

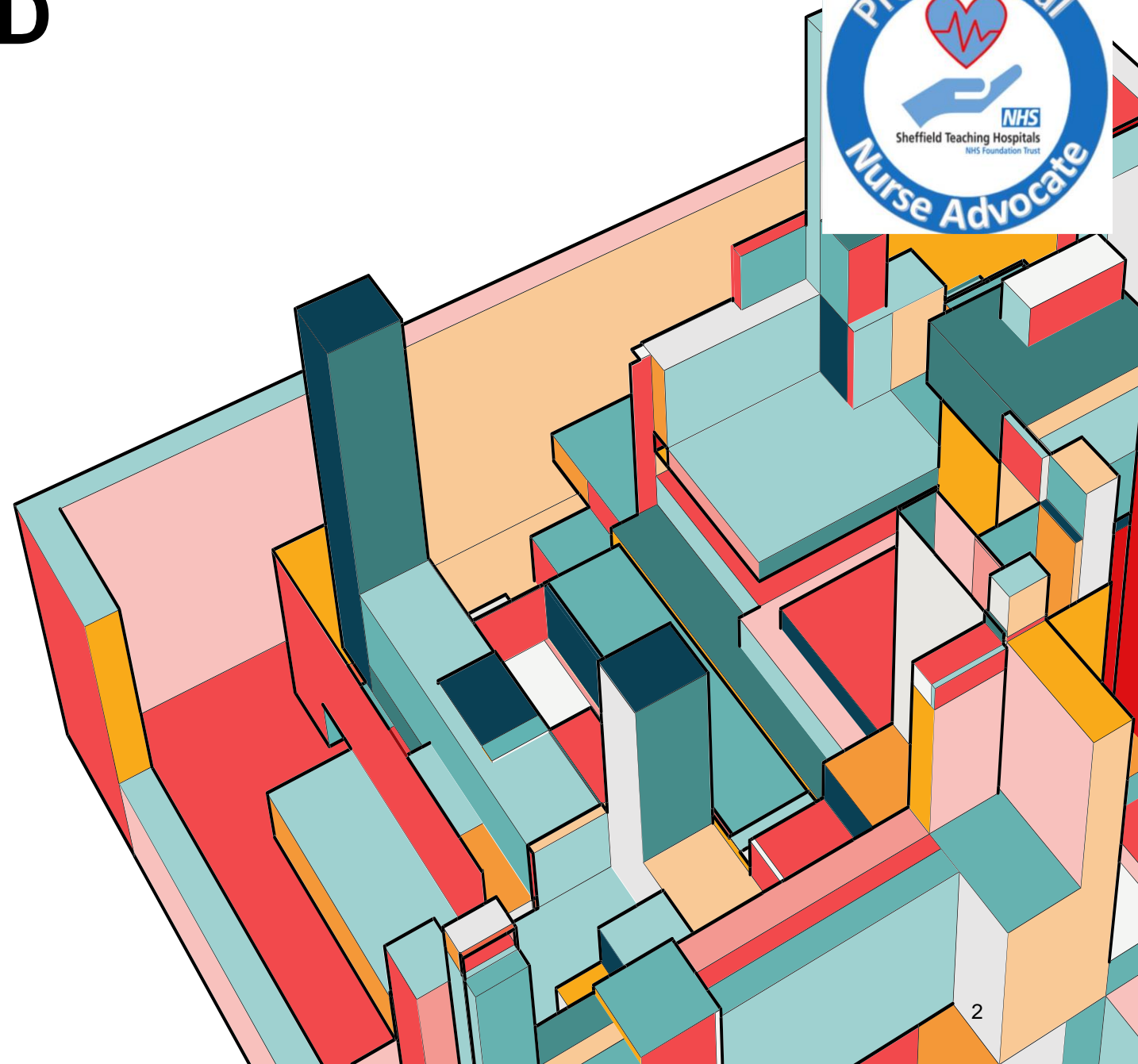


# PNA ROLE - VISION TO REALITY

STH General Critical Care PNA Team

# WHERE IT STARTED

- **March 2021**
  - The Professional Nurse Advocate (PNA) programme launched in March 2021, towards the end of the third wave of COVID-19.
- **May 2021**
  - Annabel White was in the first cohort of PNAs trained in the country
- **June 2021**
  - A new role was established within STH General Critical Care  
'Wellbeing and Engagement Lead'



