

# Embedding the Role of the Professional Nurse Advocate – National Approach



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Professional Nurse Advocate and National Critical Care PNA network lead**



# CC3N and PNA role implementation – The Beginning

- In March 2021 Ruth May Chief Nursing Officer for England announced the roll out of a brand-new professional nurse advocate (PNA) programme, to deliver training and restorative supervision for Nurses right across the country.
- Critical Care was the first nursing speciality the PNA programme was to be rolled out across in recognition of the response and extra ordinary commitment of critical care staff during the pandemic.
- CC3N were asked by NHSEI to take part in the roll out of the programme for critical care nursing – by assisting with the selection of the HEI's that would facilitate the training programme and also to ensure each critical care unit in England would have at least 2 PNA's embedded in practice to provide the essential wellbeing support for our nursing staff.
- Approximately 430 trained PNA's in critical care at the time and 4 CC3N members have completed the PNA training themselves.
- As well as being part of the National PNA implementation group , CC3N role is to promote and ensure the role being embedded fully into critical care nursing practice

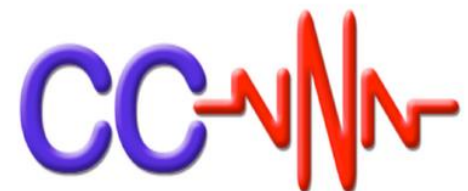
# A-Equip Model for PNA role

- The Professional Nurse Advocate (PNA) is a qualified practising nurse who has undertaken a Level 7 PNA accredited Programme that has been developed around the A-EQUIP model (Advocating for Education and Quality Improvement) initially introduced into Midwifery in 2017.
- The A-EQUIP model includes **Restorative Clinical Supervision (RCS)**, which research shows has a direct impact on recruitment, retention, staff engagement, compassion fatigue and reducing sickness.
- The model also has an emphasis on **Education and Development** and **Quality Improvement**. All of which will have a positive impact on patient safety and experience.



# Benefits of PNAs (Petit et al 2015)

- Facilitates professional resilience
- Supports provision of high quality care
- Identifies areas for improvement
- Develops the advocacy role of nurses
- Underpins strategies to develop and invest in nurses
- Provides flexibility for local implementation
- Supports revalidation
- Improves sickness and absence rates
- Improves individual well being
- Decreases stress and reduce burnout
- Increases enjoyment in work and job satisfaction
- Increases retention and staff feel valued
- Improves working relationships and team dynamics
- Enhances management of work life balance
- Improves working relationships and team dynamics
- Enhances management of work life balance



# CC3N – supporting the PNA role in Critical Care – Guidelines

- To help embed the role into critical care we formed a PNA steering group comprising of 4 Network lead Nurses who had also undertaken the PNA training.
- The steering group was created to assist with the roll out of the PNA role within critical care nationally and to help ensure that it is recognized as a vital role in supporting our critical care staff wellbeing and for this to happen post it needs to be established, resourced and embedded within each critical care unit in England.
- The group created the National SOP / Guideline for PNA's in Critical Care.
- <https://www.cc3n.org.uk/professional-nurse-advocate.html>
- The guideline recommends at least 15 hours per month for each PNA to undertake the role within critical care.



