

Feedback from Nursing Staff re Workforce during recent Covid-19 Surge in Northern Ireland:

1.0 On 23rd April 2020 a conversation was held with [NR] lead Nurse CaNNI, [NR] Senior ITU Nurse Advisor to DOH NI and [NR] Senior Nurse Adviser ITU Workforce DoH NI and Assistant Director Of Nursing Workforce and other senior critical care staff in each of the five Trusts.

2.0 The purpose of the conversations was to

- 2.1 Outline the current Critical Care Nurse Modelling for Surge planning in NI being complied by CaNNI
- 2.2 To review the modelling used by Trusts in the recent surge
- 2.3 To identify good practice that could be shared/adapted regionally
- 2.4 To identify some of the problems and barriers experienced during the recent surge

3.0 The following points in relation to nurse staff modelling were made by [NR]

- 3.1 The surge model for Critical Care across NI was approved by CaNNI on 17th April 2020 and shared with the system
- 3.2 The most recent draft nurse modelling paper was shared and comments requested to be sent to [NR] following the telephone conversations.
- 3.3 The staffing model was based on work of CC3N British Association of Critical Care Nurses Intensive Care Society and has been approved by the UK CNOs and professional Bodies <https://www.england.nhs.uk/coronavirus/wp-content/uploads/sites/52/2020/03/critical-care-joint-statement-25-march-2020.pdf>
- 3.4 The NI draft modelling was based on the following assumptions
 - 3.4.1 1:1 nurse to patient ratio will be maintained for as long as possible during surge
 - 3.4.2 Initially 1;1 care will be provided by an ICU qualified/experienced nurse supported by an non- ICU nurse (redeployed from another area)
 - 3.4.3 As the situation escalates 1;1 care will be provided by Non ICU nurses supervised by an ICU qualifies/experienced nurse
 - 3.4.4 The numbers of Non ICU nurses supervised by and ICU qualified/experienced nurse will escalate along a scale of 1:2; 1:4;1:6 as the situation unfolds and as the environment will allow.
- 3.5 The situation in NI re availability of Critical Care trained and experienced nurses is as follows:
 - 3.5.1 There are 540 ICU nurses currently employed/funded across NI
 - 3.5.2 In Excess of 400 of these nurses are available currently with the remainder on sickness/maternity leave or absent for other reasons
 - 3.5.3 This accounts for 75% availability of funded establishment
 - 3.5.4 This takes account of the additional 24% head room in the current funded establishments
 - 3.5.5 In the past month there have been 350 additional nurses upskilled to work in ICUs across NI
- 3.6 Each of the Trusts reported that their models for staffing intensive care beds had been tested and during this first surge all had responded well. The main positive points were:
 - 3.6.1 Practice Educator role was essential
 - 3.6.2 There was great team work