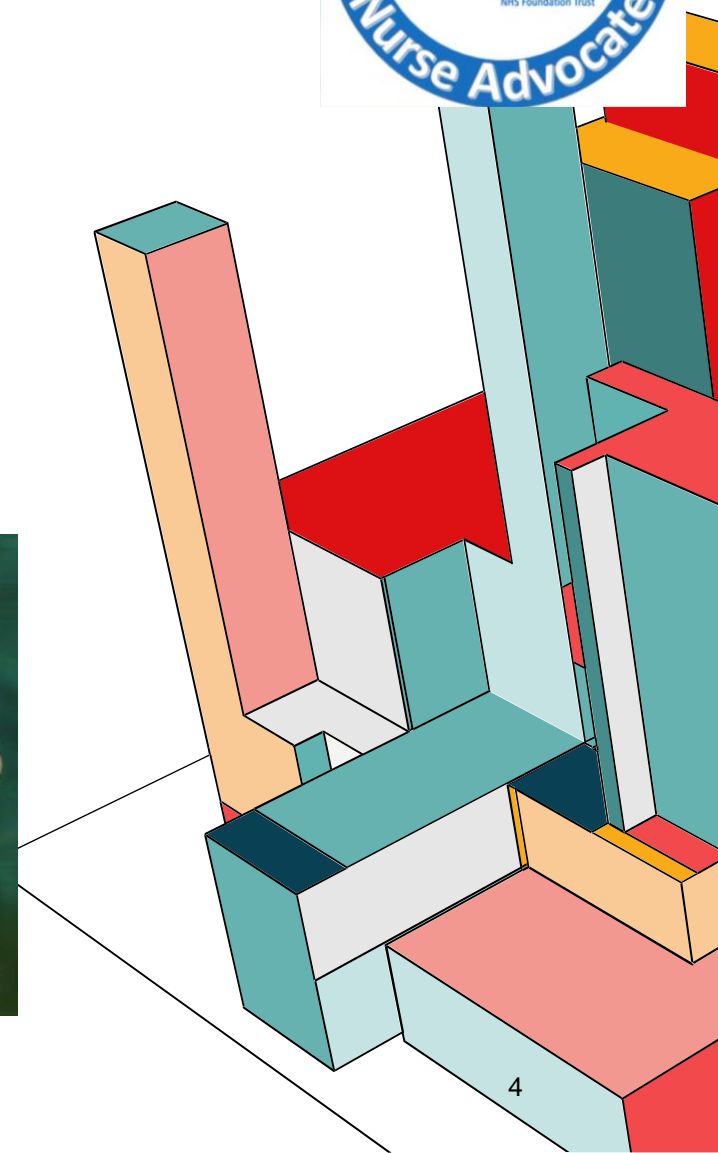
# IMPLEMENTATION STRATEGY



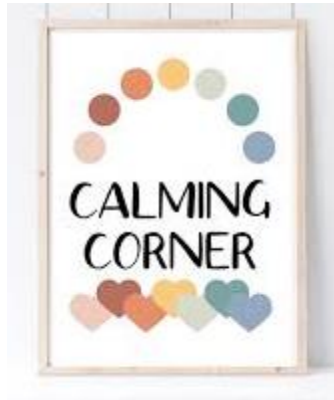
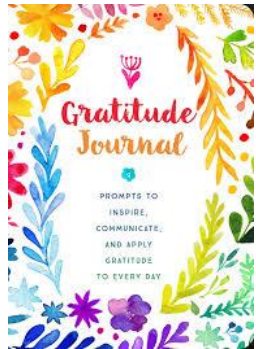
- Train 1 in 20 (currently have 7 trained PNAs and a further in training) this equates to 1 per 36 nurses
- Priority workstreams identified and estimated time requirements established.

