

Introducing the role of the PNA in Critical Care

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Background

NHS England introduced PNA role in 2021 which is employer lead. Due to pressures faced by nursing workforce and the impact it has on wellbeing.

Restorative Clinical Supervision (RCS) can take place 1-1 or group reflective discussion to address a specific issue with the aim to provide thinking space and emotional support (NHS England, 2021).

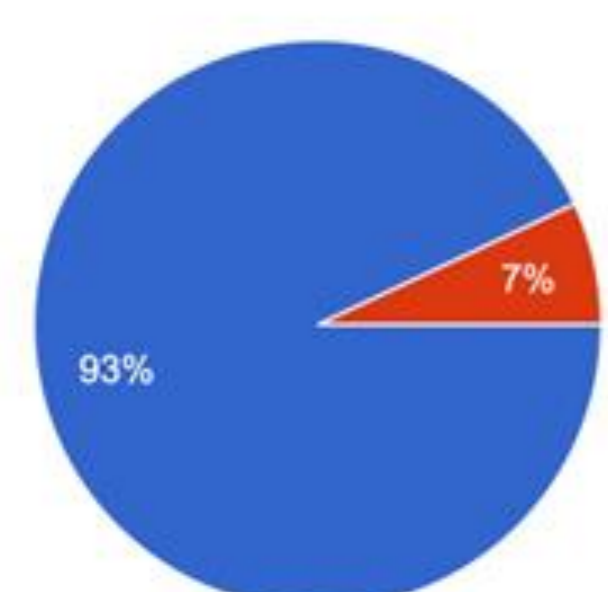
RCS can have a positive effect on emotional wellbeing, help reduce stress levels, anxiety and depression. It may also prevent burnout, help decrease staff sickness levels, attrition and increase job satisfaction, (Petti and Stephen, 2015).

Aim

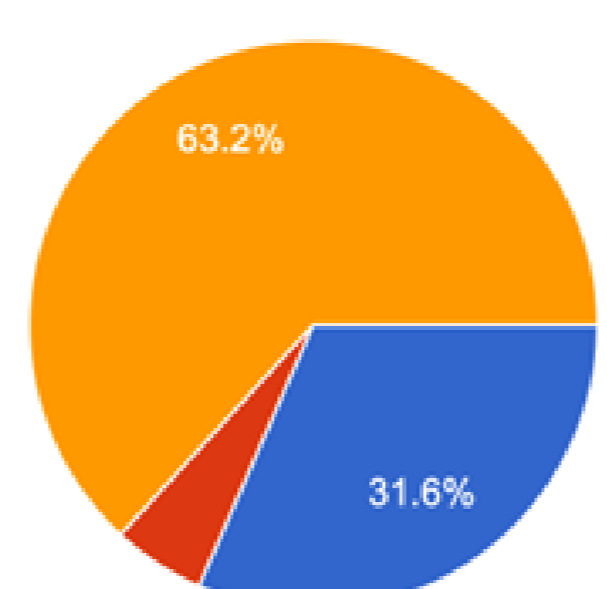
- Over the next 22 months we want to engage 20% of staff in Restorative Clinical Supervision (RCS) in Critical Care to support their psychology wellbeing and improve job satisfaction.
- S- To improve uptake of RCS and to make staff aware of the benefits
- M- 20% of staff to engage
- A- Due to this being a new concept for staff felt 20% would be more realistic
- R- 12 months was not achievable due to staffing changes
- T- Reviewed after 12 months and decided to extend

We surveyed our staff to check their understanding of the role and its value

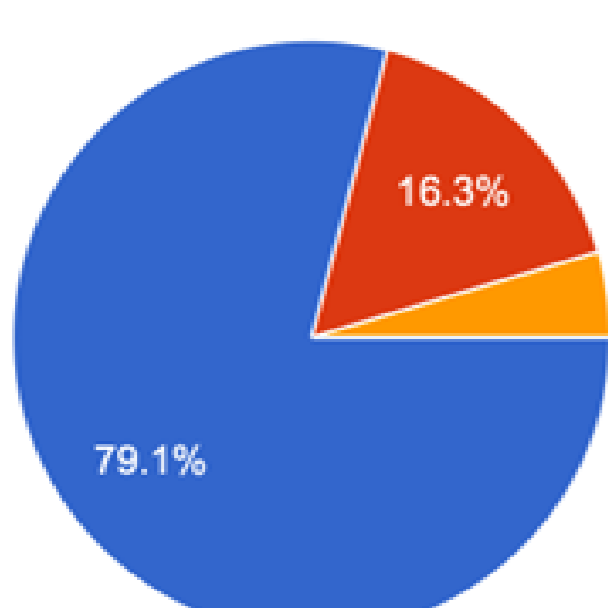
Do you know what the PNA role is?
43 responses