Professional Nurse Advocates in Critical Care:  
Standard Operating Procedure



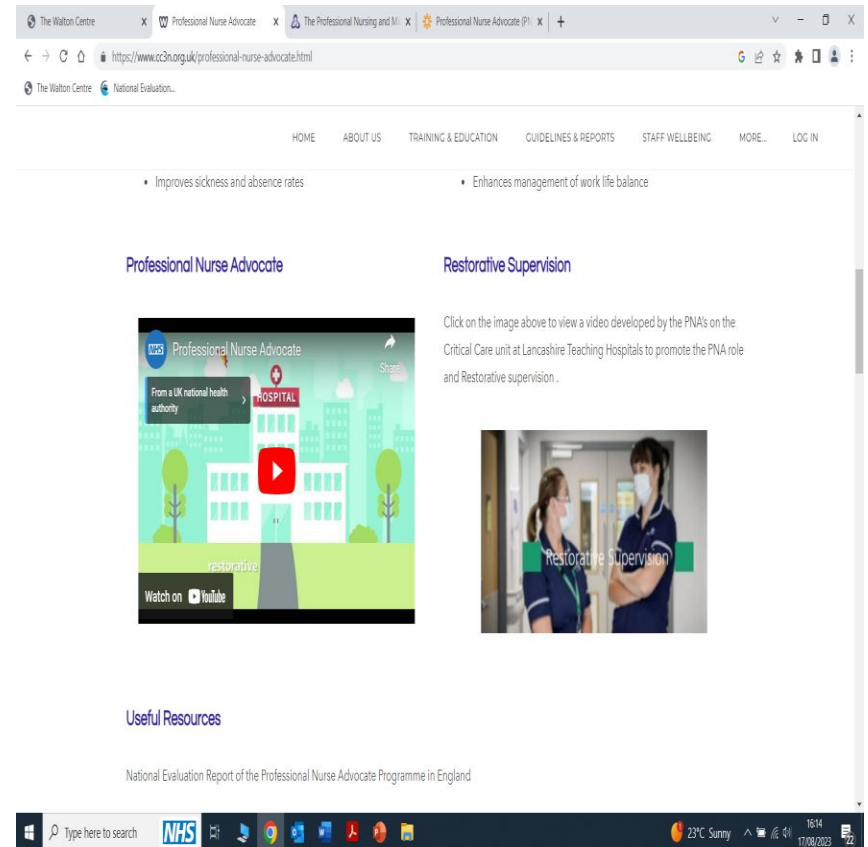
Version 1 published February 2022

CC3N Critical Care Professional Nurse Advocate SOP published February 2022 – review date February 2024



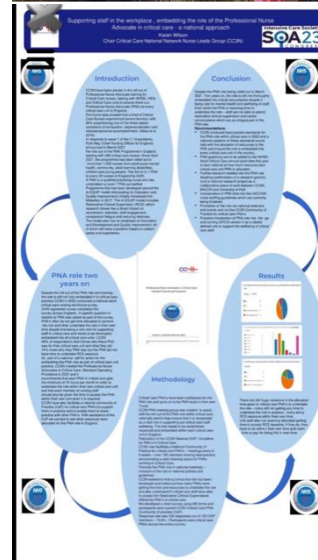
# CC3N PNA webpage

- CC3N also created and host a specific PNA webpage on their website.
- Provides an opportunity to showcase Critical Care PNA work
- [www.cc3n.org.uk/professional-nurse-advocate.html](http://www.cc3n.org.uk/professional-nurse-advocate.html)



# Publicising the Critical Care PNA role nationally via social media and national forums

- CC3N Symposium July 2023
- Presented the CC3N PNA work at this years – ICS conference in Birmingham



# Collaboration with BACCN



**Professional Nurse Advocate Role in Critical Care**  
**Tuesday 14th March 2023**  
**10:00-15:00**  
 Online: Zoom Webinar

Register Now

**PROGRAMME**  
**Critical Care PNA Virtual Conference**  
 Tuesday 14th March 2023  
 10am - 3pm

Time	Topic	Speaker
10:00 - 10:10	Welcome & Introduction PNA in critical care - The journey so far.	<b>Karen Wilson</b> Lead Nurse, Critical Care and Intensive Critical Care Network Chair of CCN - Critical Care Network Nurse Leads National Group Professional Nurse Advocate <b>Aileen Richmond</b> CC Lead Nurse for West Yorkshire Critical Care Network CCN Member / PNA
10:10 - 10:35	PNA: a psychologist perspective	<b>Dr Julie Highfield</b> Consultant Clinical Psychologist & Lead for Organisational Health in Adult and Paediatric Critical Care, Cardiff National Project Director - Wellbeing Intensive Care Society
10:35 - 11:00	PNA Grassroots Clinical Leadership	<b>Nolan Goddard</b> PNA & Critical Care Nurse Buckinghamshire Healthcare NHS Trust
11:00 - 11:30	Leadership and Quality Improvement	<b>Aimee Markie</b> CC Network Lead NHSB Deputy Director Safety & Improvement <b>Alicia Krasulka-Chew</b> Programme Manager, Nursing Lead, Clinical Improvement Programmes, NHSB Nursing Directorate
11:30 - 11:45	Coffee Break	
11:45 - 12:10	Supervision, Support & Advocacy for Improvement in Nursing	<b>Dr Ed Lees - Dewlich</b> Associate Professor for Nursing and Clinical Academic Nursing University Hospitals Coventry and Warwickshire and Centre for HealthCare Research, Coventry University
12:10 - 12:35	Wellbeing in critical care and the implementation of the role of the PNA.	<b>Sophie Moore</b> Network Lead Nurse / PNA East Yorkshire Critical Care Network
12:35 - 12:45	BACCN True Colours Wellbeing Award 2023 True Colours Wellbeing Award 2023 / BACCN	<b>Karin Gerber</b> BACCN
12:45 - 13:15	Lunch Break	
13:15 - 13:45	How to introduce RCS into Critical Care.	<b>Karen Griffin</b> PNA Lead University Hospitals North Midlands
13:45 - 14:05	See Professional Nurse Advocate Ambassador	<b>Wicky Collier</b> <b>Dr Rachel Hayes</b> Critical Care PNA Ambassador
14:05 - 14:25	Implementing the PNA role into Critical Care	<b>Suzanne Snelgrave</b> Ambassador / PNA, Neuro Critical Care Leeds Teaching Hospitals NHS Trust
14:25 - 14:35	Establishing the PNA role in critical care	<b>Kathy White</b> Critical Care Clinical Educator/ PNA South Tees Hospitals NHS FT
14:35 - 14:45	PNA implementation and reducing moral distress	<b>Sally Skelton</b> Wellbeing Lead Critical Care / PNA Huddersfield University Hospital
14:45 - 15:00	Closing Remarks	<b>Emma Lang</b> Silver Critical Care Cheshire and Manchester Hospital NHS Foundation Trust <b>Karen Wilson</b>

