Critical Care Nurse Progression Pathway

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Growing the Workforce of the Future:

Critical Care Progression Pathway

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Author: RCHT Creative
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Why do we need this?

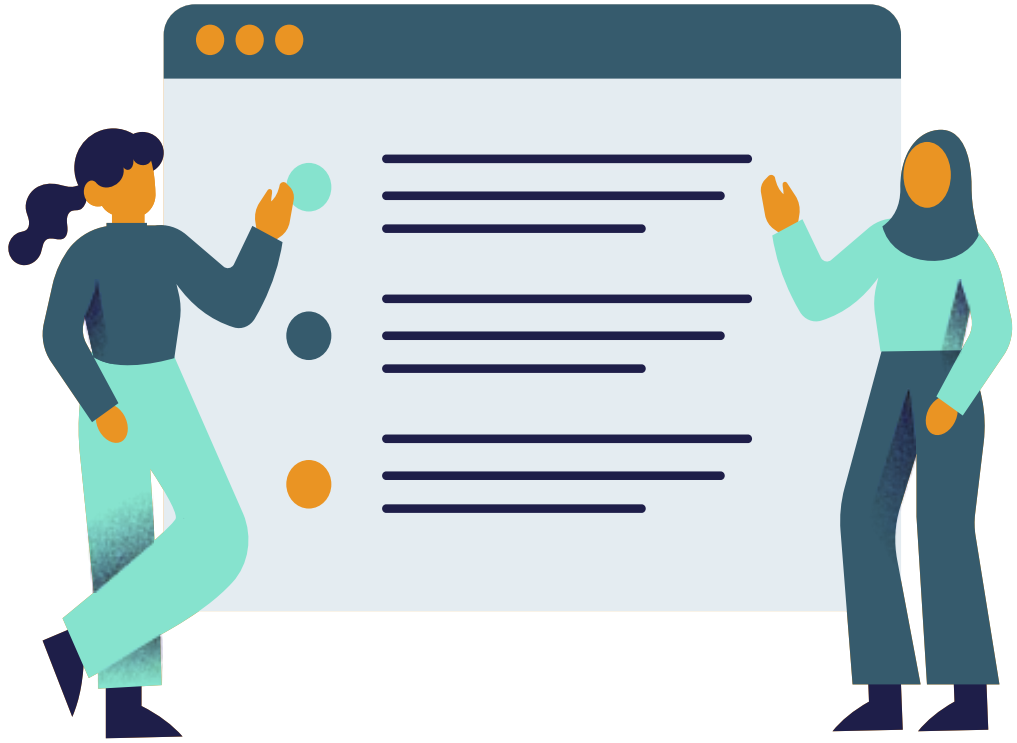
Our Critical Care Nursing workforce was in crisis.

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….

