Critical Care Nurse Progression Pathway



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Growing the Workforce of the Future:

Critical Care Progression Pathway

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Why do we need this?



Our Critical Care Nursing workforce was in crisis.

The aftereffects of Covid wiped out our experienced staff and morale and resilience struggled to recover.

Recruitment remained difficult and retention more so.

Staff were able to progress into Band 6 roles within other settings at a faster pace, with less requirement, we have been historically unable to compete.

So, we needed to do something differently....



But that something had to cost nothing and maintain registered staff headcount.

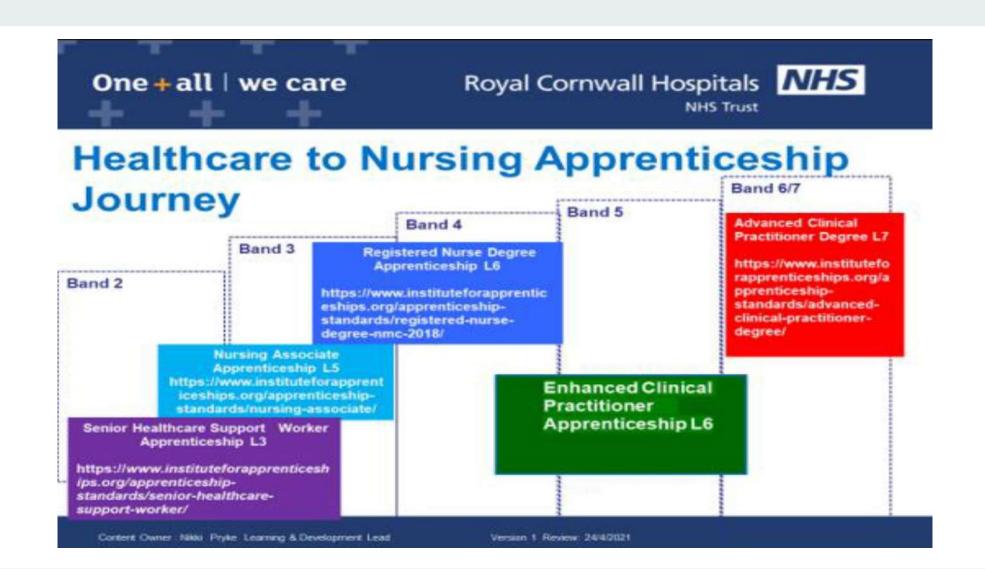
What did we want to achieve?



RESPECTED AND VALUED STAFF	INCREASE IN SKILLS AND COMPETENCE	IMPROVED RETENTION	PROGRESSION
 Recognition of the specialist skill set of Critical Care staff (QiS). 	 Post graduate course in Critical Care (60 credits in line with GPICS 50% target) 	• Increased staff progression from Band 5 to Band 6	• Enables growth from Band 3 into Band 6
 Acknowledgement of the dedication of chosen career pathway. 	STEPS Level 3 competencies achieved	Decreased staff turnover	Support and structure at every step

What did we want to achieve?





Total Progression Pathway Vision



Band 3

- Employed as a Critical Care Assistant (CCA)
- Apply for Registered Nurse Associate Apprenticeship L5

Band 4

- Employed as Registered Nurse Associate (RNA) on successful completion of course or interview
- Apply for Registered Nurse Degree Apprenticeship L6

Band 5

 Employed as Registered Nurse (RN) or Operating Department Practitioner (ODP) on successful completion of course or interview

Band 6

- Employed as a RN/ODP Band 6 on successful interview OR automatically once the following have been completed:
- •Steps 1,2,3
- Critical Care Course (60 Credits)
- Paeds HDU/ITU Course
- Competent Shift Leader

