

Critical Care Band 6 Development Program

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Senior Charge Nurse NCCU

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Together
Safe
Kind
Excellent



“Effective leaders in health services emphasize continually that safe, high quality, compassionate care is the top priority.”

Leadership and Leadership Development in Health Care: The Evidence Base. Kings fund (2015)



OUR VISION

1

TO MAKE A ROBUST SENIOR WORKFORCE

With the right skills to succeed in the role

2

INVEST IN STAFF TO MAKE THEM FEEL VALUED AND AID RETENTION

3

QUALITY IMPROVEMENT

Be able to take part in more quality improvements projects across critical care

4

SUCCESSION PLANNING

for several specialist nurse roles in and around critical care as well as the leadership pathway

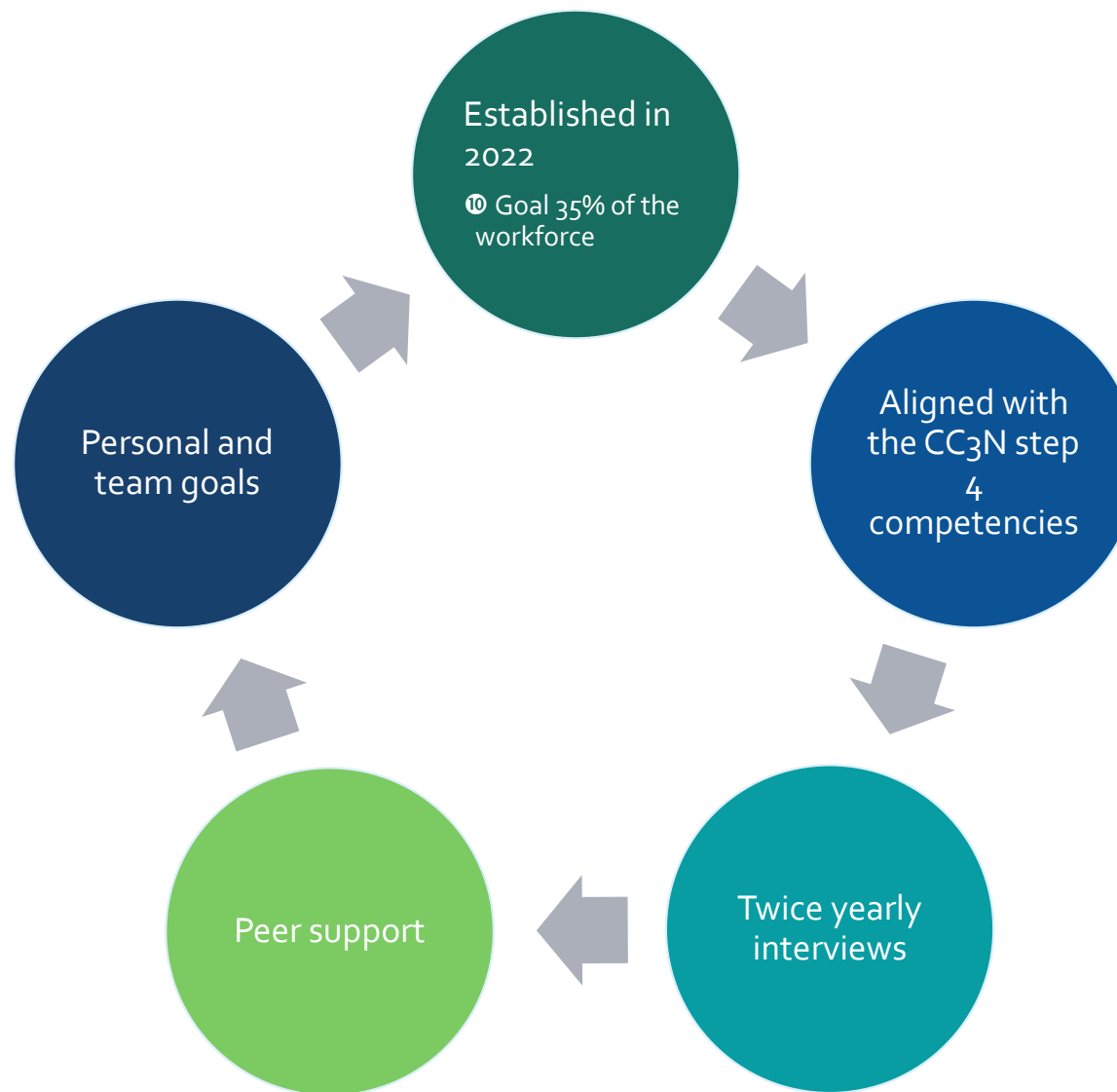
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ENSURE ALL OUR LEADERS HAVE STEP 4 COMPETENCIES

Why a development program?

- Feedback from band 5s – questionnaires, exit interviews, 1:1s
- Research and Benchmarking
- Critical care senior team developed a retention strategy
- Business case put to the trust to increase band 6 establishment
- Trial and error – what worked for our staff

The Critical Care Band 6 development program at CUH



What's in the Program?



2 day interactive learning



Leadership subjects



Cohort support



Mentor system



Internal & external



RCS



Feedback



On going support

Feedback

"I Love the interactive, open group discussions"

"I felt the topics we relevant. Some topics were inevitable heavier than others to listen to but this is unavoidable. A very helpful two days in all"

"Very informative and helpful sessions. Learned a lot of useful information as I begin my role"

"I now know where I can go for help and I'm not afraid to ask for support if I need it"

"Human factors – enjoyed hearing from a non-nursing perspective"

"Very interactive. The emotion intelligence part was very helpful"

Where are we now?

50%

- We have completed the first half of our 3 year expansion program

43

- 43 band 6s appointed in the last 2 years as part of development program
- This is 65% of current band 6s across CUH critical care
- 37 internal and 6 external candidates

60%

- 60% rise in the completion of step 4 competencies in our senior team

Evaluation

It works!

- We've seen a better staff retention; we are almost at establishment across all 3 units. But still have some way to go to meet our 35% of band 6s target.
- No evidence of people leaving to get higher banding in recent exit interviews
- More quality improvement projects.
- Quarterly band 6 away days on each critical care unit
- Continuously learning and developing the program - reflecting on what we have learnt

Any
Questions?



Our details

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References

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