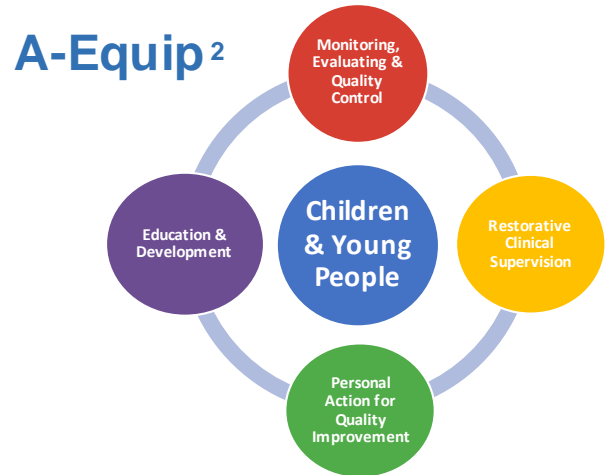


Nursing Workforce Restoration & Recovery: Implementation of the Professional Nurse Advocate role within the Paediatric Critical Care

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Background

In the wake of a global pandemic and the unprecedented pressures placed upon healthcare professionals, stress, staff anxiety and depressive illness remains the most consistently reported reason for absence from work in the NHS accounting for 19.9% of all sickness episodes¹. Restoration and recovery of the workforce is a national priority, with widespread focus on strategies to build resilience and improve job satisfaction.



The Professional Nurse Advocate (PNA)

The PNA programme launched in March 2021 encompasses a professional strategy of restorative supervision (RCS) and nurse leadership underpinned by a model for **Advocating and Educating for Quality Improvement (A-EQUIP)**. It facilitates trained PNAs to listen to and support nursing colleagues to continuously enhance the quality of care that they deliver whilst protecting their own health and well-being. The CNO for England has committed to ensuring 1 PNA per 20 nurses by 2025³. Although Nottingham PCCU has 2 PNAs in training, there is no existing PNA service within Children's Hospital

Aims and Objectives

To introduce PCCU nurses to the concept of A-EQUIP and to explore how the PNA service might be implemented within Nottingham PCCU.

Methods

Supervised RCS sessions delivered as part of annual staff development days with post-session evaluation feedback

Feedback

“... **Validated**” “... **Motivated**” “... **Informed**” “.. **Supported**”
“... **Included**” “... **Listened to**”

What Now...?