Band 7

 Employed as a RN/ODP Band 7 on successful interview

Registered Pathway Element



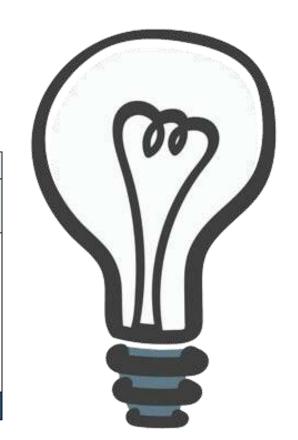
BAND 4 PRE REGISTRATION	BAND 4/5 REGISTERED 6-WEEK INDUCTION	BAND 4 NURSE ASSOCIATE	BAND 5 REGISTERED NURSE/ODP	BAND 5 REGISTERED NURSE/ODP	BAND 5 REGISTERED NURSE/ODP	BAND 6 REGISTERED NURSE/ODP
TRUST/LOCAL INDUCTION COMPUTER SYSTEMS ACCESS OSCE TRAINING LEVEL 1 COMPETENCE: • DRUG ADMINISTRATION • BLOOD TRANSFUSION • PAIN DEVICES	TRUST/LOCAL INDUCTION COMPUTER SYSTEMS ACCESS COMPLETE CC INDUCTION PACK LEVEL 1 & 2 COMPETENCE: •DRUG ADMINISTRATION •BLOOD TRANSFUSION •PAIN DEVICES •ENTERAL FEEDING •NIV •TRACHEOSTOMY	STEP 1 CC3N NURSE ASSOCIATE COMPETENCIES ACHIEVE LEVEL 3 COMPETENCE: •PAIN DEVICES •NIV •TRACHEOSTOMY INVASIVE VENTILATION APPLY FOR RN TOP UP PROGRAMME FINISH STEP 1 RNA CC3N	O-6 MONTHS START STEP 1 CC3N AIM COURSE ACHIEVE LEVEL 3 COMPETENCE: • PAIN DEVICES • NIV • TRACHEOSTOMY INVASIVE VENTILATION >6 MONTHS ILS COURSE RRT SUPERHELPERS INTRODUCTION TO CC MODULE FINISH STEP 1 CC3N	>12 MONTHS CRITICAL CARE COURSE MODULES (60 CREDITS) ILS COURSE RRT SUPERUSERS HAEMODYNAMIC • PICCO • COOL GUARD SUPERVISOR FOR NURSE & NA STUDENTS PLS COURSE DEVELOPMENT CSN LEAD ROLE	>18 MONTHS TAKE CHARGE OF UNIT: COMPETENCE AS SHIFT LEADER PAEDS HDU/ITU COURSE PRACTICE PERIOD PAEDIATRIC UNIT QUALITY IMPROVEMENT TRAINING +/- PROJECT ASSESSOR FOR NURSE & NURSE ASSOCIATE STUDENTS ALS COURSE*where possible	TRUST/LOCAL INDUCTION COMPUTER SYSTEMS ACCESS ALS COURSE MANAGERS PASSPORT STEP 4 CC3N PAEDIATRIC ROTATION LEAD ON QUALITY IMPROVEMENT PROJECT ASSESSOR FOR NURSE & NURSE ASSOCIATE STUDENTS PDR's
					CC3N	FINISH STEP 4

So... How did we do it?



We undertook a complete headcount review and skill mix evaluation to see what we could do differently

	Α	В	B-A	С	
Band	Current FML (22/23 M10)	Revised FML	Change (WTE)	23/24 Full Year Cost of Change	
Band 7	4.10	4.10	-	£	-
Band 6	19.92	58.21	38.29	£	1,697,779
Band 5	81.12	32.82	-48.30	-£	1,978,320
Band 4	-	10.94	10.94	£	354,806
Band 3	-	-	-	£	-
Band 2	8.20	5.47	-2.73	-£	71,171
TOTAL	113.34	111.54	-1.80	£	3,094



How do staff progress?







Band 5 to Band 6 Competency Based Progression Pathway



Completed Steps 1,2,3



Passed Critical Care 60 Credit Module*

*exceptions can be considered for pre 2022 courses



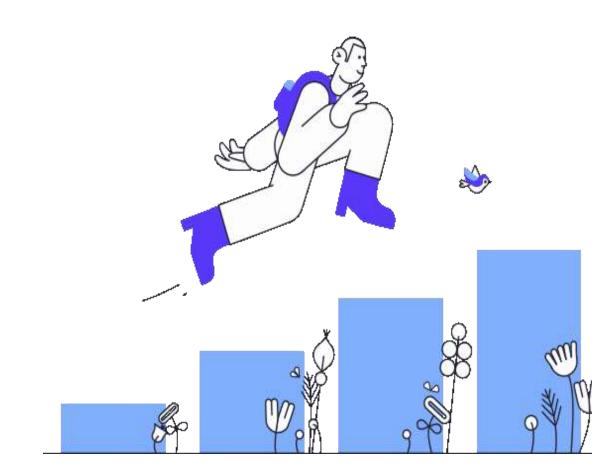
Certificate of completion Paediatric HDU Module



Shift Leader Competence signed off

I confirm I have seen evidence of the above competence and will complete the necessary paperwork* for transfer from a Band 5 to a Band 6 Senior Staff Nurse

