

Band 5 Leadership Project in Critical Care

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Background

Critical care at NUH consists of 3 separate units, all had senior band 5 development programs however, they were inconsistent providing varying experiences and opportunities. Lack of access to continuing professional development (CPD) for senior staff can impact staff satisfaction, retention (RCN, 2018), and is vital for succession planning. The covid-19 pandemic had significant impact on band 5 development (Dean, 2020). This created an opportunity to relaunch and create a standardised approach - The Band 5 Leadership Rotation - ensuring that all senior Band 5's in Critical Care had the same development opportunities.

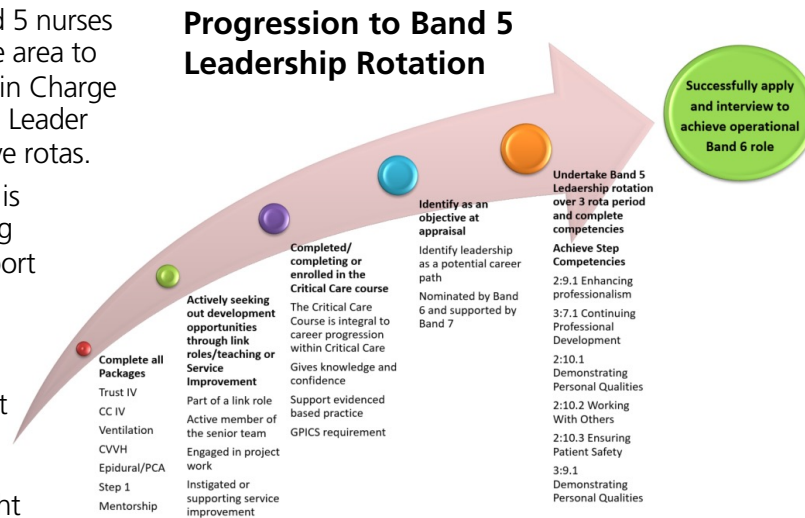
Method

The Band 5 Leadership Rotation was set up to provide a comprehensive and diverse learning opportunity for senior band 5 nurses to develop as a senior nurse and cultivate their leadership and management skills. Specific criteria was created for the progression of staff to the Band 5 Leadership Rotation.

The Band 5 leadership Rotation enables 2 senior band 5 nurses from each critical care area to rotate into the Nurse in Charge and Pod Leader/Team Leader role over 3 consecutive rotas.

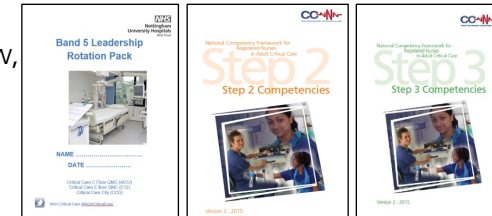
Each shift the rotator is allocated a supervising band 6 who will support and mentor them, and provide regular feedback.

A supernumerary shift shadowing the governance team is rostered to gain insight into the governance processes that shape Critical Care.



A rotation booklet was created, containing an action plan, initial, mid-way, and final interview, and mapped CC3N Critical Care Step 2 and 3 leadership competencies that they would achieve during their rotation.

The Band 5 leadership program was initially piloted on 2 areas within critical care at NUH and it has now been rolled out to all 3 areas at the beginning of 2023.



Results

Following the initial pilot 3 further cohorts have completed the rotation. Staff who have completed the rotation have feedback that they had a greater understanding of the roles, and feel more prepared to apply for a senior position. It also gave them the opportunity to develop their leadership and management skills and they enjoyed the hands on experience and felt invested in. At recent band 6 application 5 staff have been successful into the band 6 post in critical care.

Conclusion

The Band 5 Leadership Rotation serves as an opportunity for career progression, offering band 5 nurses a chance to expand their skills, knowledge and experience. Due to the very positive feedback the plan is to continue the rotation program. There are plans to expand the rotation program for band 6's into the Band 7 role for further succession planning and leadership and management development.

REFERENCES

- Critical Care Network National Nurse Leads (CC3N) (2018) *National Competency Framework for Registered Nurses in Adult critical Care Step 3*. [Online] Available from: <https://www.cc3n.org.uk/step-competency-framework.html> (Accessed on 20 July 2023)
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