CCN / BACCN Critical Care PNA Conference Mar 2023

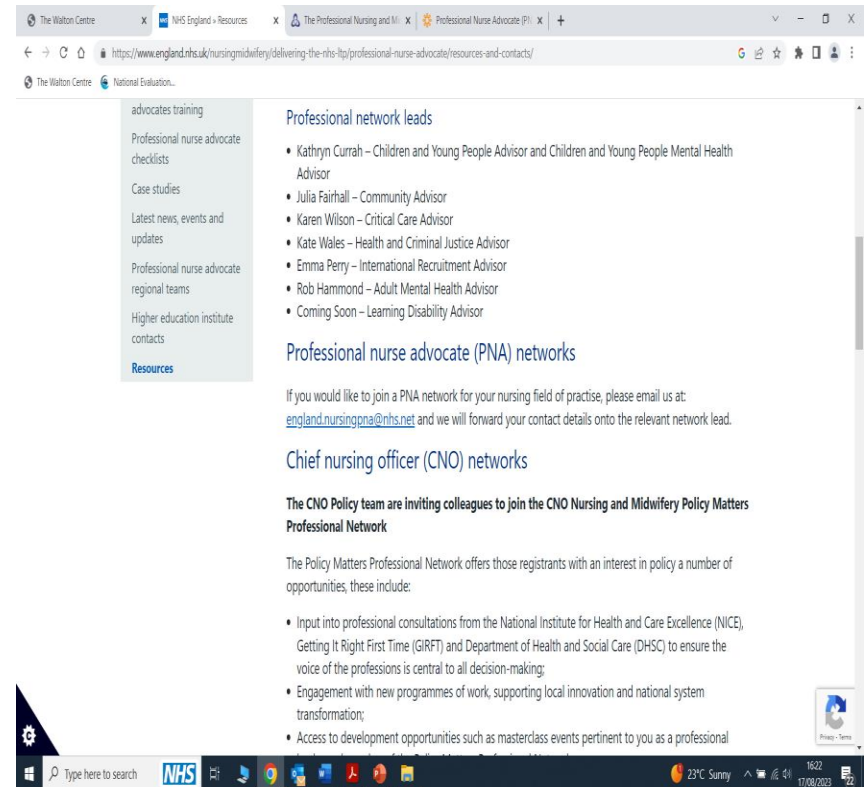


Successful national critical care PNA webinar in March this year- plans to hold another one next year



# National Critical Care PNA network Lead Role

- As CC3N worked alongside NHSEI initially to roll out the programme within critical care
- We were asked by NHSEI to lead the national critical care PNA network.
- CC3N attend the National NHSEI PNA implementation group.

