



Collaborative Critical Care – the Oxford Story

David Waters, Practice Educator for Critical
Care/Charge Nurse, CTCC.

Jeremy Benton, Staff Nurse, AICU.

Aims:

- Background.
- Research.
- Critical Care Rotation Programme.
 - - Personal Benefits/Experiences.
 - - Corporate/Organisational Benefits.
- Exchange Programme.
- Critical Care Practice Development Forum.
- Joint Recruitment.
- Conclusion & the Way Forward.

Background:

- ORH Trust, 1400 beds, 3 sites, 4 Critical Care areas (5th opening in 2009). Historically different cultures/identities.
- Different sites, divisions, specialities & management teams/styles.
- Recruitment & retention of nursing staff an issue across Units.



Research

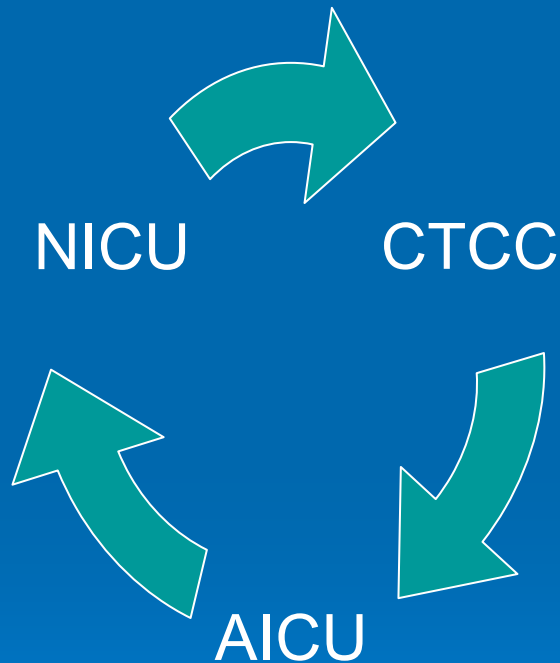
- Collaborative working.
- Staff Nurse rotations.
- Critical Care rotations.



Development of a Rotation Programme

- Rotational Programme concept devised by Matrons and supported by HR.
- Practice Educator appointed to develop & facilitate rotation programme.
- Collaborated with Units, met senior nurses & devised structure/guidelines for rotation.
- Appointment of 6 junior Staff Nurses.

Rotation Programme



- 3 placements.
- 6 months in each area.
- Orientation study days.
- Transition study days.
- Competencies.
- Mentors.
- Support from Practice Educator.
- ALERT, ILS & Mentorship.

Revised Rotation Programme

Changes to original programme:

- Choice of 2 placements.
- 9 months in each area.

AICU

CTCC



Personal Benefits/Experiences:


- Structured programme.
- Development of transferable core skills.
- Educational and professional development: competencies/study days; mentorship programme; ILS.
- Wide range of experience.
- Preparation for ICU course.
- Unique overview.

Personal Challenges

- Duplication of competencies.
- A sense of “not belonging” to any unit.
- “Driving” competencies.
- Differences in practice and protocols between units (e.g. KCI administration).
- More practice time with clinical educator.
- Difficulty fitting into KSF appraisal schedule.



Personal Observations

- Competency framework consolidation.
 - Reduction of placements.
 - Candidate selection.
 - Achievement expectations/reviews.
 - “Pay back” time.
- 

Corporate/Organisational Benefits:

- Development of multi-skilled Critical Care nursing workforce.
- Sharing of knowledge, skills and development of practice.
- Recruitment & retention of staff.
- Challenges: Attrition/drop out. Mentorship. Line management.



Rotation Achievements

- 5 staff have completed the programme, 2 have completed a Critical Care course are soon to apply for Band 6 positions & 2 are due to start a course this year.
- 8 staff are currently still on the rotation programme.
- Further cohorts planned.

Exchange Programme

- Followed rotation programme.
- Existing staff wanting exposure to other Units.
- 6 week placements.
- Supernumerary time & then part of workforce.
- Self identified learning objectives.
- Encouraged to take something back.

Exchange Programme comments:


- “Changing Units gave me a huge confidence boost. Working within a new team and environment challenged my nursing practice and gave me an opportunity to review and evaluate my nursing knowledge and skills”.
- “It was really good because they have a different practice and protocols”.
- “Meeting people from other areas – improving relationships between areas”.



Critical Care Practice Development Nurse Forum

- Membership from each Unit.
- Development of collaborative initiatives.
- Joint new starter orientation programme (seeking accreditation).
- Band 6 development programme.
- Shared competencies.
- Band 7 (Sister/Charge Nurse) Critical Care Forum.

Joint Recruitment

- Previously each Unit recruited independently. Not effective use of time & resources.
 - Now have joint adverts, short-listing and interviewing. Representatives from each Unit present.
 - All departments in Trust now follow this model.
- 

Conclusion & Way Forward

- Collaborative working has provided opportunities for staff development, sharing of practice and have played a significant part in recruitment and retention.
- Possible involvement of other high care areas within exchange/rotation programmes.
- Cross-Unit Clinical Governance/Policy/Protocols group.
- Further development of joint new starter orientation programme, university accreditation at degree level.
- Exchange opportunities for Band 7's (Sister/Charge Nurse).

Acknowledgements

- Kate Pridham, Practice Educator.
- Critical Care PDN's.
- Critical Care Matrons.



Questions?