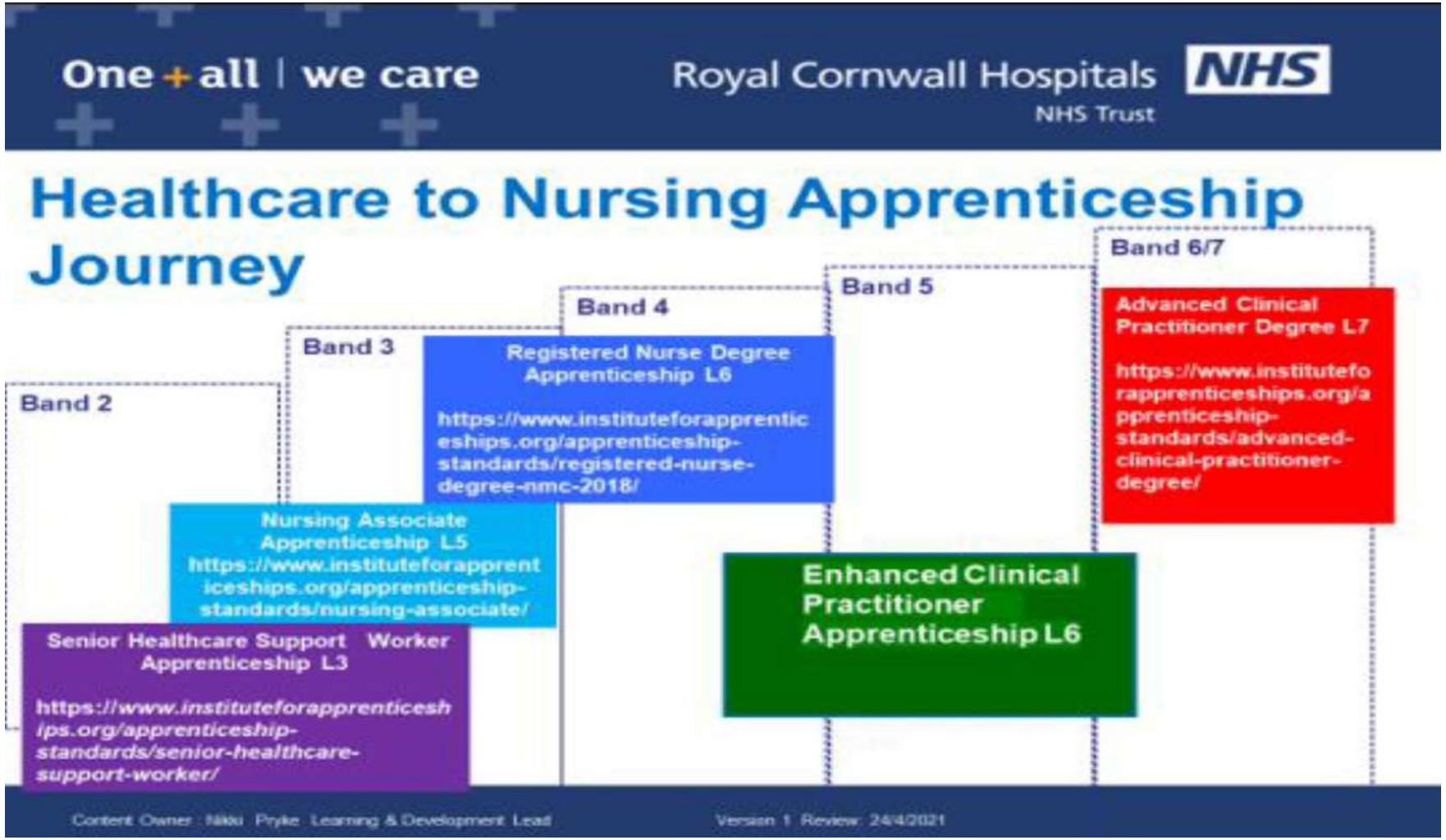


But that something had to cost nothing *and* maintain registered staff headcount.

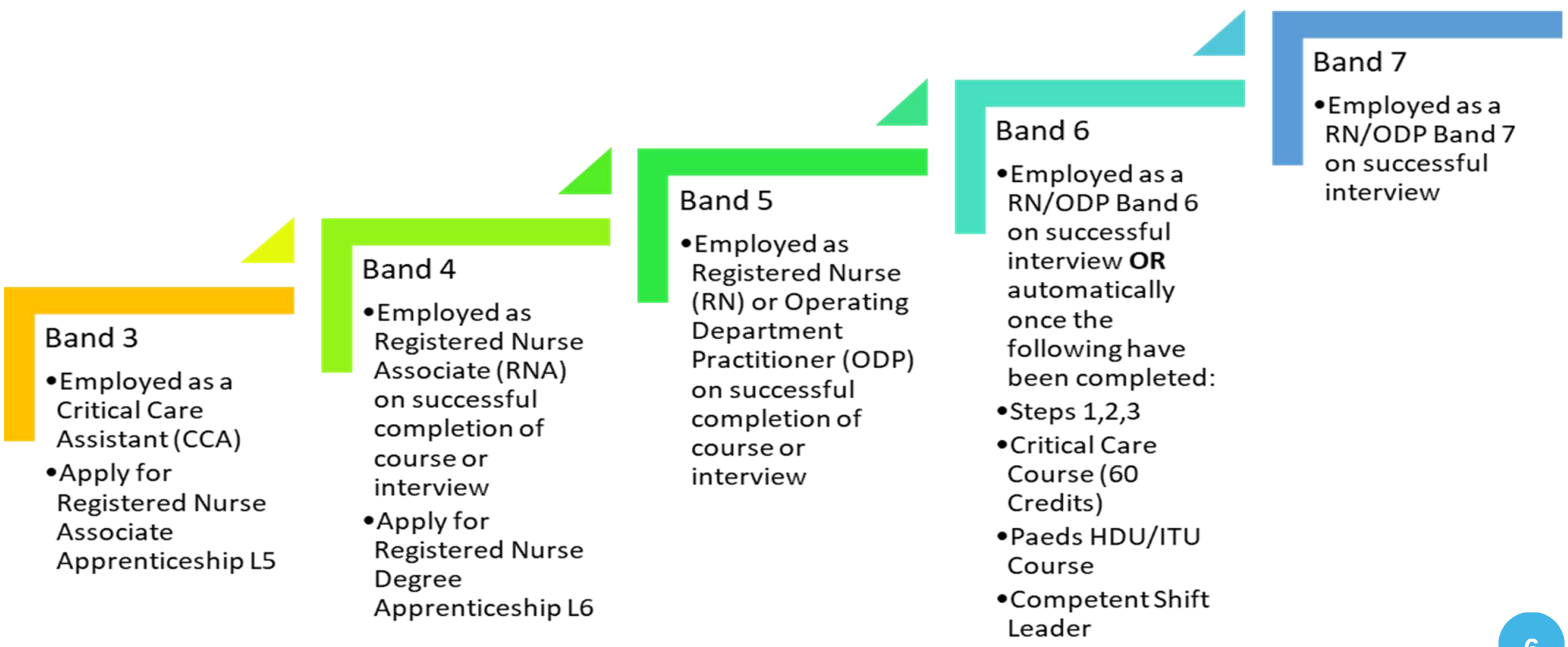
What did we want to achieve?

