

**Royal College of Nursing  
Paediatric Intensive Care Society  
Nurses Managers Community**

**Notes of the Paediatric Intensive Care Nurse Managers meeting on 9<sup>th</sup> & 10<sup>th</sup> October 2014  
John Radcliffe Hospital, Oxford University Hospitals NHS Trust, Headley Way, Headlington, Oxford**

<b>Present</b>		
<b>Members</b>	<b>Job Title</b>	<b>Trust</b>
Liz Murch (Chair)	Nurse Manager	Critical Care Services - Sheffield Children's
Katie McCall	Modern Matron	PICU - RMCH
Caroline Webster	Operational Senior Nurse	PICU - Royal Brompton
Claire Harness	Lead Nurse	Embrace - Sheffield Children's
Diane Sanderson	Lead Nurse	PICU - Addenbrooke's Hospital
Carmel Hunt	Modern Matron	PICU - East Midlands
Sarah Santo	Clinical Nurse Manager	North West Retrieval Service
William Booth	Modern Matron	Bristol Royal Hospital for Children
Linda Kitchen	Lead Nurse	PICU - John Radcliffe Hospital Oxford
Barbara Childs	Lead Nurse	CICU - GOS
Kim Taitt	Nurse Manager	PICU - Birmingham Children's
Sharon Twigg		Birmingham Children's
Eithne Polke	Retrieval Coordinator	CATS
Sue Birkin	Lead Nurse	PICU - Sheffield Children's
Angela Hughes		PICU - Sheffield Children's
Kathy Brennan	Modern Matron	CC - Kings College Hospital
Louise Dewsbury	Modern Matron	Evelina Children's
Carol Purcell	Modern Matron	Southampton General
<b>Apologies</b>		
Carol McCormick	Lead Nurse	PICU Bristol Royal Hospital
Heather Tough	Lead Nurse	Royal Belfast
Gillian Campbell	Lead Nurse	PICU – Birmingham Children's
Mary Glover	Lead Nurse	University Hospital of Wales
Ghislaine Stephenson	Lead Nurse	GOS
Annette Hanlon	Clinical Nurse Manager	PICU – Children's University Hospital
Claire Riddell	Modern Matron	PICU – Great North Children's Newcastle
Gael Rolls	Senior Clinical Nurse	Royal Hospital for Sick Children Glasgow
Mandy Meechan	Senior Clinical Nurse	Royal Hospital for Sick Children Glasgow
Sue Paterson	Modern Matron	PICU – Royal Brompton
Carol Kennelly	Modern Matron	St George's Hospital London
Mary Chadwick	Clinical Nurse Manager	PICU – North Staffordshire

<b>Day 1</b>		
<b>No.</b>	<b>Item</b>	<b>Action</b>
1	<b>Apologies</b> Apologies were received from the above members of the group.	
2	<b>Minutes from last meeting</b> The minutes of the previous meeting held on 3rd and 4th April 2014 at Leeds Children's Hospital Based at the Clarendon Wing, Leeds General Infirmary accepted and approved as a true and accurate record	
3	<b>Professional Development Session -</b> Adult to Children's conversion course- Julia Winter, Lecturer, Oxford Brookes University.  Welcome to Julia who presented the conversion course run by Oxford Brookes University.	

	<p>(Presentation attached)</p> <p>The course is very flexible with students able to APL (Accredited Prior Learning and APEL (Accredited Experiential Learning) modules using previous learning.</p> <p>The course may take up to 5 years and the threshold for registration is an ordinary degree = 300 points.</p> <p>Because of the flexible approach, the student can tailor their learning to meet individual needs and can continue to work in their own area.</p> <p>The programme makes use of existing pre-registration modules and therefore post registration students are always able to access the programme.</p> <p><b>The Role of the RAF Nurse in Intensive Care- RAF Squadron Leader Clinton Davies</b></p> <p>Many thanks to Clinton for sharing the challenges experienced by nurses working overseas supporting military and non-military patients. (Presentation to be circulated when received)</p> <p>The nursing and medical team work 80 hours every 6 months within the John Radcliffe Hospital to help develop and maintain their competencies. This includes a 2 week familiarisation period in PICU. This is beneficial for the RAF and the hospital. Clinton shared different practices including a 'purple event'. This is when something is done differently but works well, it is a useful way of sharing good practice and learning</p>	
4	Review of Terms of Reference. Group reviewed and made amendments. These TOR are now taken as final.	
5	<p><b>Tour of John Radcliffe PICU</b></p> <p>Lynda showed the team around the PICU. Our thanks to Lynda and the team for being such welcoming hosts and looking after the group so well throughout the 2 days.</p>	
<b>Day 2</b>		
6	<p><b>Election of a new Deputy Chair</b></p> <p>Unfortunately Liz Murch was unable to attend and has now stepped down from Chair. Katie McCall (Deputy Chair) chaired the meeting. It was agreed that nominations should be sent to KMc by 3/11/14 who would then send out a survey monkey. This was to ensure all members could be involved. At the meeting only Louise Dewsbury felt she was willing to take on this role at this time.</p> <p>Terms of reference to be recirculated</p>	Katie McCall
7	<p><b>PICS Standards</b></p> <p>The group worked systematically through the existing PICS standards 2010 to prepare a response to the email from Kevin Morris (president PICS) asking for views on any changes that should be included in a new version of PICS Standards.</p> <p>KMc agreed to collate all the suggestions and email to the group for further comment</p>	Katie McCall

