



ITU/HDU resource pack for temporary staff

Project Aim: To develop an orientation/ Resource pack for temporary staff / agency nurses coming to work in ITU/HDU. The aim is to safeguard the interests of patients and the wider public by focusing on the responsibility of individual registered nurses in the critical care unit, to ensure that temporary staff are appropriately orientated and are competent to work in ITU/HDU.

Timeline for delivery

From: July 2022

To: Ongoing

Measures

- Evidence of temporary staff received orientation
- Measures of temporary staffs' competency levels & ease of allocation.
- Improved Record keeping audit results. No gaps in Record keeping as Temporary staff are made aware of the process of documentation.

Tests for change

Evidence of orientation given to temporary staff.

Improved working culture between temporary staff and substantive staff

Staff with a unique level of specialist knowledge & skill with the relevant level of competency for patient acuity. Improvement in local record keeping audit.

Better patient and family experience.

Temporary nursing staff deployed within critical care units are safe & competent.



Project team

- Sara Silva
- Annie Joseph

Results

- Evidence of complete orientation given to all temporary staff coming to work in ITU/HDU.
- Allocation of patients to staff with right skill set required for the acuity of patients as the Nurse in charge will get a better understanding of the competency level of the temporary staff.
- Temporary staff understand all aspects of their role that fits with the rest of the organisation and its objectives.
- Improved Record keeping audit results done locally.

Learning and next steps

Learnt that a orientation pack containing a checklist & a link to resources all in one document for temporary staff helps Nurse in charge to deliver adequate and sufficient information, instruction & training to enable temporary workers to work safely in the Unit.

We aim to develop an survey questionnaire to welcome any feedback from temporary staff in order to learn & develop the unit for future agency and redeployed staff.