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

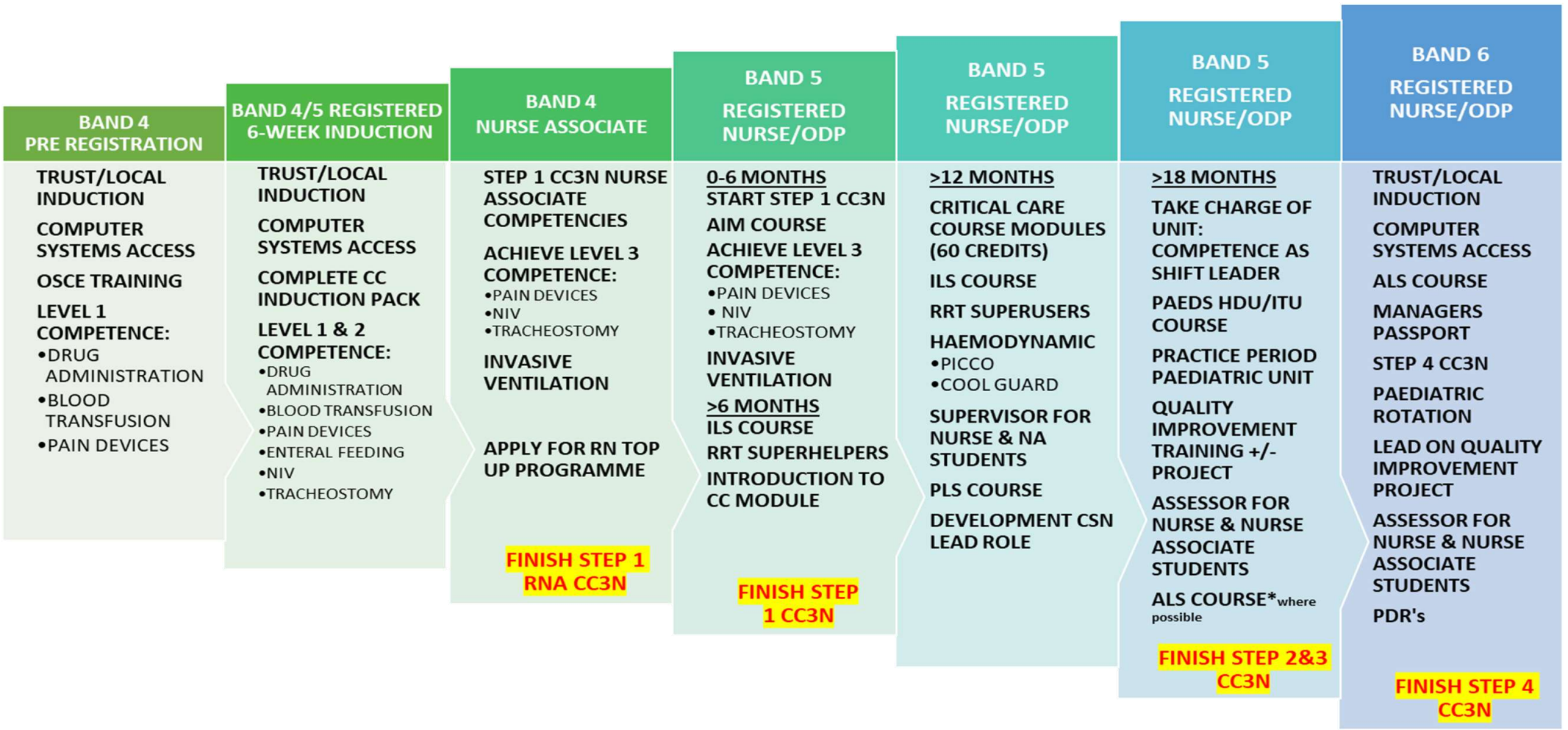
What did we want to achieve?