<b>Mandatory Training</b>	6 hrs per month delivered by 2 PNAs
<b>Internationally Educated Nurses Focus Group</b>	5 sessions @ 2 hrs delivered by 2 PNAs
<b>ACCP's Wellbeing Days</b>	2 PNAs @ 3 days per year
<b>Trainee PNA Mentoring</b>	8 hours per STH student (Est 5 per year)
<b>Newly Qualified Nurses PNA sessions</b>	3 PNA sessions @ 1hr with 2 PNAs delivering with 4 cohorts
<b>New Initiatives / Projects</b>	2 hrs per PNA per month for Approved Projects
<b>Drop-In Clinic / Wellbeing Wednesdays</b>	Weekly for 2 hours supported by a PNA
<b>Meetings / Networks / Webinars</b>	2 hours meeting per month

# WELLBEING WEDNESDAYS



# TRUE COLOURS AWARD



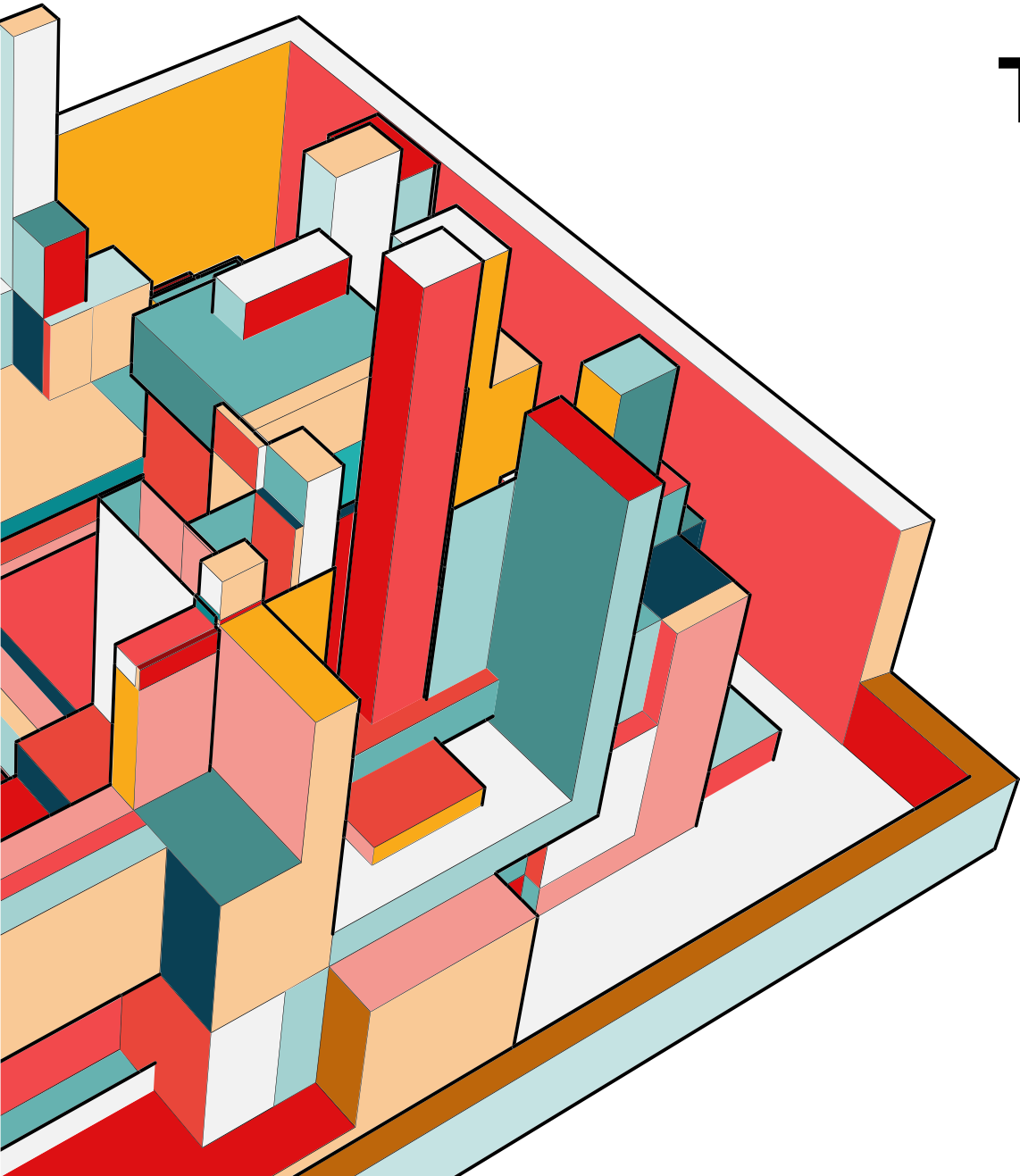
# QUALITY IMPROVEMENT PROJECTS



Wellbeing  
