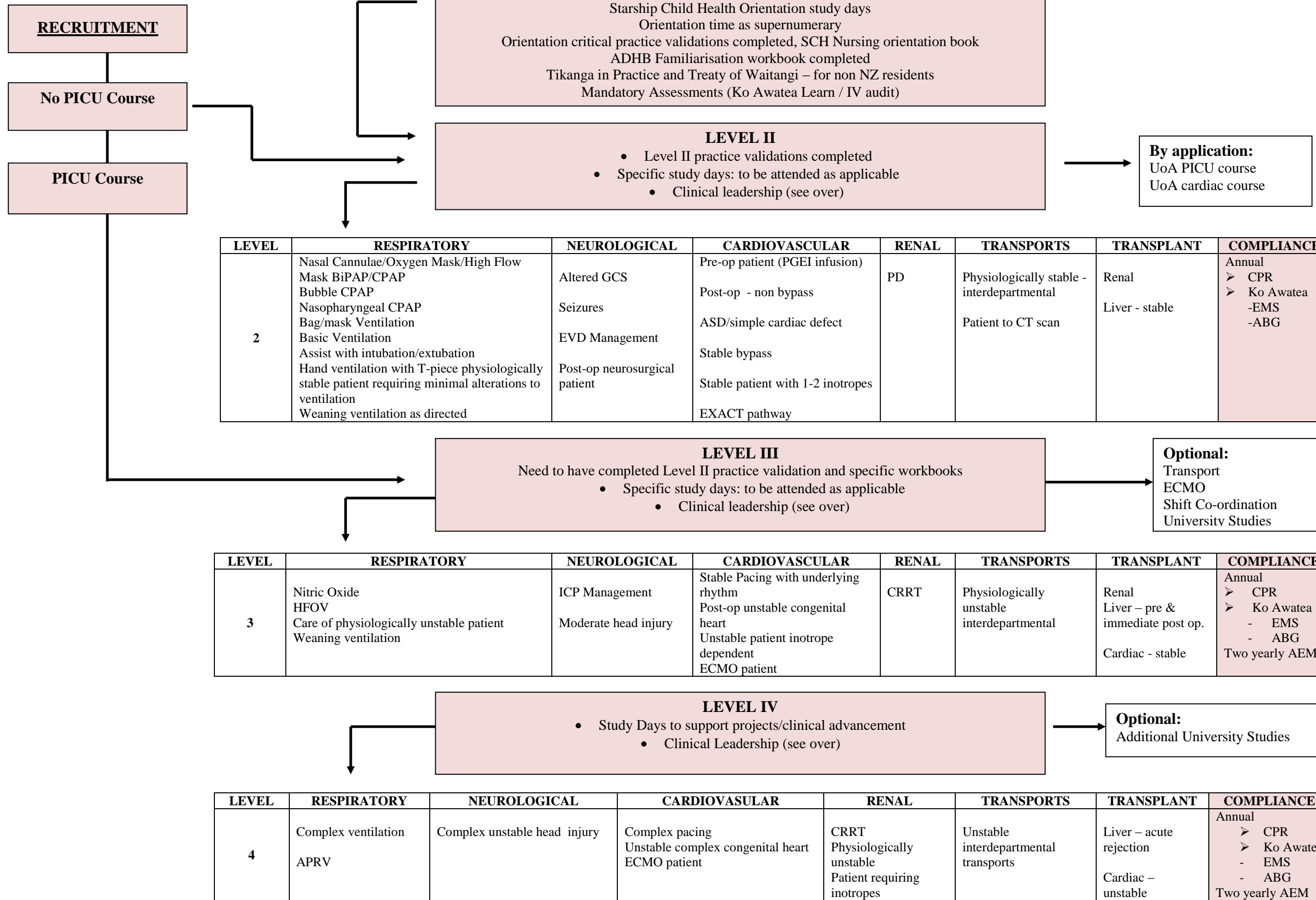


NURSING CAREER PATHWAY GUIDELINES (PICU Professional Development Program)



PICU STUDY DAYS

NEW STARTERS: (LEVEL II & III)
Intro to respiratory & ventilation care
Intro to neuro
Intro to renal
Intro to cardiac
Annual CPR workshop

PROGRESSION: (Level II or III)
CRRT
Acute TBI
Advanced ventilation
Advanced cardiac
AEM