Total Progression Pathway Vision



Registered Pathway Element

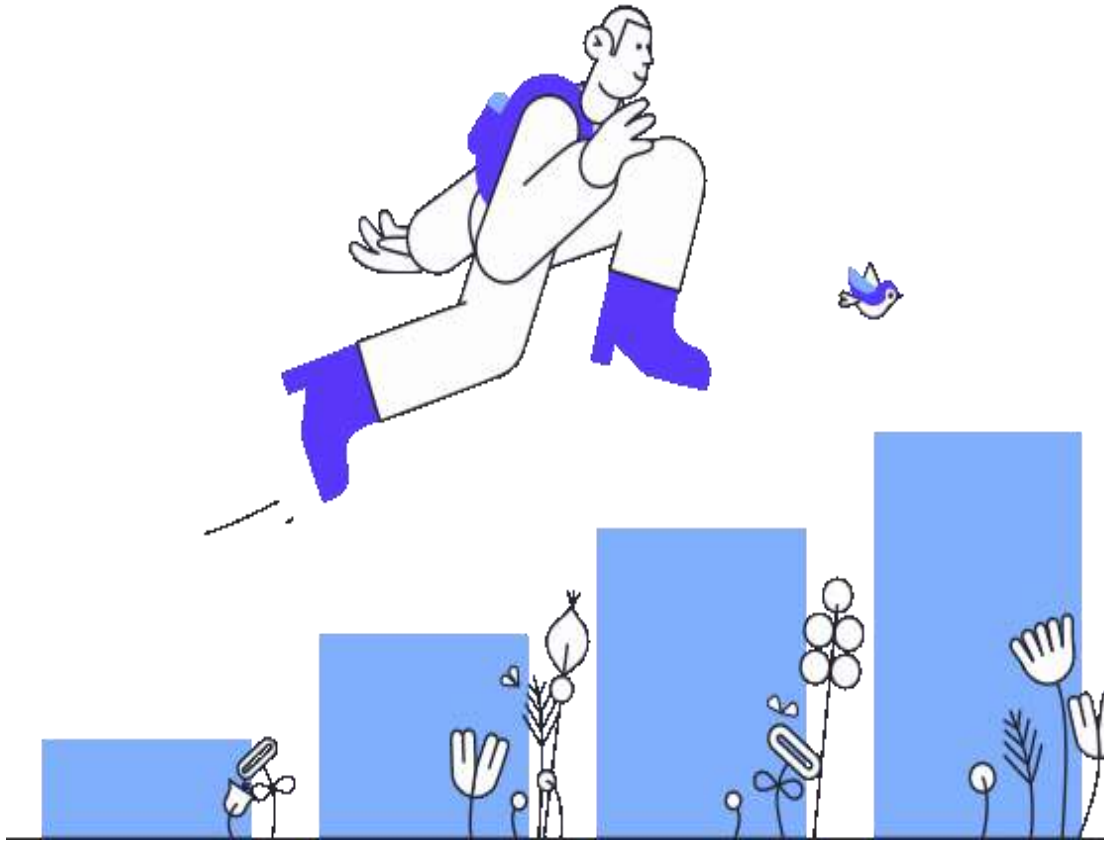


So… How did we do it?

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

	A	B	B-A	C
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?



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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

*CAF plus signed B6 JD and copy of this page for P-File

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%
- Permanent staff stability index
  - 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
  - 84%
- Staff applying for the Critical Care Course
  - 14 (2 intakes)

September 2024

- Sickness
  - 5%
- Vacancy
  - 6%
- Appraisals
  - 96%
- Agency usage (peak)
  - 6%
- Permanent staff stability index
  - 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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