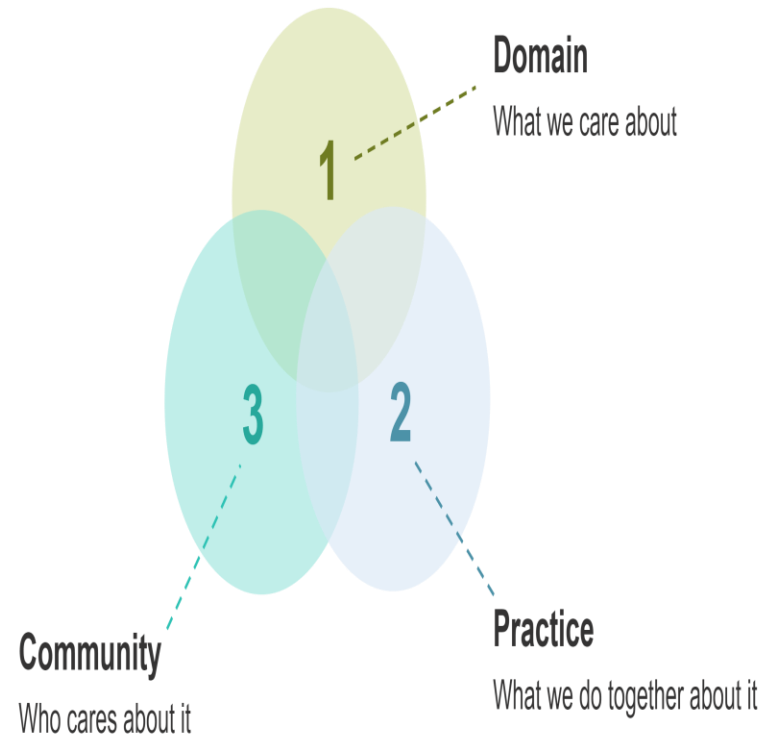


The screenshot shows a web browser window with the URL <https://www.england.nhs.uk/nursingmidwifery/delivering-the-nhs-5yp/professional-nurse-advocate/resources-and-contacts/>. The page content includes a navigation menu on the left with options like 'advocates training', 'Professional nurse advocate checklists', 'Case studies', 'Latest news, events and updates', 'Professional nurse advocate regional teams', 'Higher education institute contacts', and 'Resources'. The main content area is titled 'Professional network leads' and lists several advisors: Kathryn Currah (Children and Young People Advisor and Children and Young People Mental Health Advisor), Julia Fairhall (Community Advisor), Karen Wilson (Critical Care Advisor), Kate Wales (Health and Criminal Justice Advisor), Emma Perry (International Recruitment Advisor), Rob Hammond (Adult Mental Health Advisor), and Coming Soon (Learning Disability Advisor). Below this, there is a section for 'Professional nurse advocate (PNA) networks' with contact information for [england.nursingpna@nhs.net](mailto:england.nursingpna@nhs.net). Another section, 'Chief nursing officer (CNO) networks', mentions the 'CNO Policy team' and lists opportunities for registrants, including input into professional consultations from NICE, GRFT, and DHSC, engagement with new programmes, and access to development opportunities.

# CC3N facilitated Critical Care PNA Community of Practice (CoP)

- A community of practice (CoP) is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfil both individual and group goals.
- Should have 3 clear traits – domain, practice and community (Wenger 1998)

Wenger, Etienne (1998) Communities of practice: learning, meaning, and identity. New York: Cambridge University Press.



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# CC3N facilitated Critical Care PNA Community of Practice (CoP)

- The CC PNA CoP is facilitated by CC3N for unit level PNA's
- The CC3N CC PNA was set up to support all critical care PNAs in practice.
- Meets every 6-8 weeks virtually.
- Provides a safe listening space to discuss the barriers they may be experiencing in the PNA and share best practice.
- Guest speakers are also invited to the COP meetings
- Currently have over 200 members

# Barriers to Embedding the PNA role in practice

- 2 years since the PNA role was rolled out into critical care practice.
- The current challenges that COP members are reporting from practice :
- More ongoing support / supervision for PNA's needed to develop the role
- Limits and scope of the PNA role and when to signpost
- More clear guidance and resources on the PNA role – particularly around scope of the role in clinical practice
- Diversity in the teaching and assessments of the PNA modules – feel a consistent approach is needed across all HEI's
- Dedicated time within the PNA modules to meet and discuss with fellow trainee PNAs within their own specialities for mutual and peer support and mutual support . This was really valuable when the PNA cohorts were first rolled out
- More support with the A-EQUIP element of the role – this is the element PNAs do often say they struggle with.
- Biggest challenge that remains is time and funding for PNA's to undertake the role in practice