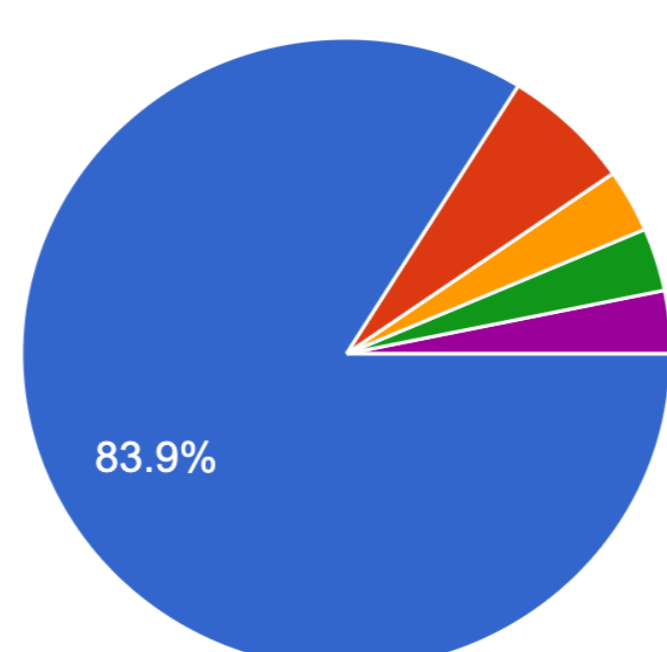
If Yes, would you choose to access it again?
38 responses



Do you know how to access it?
43 responses



If No, would you consider accessing it in the future?
31 responses

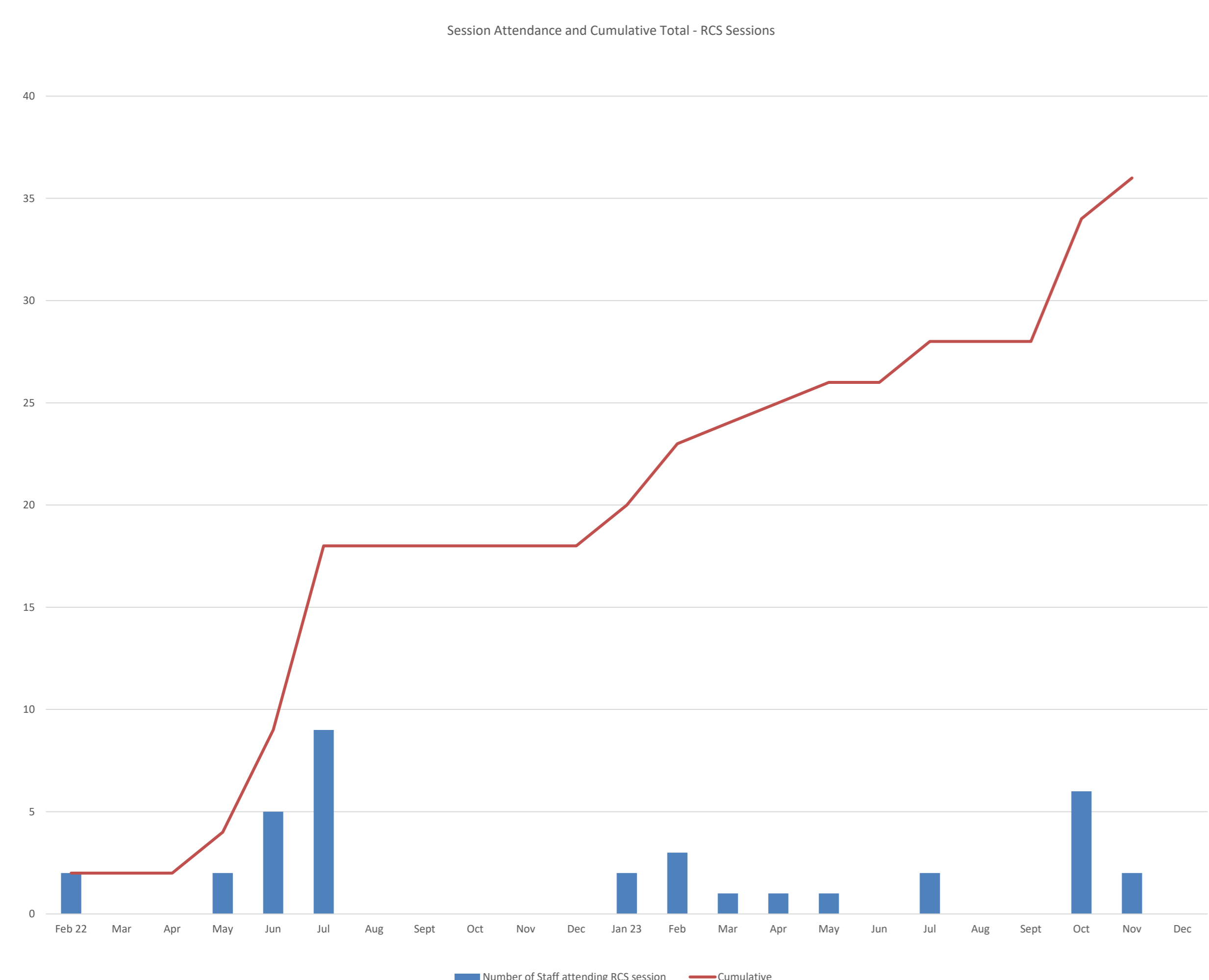


PDSA Cycles

- Cycle 1- Promoting the role of RCS on study days
- Cycle 2- Qualified PNA on teaching team
- Cycle 3- Being given allocated time to be able to offer the service

Next Steps

Scale Up- 2 further members of staff to commence their PNA master module in February, 2 further staff in the pipeline for the following module.
Look to offer RCS at the end of team meetings-SDMC, Band 6 meetings.
Put in a bid to fund a PNA lead Critical Care for on a 12 month fixed term basis.
Look to expand the role to focus on other aspects of the A-equip model.



Results

We have delivered 36 RCS sessions, 28% of our nursing staff.

Driver Diagram

