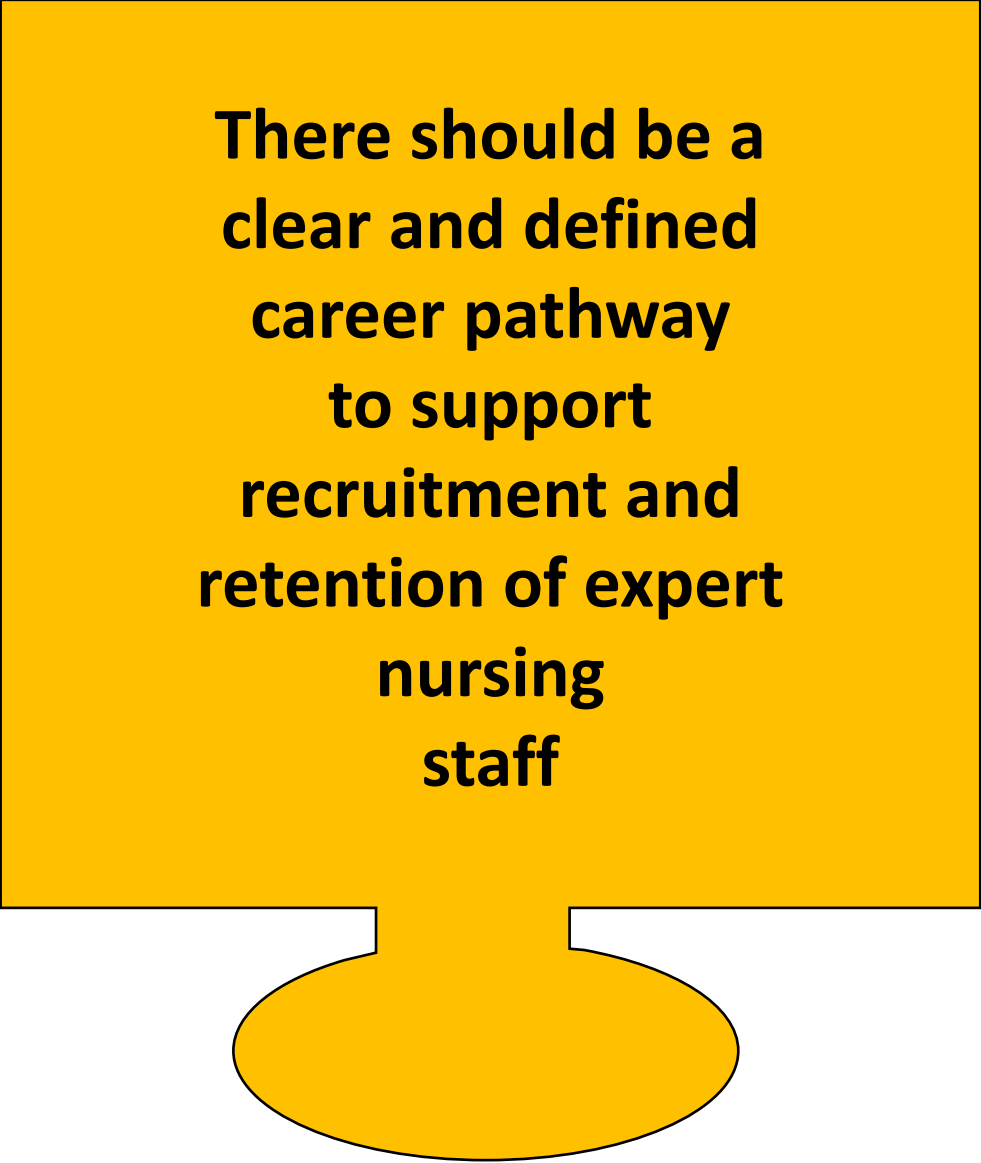





**Critical Care Nursing Workforce**

**Where are we, where should we  
be and how do we get there?**

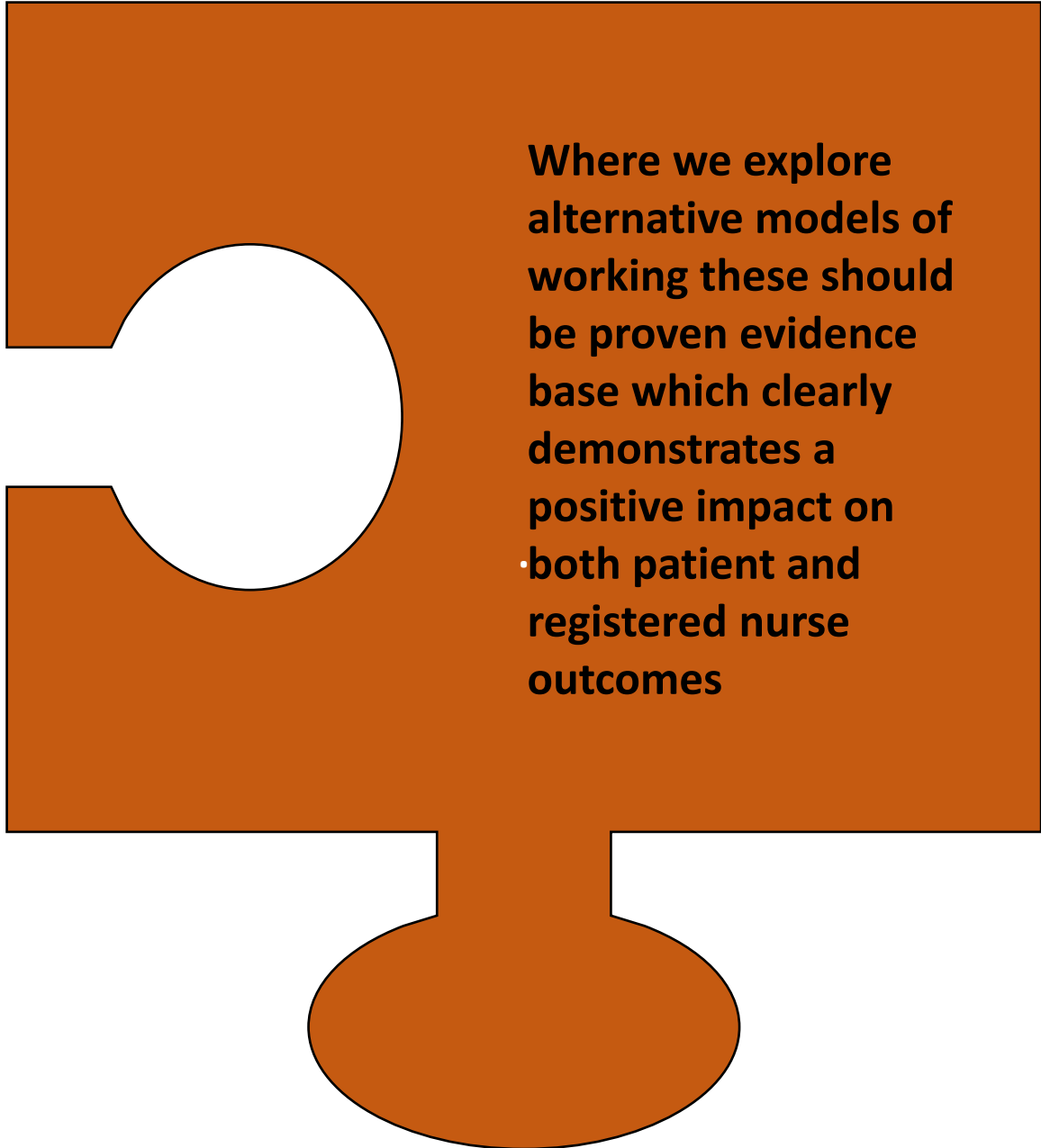
**Nicki  
Credland**



**There should be a  
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career pathway  
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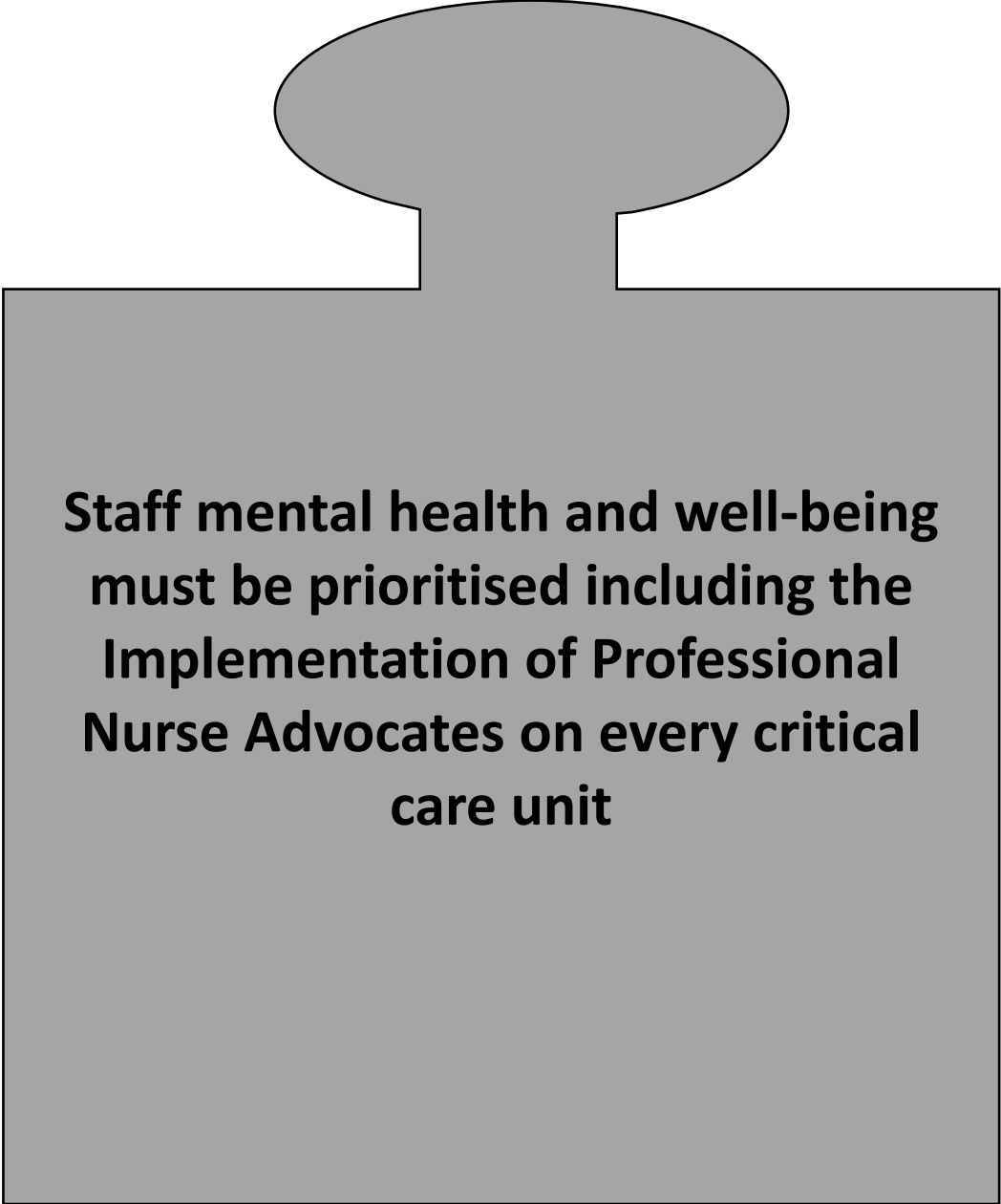