# PNA question in CC3N National Critical Care Nursing Retention survey June 2022 - PNA question

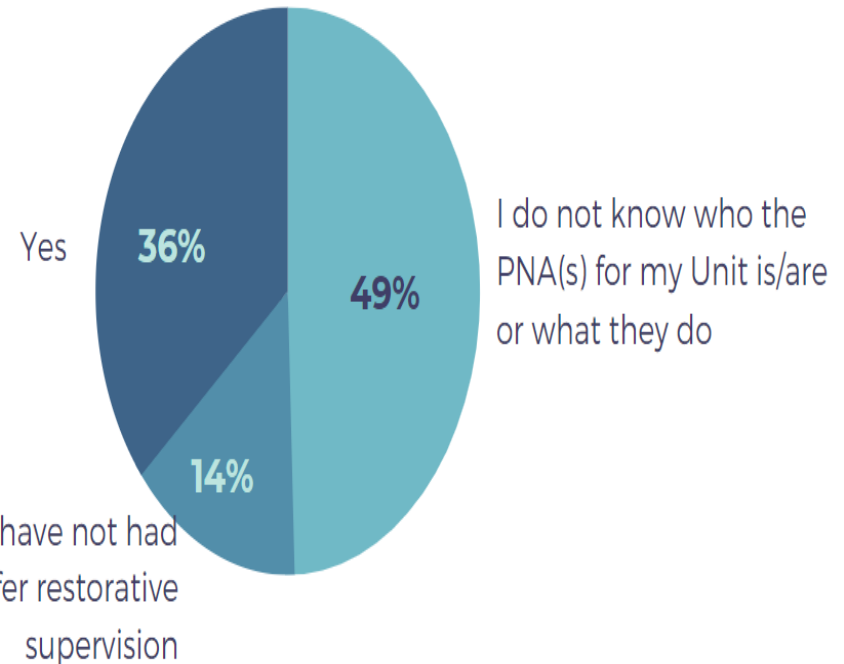
**CC3N National  
Nurse Workforce Survey**  
About Critical Care Nurses. For Critical Care Nurses.

Tell us how you feel



Do you have a Professional Nurse Advocate (PNA) available to you for restorative supervision?

3045 respondents across the county



# Challenges to the PNA role in critical care CC3N CoP PNA hours Survey

National poll on PNA hours results 106 respondents

1. As a Professional Nurse Advocate working in critical care, do you get allocated time to undertake the PNA role ?

[More Details](#)

[Insights](#)

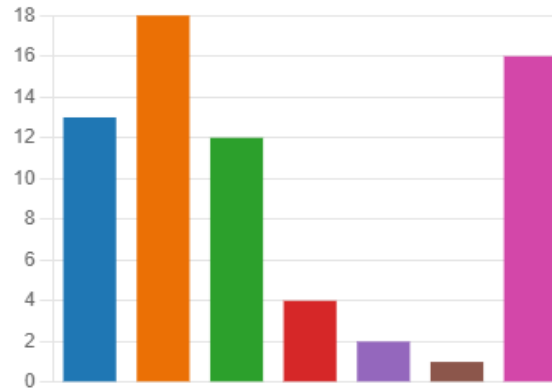
● yes	50
● no	41
● Do the role as paid extra hours	5
● Do the role and get time back	10



Variations in the allocated time given to critical care PNA's to undertake the role

2. If you do get allocated time to undertake the PNA role, how much time do you get **per month**

[More Details](#)

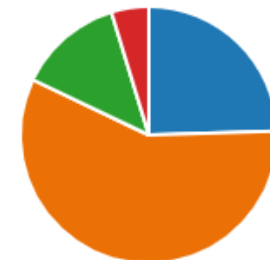
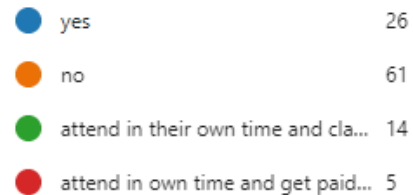


Many PNA's still not getting any allocated hours to undertake the role – PNA leads get the most hours allocated but they tend to be responsible for all PNA's in a Trust

Unit staff also not receiving allocated getting time to access RCS sessions, if they do, they have to do within their own time and claim time or pay for doing this.

3. Do staff on your unit get allocated time to attend a Restorative Clinical Supervision Session ?

[More Details](#)



# Next Steps

- Ensure that the PNA role is also embedded with Trust's existing Clinical Supervision policies and framework strategies
- CC3N continue to “lobby” national groups to recognise and support the PNA programme.
- Promote the PNA role in national meetings – inclusion of the role in national policies and guidelines
- NHSEI National ACC team have produced toolkits around workforce and have incorporated the PNA role into these. [ACC programme toolkits v2 FINAL - Adult Critical Care - FutureNHS Collaboration Platform](#)
- Collaborate with the other National critical care nursing groups via UKCCNA to ensure the PNA role is fully embedded within all critical care units in England.
- UKCCNA staffing establishment features PNA role and a standard created around time for PNAs – recommends 15 hours as per CC3N Critical care PNA guidelines
- PNA data collection around time and resources via NHSEI annual national adult critical care stocktake
- PNA role hopefully incorporated into the next GPICS guidelines
- Specific research project to look at the impact of the PNA role in relation to critical care practice.



Thank you for listening

Thank You



Critical Care Networks-National Nurse Leads