Conversations

Support  
following  
extended  
leave

Support for  
movement to  
the ward



# TEAM WELLBEING DAYS



- Team dynamics
- Building resilience in the workplace
- Wellbeing conversations
- Team building
- Group RCS



# GROW MODEL

## FRUSTRATION

What is causing frustration at work?

## GOAL

What would you like to achieve?

## REALITY

What is the current situation?

## OPPORTUNITY

What could you do to achieve your goal?

## WILL

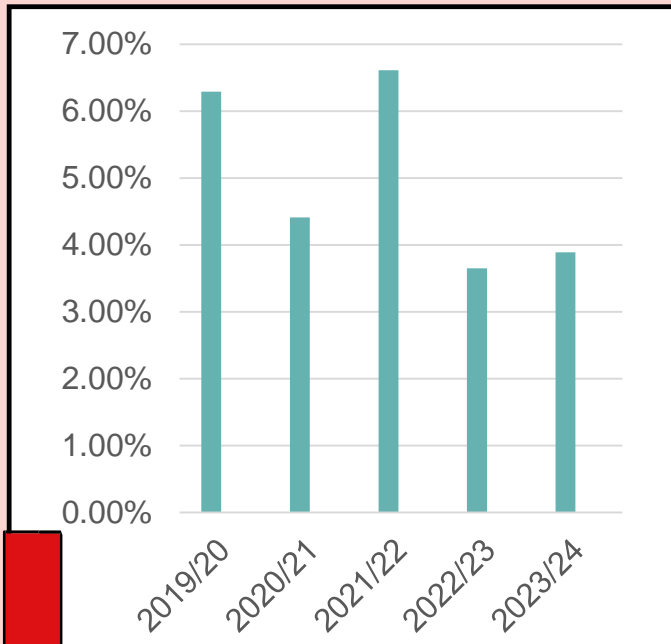
What will you do?



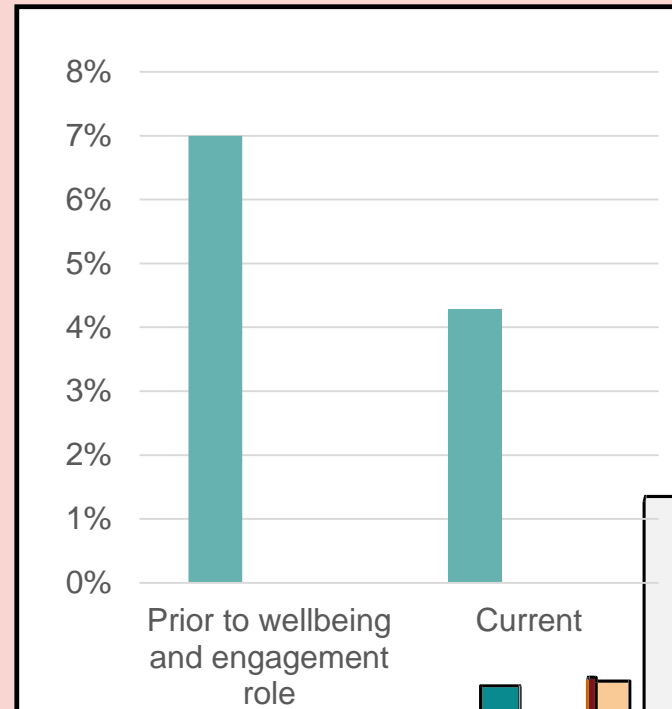


# IMPACT

## Staff Turnover



## Sickness absence



- Potential yearly saving of £232,656
- Improvements in Staff Survey results
  - Support at work
  - Valued