Band 7 Print	Band 7 Signature	Date



Risks

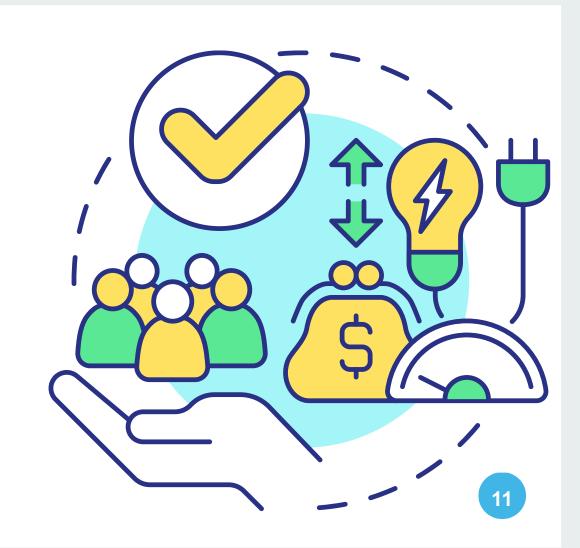
- Disparity with other areas of the trust
- Staff who have had to wait for a band 6 previously could feel aggrieved at the pathway
- Max 58.21 Band 6's (but we estimate this to be correct due to new starters and length of time to complete requirements vs leavers and retiree's)
- RNA in Critical care is relatively new role (but an example of where it's working well is QEHB 2017)



Benefits



- Improved retention and staff pool as open to RN and ODP's
- Improved incentives to continue education (improving workforce knowledge)
- Meet GPICS with >50% of staff with Critical Care Module
- No need for consultation as existing JD's are acceptable
- Reduction in advertising/shortlisting/interviewing manpower required
- In May 2024 UKCCNA published the Critical Care Nursing Workforce Optimisation Plan and Staffing standards (2024-2027) which mirrors the principles in this pathway
- Inclusion of RNA's into workforce enabling pathways from Band 3 to Band 6



One Year On.....



2022/2023

- Sickness
 - ▶ 12%
- Vacancy
 - > 37%
- Appraisals
 - > 71%
- Agency usage (peak)
 - ≥ 22%
- - > 69%
- Staff applying for the Critical Care Course
 - → 6 (2 intakes)

2023/2024

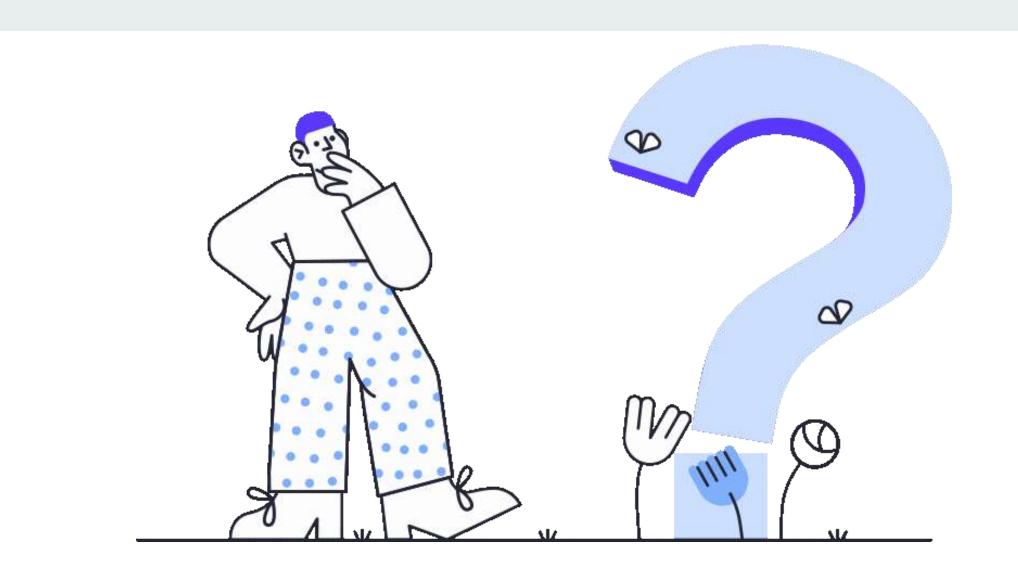
- Sickness
 - **>** 5%
- Vacancy
 - ≥ 21%
- Appraisals
 - > 91%
- Agency usage (peak)
 - ▶ 10%
- Permanent staff stability index Permanent staff stability index Permanent staff stability index
 - **>** 84%
 - Staff applying for the Critical Care Course
 - ▶ 14 (2 intakes)

September 2024

- Sickness
 - **>** <mark>5%</mark>
- Vacancy
 - **>** 6%
- Appraisals
 - ▶ 96%
- Agency usage (peak)
 - **>** 6%
- - ▶ 84%
- Staff applying for the Critical Care Course
 - ▶ 14 (2 intakes)

Any Questions?





Thank you

Our values

Respect

Compassion

Honesty

Teamwork

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