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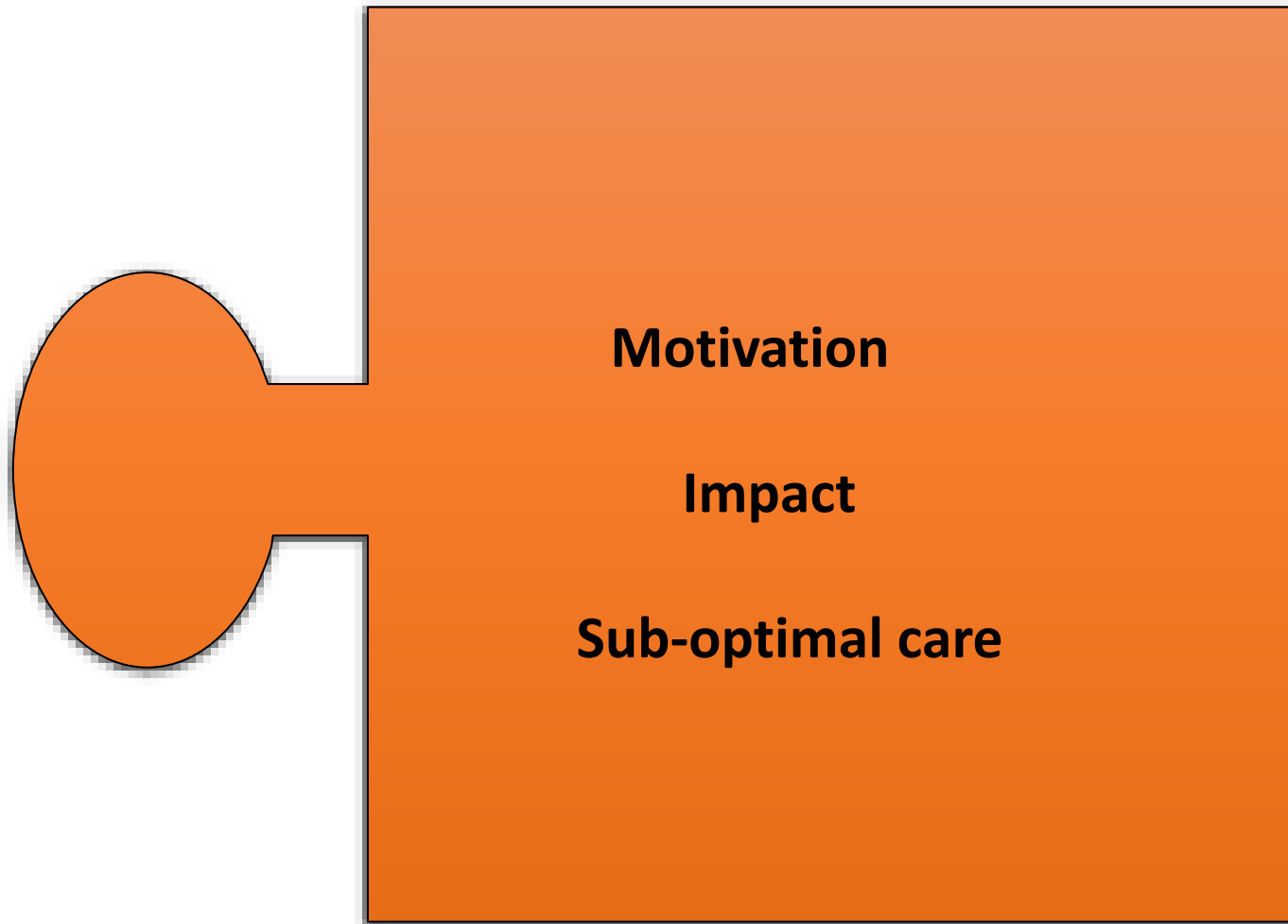
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**Staff mental health and well-being  
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Implementation of Professional  
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Honesty

Ethical leadership

Integrity

Evidence base

Courage

Curiosity

**Critical Care Nursing Workforce**

**Where are we, where should we be and how do we get there?**

**Nicki Credland**

- Honesty
- Ethical leadership
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- Evidence base
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**There should be a clear and defined career pathway to support recruitment and retention of expert nursing staff**

**Critical care nurses should be paid commensurate with the expert skills and knowledge that they have**

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**Motivation**  
**Impact**  
**Sub-optimal care**

**Staff mental health and well-being must be prioritised including the Implementation of Professional Nurse Advocates on every critical care unit**

**Critical care nurses should not be used to cover staff shortfalls throughout the hospital**