

PICU Development Program

Embracing the Education need of our Junior Workforce

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Introduction

Following the COVID-19 pandemic which directly affected PICU and our nurses, it became apparent that more education and development opportunities were needed to motivate and support our experienced junior nurses. During the Pandemic these nurses developed the practical skills required for caring for complex adult patients but needed more theory based education to support their new knowledge base. With using our recently acquired skills from the 'Teaching our Teachers' course we developed a simulation and teaching program designed to facilitate this theory based education.



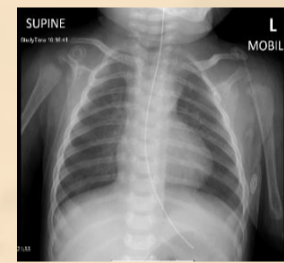
Respiratory

SIM Scenario:

A child with Bronchiolitis, requiring high pressure ventilation

Learning Objectives

- Patient Assessment
- Bronchiolitis Guideline
 - DOPES
- Troubleshooting Ventilator
- NICE guideline saline suctioning
 - Pneumothorax



Supportive Teaching:

Physio led teaching on respiratory and ventilation

For the final session we split the group into work stations and went through practical skills that they may not have had exposure to before. These included PD set up and trouble shooting, administration of Nitric and trouble shooting and pacing wire removal guidelines (and stripping in an emergency). These were well evaluated and the nurses enjoyed the opportunity of 'hands on' teaching without time pressures and expectations that may be present on the unit.

Cardiac

SIM Scenario:

Post op VSD repair who goes into JET.



Learning Objectives:

- Care of a child immediately post cardiac surgery.
 - Patient Assessment
- Recognition of arrhythmias and escalation
 - JET guideline

Supportive Teaching:

Consultant led discussion on bereavement in PICU and relevant guidelines

Neuro

SIM Scenario

Child admitted post seizures begins to have another seizure

Learning objectives

- Identification of seizure activity
- Management of seizures
- Identification of IV and none IV branches of guideline

Supportive teaching

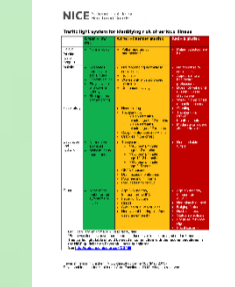
Teaching on SMA from Neuro CNS, Q&A

| SMA Type | Usual age of symptom onset | Impact of motor weakness on sitting/walking |
|----------|----------------------------|--|
| Type I | Therapy from 6 months | Unable to sit or walk independently |
| Type 2 | 6-12 months | Able to sit, but not walk, independently |
| Type 3a | 12 months - 2 years | Able to walk, though may lose this ability over time |
| Type 3b | 3 years - 5 years | Able to walk, though may lose this ability over time |
| Type 4 | Over 5 years | Still walking at diagnosis |

Sepsis

SIM Scenario

Retrieval phone call about a child with complex needs presenting with likely abdo sepsis



Learning objectives

- To consider early management of septic patient
- Rational for choice of inotrope and fluid
- Consider application of the sepsis six

Supportive teaching

Consultant led teaching- Inotrope and fluid management

“Nice to be in a small relaxed environment, able to ask questions easily.”
 “Lots of useful information with teaching and made us think with scenarios.”

Conclusions

- Experienced junior nurses were pushed to the limits of their knowledge and skills during the pandemic. They are now looking to develop their knowledge to match their newly acquired skills
- There is a know gap in development in the PICU environment that needs education management. Nurses receive heavy educational input as new starters and again once experienced enough to attend the PICU course, but receive less input between these two development points.
- After 2 SIM days we have received good feedback that education at this development point is appreciated and needed. The nurses really enjoyed the opportunity to learn face to face, with consultant and CNS teaching and to have 'hands on' teaching for practical skills in a non pressured environment.

Future

Recommendations

- Continued development of this program is required to make this a formal education point in nurses PICU careers
 - An online learning programme is being developed to support learning on the study days
- Simulation scenarios will be updated yearly to keep content fresh and relevant to current PICU practice.