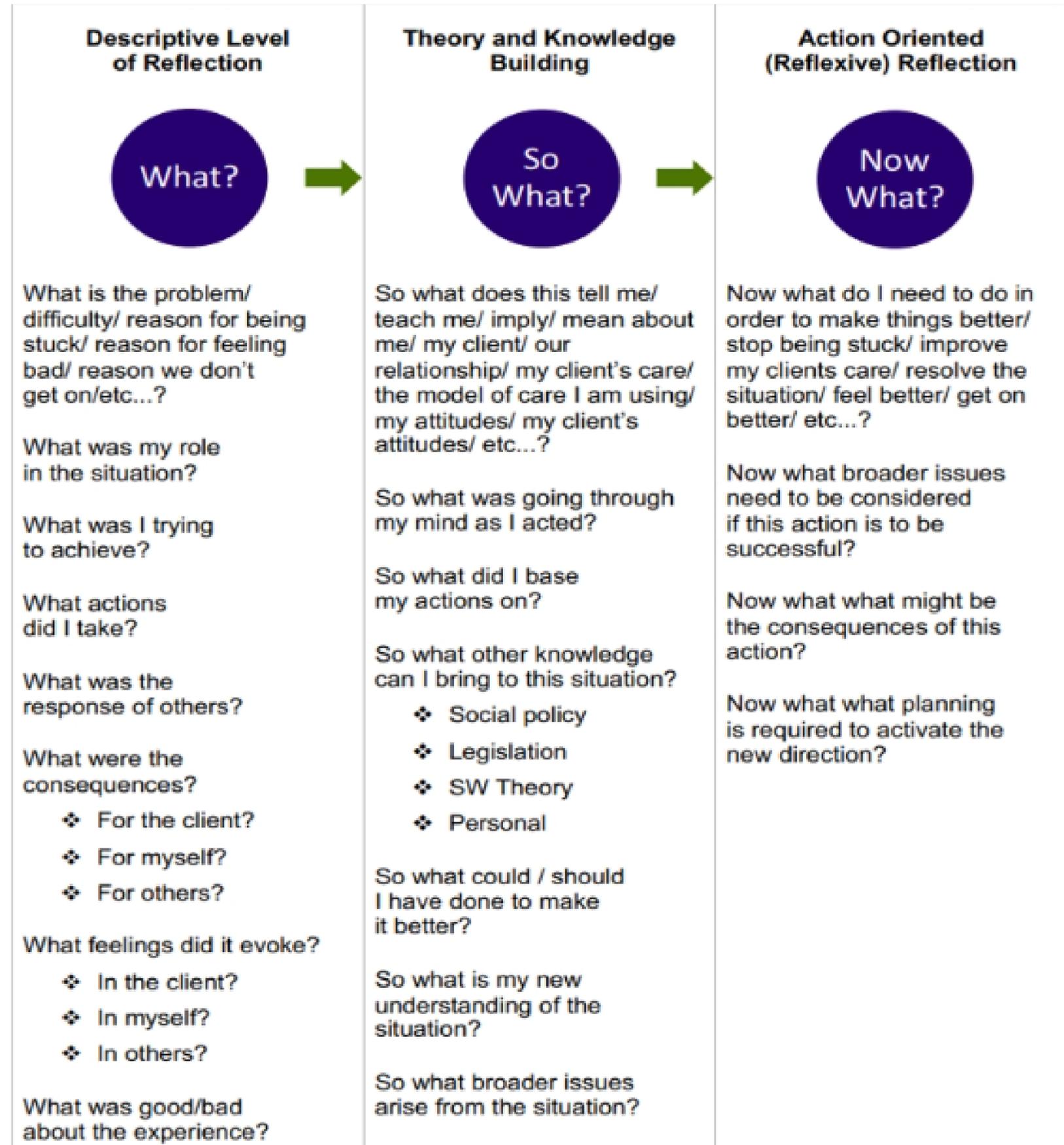
Created by Staff for Staff



myStaffSpace

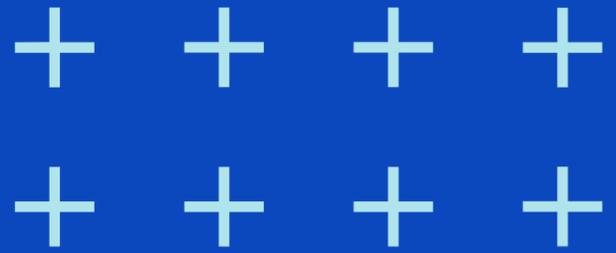
Critical Thinking

How did we help develop this?



"Do the best that you can , until
you know better. Then, when you
know better, do better"

Maya Angelou



Mentorship

- + MENTOR EDUCATION
- + CONTINUITY
- + REGULAR TRANSPARENT FEEDBACK
- + MANDATORY PRECEPTORSHIP
- + PEER SUPPORT

Feedback

100%



Fair and appropriate
method of assessment



Expectations
of the course were met



Received appropriate
clinical support



Learning needs
were met



Collaborative Research 2022



'Exploratory study of New graduate Nurses Experiences in critical care'

Thank you



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