	before sending to PICS by 17th October 2014 for consideration. The response would be on behalf of Paediatric Intensive Care Nurses Managers Community. The group discussed responding to AP and education sections in detail but agreed to find out if these groups within PICS were responding (See attached)	KMc/Education Sue Birkin AP
8	<b>Social media</b> Several PICUs have instigated formal proceedings against staff for the inappropriate use of Facebook etc. Patient confidentiality has usually been maintained but the reputation of the Trust may have been brought into disrepute. Staff have been dismissed.	
9	<b>Outreach</b> There had been an enquiry before the meeting from Lynda (LK) asking if there a PICS group for outreach? Oxford is setting up an outreach team here and staff wondered if there was a group for discussion. The group shared their experiences:- <ul style="list-style-type: none"> <li>• Oxford are currently setting up a service- aiming for 24 hour cover</li> <li>• Southampton feel that the Outreach Team have had a very +ve impact, especially looking at the results from a staff survey and confidence. The team can prescribe and order bloods. They provide twilight cover at present. The nurses have consultant mentors and complete a clinical skills module/assessment. They have a period of overlap to avoid feeling isolated and were key to helping staff understand PEWS.</li> <li>• Bristol- have 24 hour cover and include parent escalation</li> </ul> <p>Few other PICUs had outreach teams.</p>	
10	<b>Clinical Information Systems</b> Not all PICU have these as yet. Manchester and Southampton are in the process of implanting CIS	
11	<b>Drug Safety</b> There was much conversation around medicines management and reducing risk. There is a lot of work on-going to reduce errors and variance between PICUs. Some PICUs are now using standardised syringes and it was felt that these were useful and helped to free up nursing time. Some PICUs use electronic prescribing and some areas were able to describe some indemnity issues with locally developed apps. Apparently, these are now classed as medical devices and need full liability cover.	
12	<b>HDU and LTV on PHDU.</b> There was a lively discussion about Civil Eyes data, its value and its practical use. The group felt that it did not capture the subtleties of individual services. HDU is provided in many different areas within tertiary centres.	
13	<b>Quality in PICU</b> KMc agreed to deliver a presentation at the next meeting on her new role and quality work	KMc
14	<b>Update on National cardiac Review</b> RCN has asked for cardiac representation to comment on the standards. Not all Cardiac	Eithne Polke/Louise

	ICUs have received this invite. Eithne and Louise to forward to all other cardiac centres.	Dewsbury
15	<p><b><u>Recruitment</u></b></p> <p>Recruitment continues to be difficult especially Band 6 and Band 7. All PICUs are now recruiting newly qualified Band 5 staff. Some recruit RGNs with ICU experience, others have recruited from abroad such as; Spain, Portugal, Greece, Philippines and Italy. The NMC restrictions limits 'travellers' requiring 150 hours of clinical practice before registering as a nurse. The NMC details the competencies required. The group discussed if these staff could be employed as band 4 whilst completing their clinical hours. More PICUs are using Band 3 and Band 4 staff. It was agreed that there should be clear competencies and job descriptions. If members send any JDs and competency packs to KMc she will circulate to all the group.</p> <p><b><u>Action</u></b> – To keep as a standing item on the agenda.</p>	
16	<p><b>Challenges of large PICUs</b></p> <p>Birmingham have 31 beds and that brings challenges in terms of teams, patient flows and pathways. To increase risk awareness if a child has x 3 adverse events these are discussed by the MDT. It was felt that there is learning for all PICU and Kim kindly agreed to present at the next meeting</p>	Kim Taitt
17	<p><b>Winter Pressure Money</b></p> <p>Some hospitals have already received this. Louise agreed to circulate an email for further information. Money has been spent on doctors, outreach, transfer services (back transfers) clerical and nurse staffing. Equipment is not available from this pot of money.</p>	
18	<p><b>ANPs</b></p> <p>Most PICUs now employ ANPs. Update:-  Southampton are advertising for ANPs.  EMBRACE employ 8 wtes  Kings- 2 qualified but no available posts  Manchester- 6 wtes (includes x 2 in training)  Many ANPs are funded from the medical budget</p>	
19	<p><b>CQC visits</b></p> <p>PICUs have had variable experiences but the CQC were very focussed on:-  Documentation  Complaints and learning  Evidence  Staff communication  Sharing information with families (Proud to Care/staffing boards).  Advice from those PICUs visited to others included; involve as many staff as possible so the CQC receive an accurate/balanced view</p>	
20	<p><b>AOB</b></p> <p>No PICU had had any issues with numbers at the door/ Proud to Care/staffing boards. It was felt families checked the info and were concerned if there was a concern/problem.</p>	

	<p>All PICU offer hand-casts only to bereaved families.</p> <p>The Royal Manchester Childrens Hospital has just started to run an Advanced Care of the Critically Ill Child Course at level 6 and 7</p>	
21	<p><b>Date and Venue of next meeting</b></p> <p>Thursday 16<sup>th</sup> &amp; Friday 17<sup>th</sup> April 2015- Great North Children's Hospital, Newcastle</p>	