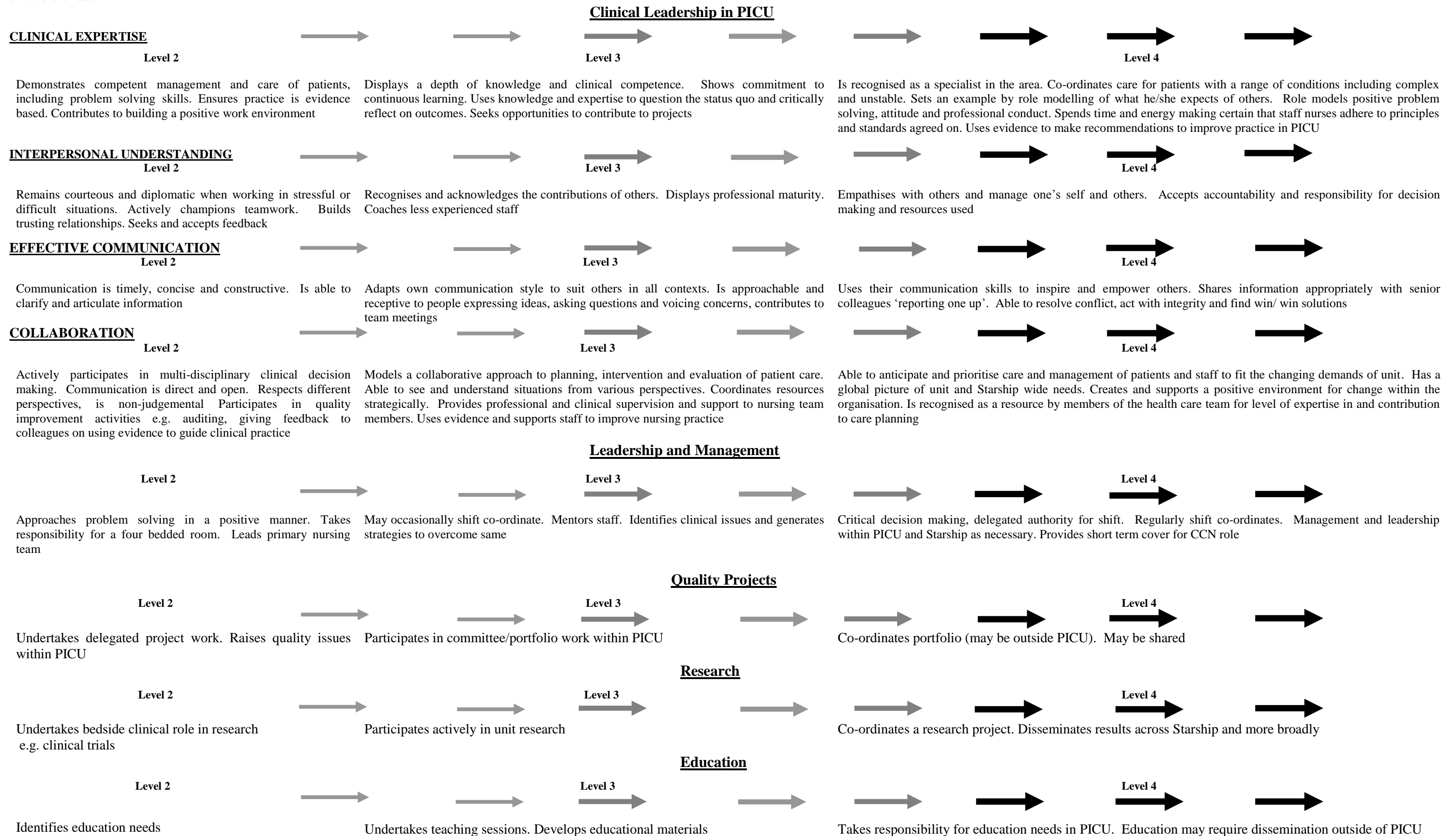
ONGOING UPDATES:
Level 3/4 update
Team Training days
AEM (biennial update)

OPTIONAL:
Fisher & Paykel day
CRM workshop
Bereavement workshop
Oncology

BY APPLICATION:
ECMO
Transport

NURSING LEADERSHIP WITHIN PICU

Clinical leadership is a process of leadership demonstrated in the behaviors of nurses as outlined on the continuum below under the four domains of clinical expertise, interpersonal understanding, effective communication and collaboration. Alongside these four domains the senior nursing leadership team believes that clinical leadership can also be demonstrated within areas of nursing interest. These areas are: *Research, Quality, Education* and *Leadership and Management*. For levels III & IV there are certain skills/roles in each category that are an expectation of that level. It is recognized that not every skill role will be necessarily preferred by all nursing staff and that they may not undertake them often, however the expectation is that nursing staff are prepared to undertake them in exceptional circumstances e.g. shift co-ordination/CRRT. Self-direction is an essential component of the leveling process. The senior nursing team is wholeheartedly committed to supporting staff to achieve their full potential to sit within the appropriate level for recognition. Progression through the levels is a negotiated process by the staff nurse and his/her team leader. Ultimately the decision around progression within the PDRP rests with the senior nursing team. Shift co-ordination alone is not sufficient demonstration of clinical leadership at level IV but activity in one of the other three areas above can be used to complement shift co-ordination.



References: Roud D. (2006) ADHB PDRP Framework

Patrick A et al (2011) Developing and testing a new measure of staff nurse clinical leadership: the clinical leadership survey. Journal of Nursing management, 19, 449-460