The Alfred ICU Clinical Nurse Education Provision: Conceptual Framework

LEVELS OF PRACTICE FOR ALFRED ICU NURSES

The Alfred ICU Clinical Nurse Education Provision: Conceptual Framework enables nurses to grow professionally as a result of their experience and continuous learning. This framework has been adapted from the Vanderbilt Professional Nursing Practice Program (Robinson, K., Ech, C., Keck, B. & Wells, N. 2003).

Five levels of professional nursing practice have been identified to differentiate clinical performance & clinical education requirements expected at each specific level.

NOVICE (ICU GNP & GRN Programs)

ICU GNP

The Novice ICU nurse is generally new to the practice of intensive care nursing. The Novice ICU nurse has recently graduated and is participating in the twelve month Alfred Graduate Nurse Program (GNP). Initially, the first year registered nursing graduate is predominantly task orientated until they can begin to apply theoretical concepts to deliver basic patient care in the ICU setting. The graduate nurse’s practice is guided by their preceptor and experienced ICU nurses and ICU guidelines for nursing polices and procedures. The graduate nurse must complete a specific Alfred ICU Graduate Nurse Program and The Alfred GNP key components and expectations and The Alfred annual competencies.

ICU GRN

The ICU General Registered Nurse Program is designed for registered nurses who are new to the intensive care environment. It aims to provide a supportive environment for their transition to ICU and further develop their existing knowledge and skills. The Alfred ICU GRN program is designed to develop the critical thinking and problem solving skills that you hold as a registered nurse to assist you in applying these to this complex and dynamic environment. This is achieved through encouraging a reflective, inquiring environment, assisting you to make the successful transition to intensive care practice. Thus reflective practices, questioning in the cubicle and formal education delivery underpin the processes within the program.
Registered nurses new to ICU must complete the Alfred ICU General Registered Nurse Program key components and expectations, The Alfred Introduction to ICU study days and The Alfred annual competencies.

BEGINNER (Postgraduate Critical Care Course student)

The Beginner ICU nurse possesses greater than one year as a registered nurse division 1. The nurse is moving from task orientated practice to informed theory based practice and can use past experience to identify solutions to current situations. The Beginner ICU nurse must then go on to complete Latrobe Postgraduate Masters in Intensive Care Nursing. Participants can exit at Masters, Postgraduate Diploma or Graduate Certificate level.

INTERMEDIATE (CDY)

The Intermediate ICU nurse has completed the Latrobe Postgraduate Masters in Intensive Care Nursing or equivalent. Nurse may have elected to exit at their postgraduate studies at Certificate or Diploma level.

The Intermediate ICU nurse is learning to make independent decisions guided by experience and ICU guidelines. The nurse will consult with other members of the multidisciplinary team when assistance or confirmation of judgement is required or when the patients’ problems become more complex. The Intermediate ICU nurse possesses fundamental knowledge and clinical skills required to care for stable to complex acuity patients in clinical practice.

The Intermediate ICU nurse will participate in the Alfred ICU Consolidation & Development Year (CDY) to further develop their critical thinking & problem solving skills during their transition from beginner to clinical expert.

The Intermediate ICU nurse who has completed their postgraduate course within another institution will be given the opportunity to participate in ICU Continuing Education study days to assist their transition to care for the specific patients within Alfred ICU.

The Intermediate ICU nurse must complete The Alfred annual competencies.

CLINICAL EXPERT (CNS / TL)

The Clinical Expert ICU nurse has completed a specific Intensive Care postgraduate qualification or equivalent.

The Clinical Expert ICU nurse possesses comprehensive theoretical knowledge and advanced clinical skills. In addition, ICU guidelines are used to meet individual needs of patients to achieve desired outcomes. The Clinical Expert ICU nurse is multi skilled and can adapt to varied complex clinical situations. The Clinical Expert ICU nurse works independently and acts as role model to less experienced nurses. The Clinical Expert ICU nurse is self directed and developing interest to challenge and improve specific intensive care nursing practices. The Clinical Expert Intensive Care nurse is involved in ICU activities such as guideline development, develops and conducts quality practice initiatives and participation in varied educational activities. The Clinical Expert Intensive Care nurse is beginning to assume a leadership role within the clinical practice area.

The Clinical Expert ICU nurse is working towards or has attained CNS.

The Clinical Expert ICU nurse may undertake the Team Leader/ Resource Role
Mentor Program to assist develop their leadership attributes. The Clinical Expert ICU nurse must complete The Alfred annual competencies.

**CLINICAL LEADERSHIP**

The Clinical Leadership ICU nurse has completed specific Intensive Care postgraduate qualification or equivalent. The Clinical Leadership ICU nurse possesses postgraduate qualifications in management, education or equivalent. The Clinical Leadership ICU nurse may be a member of the ICU Leadership team or a clinical nurse with exceptional qualities who facilitates the development of ICU nurses. The Clinical Leadership ICU nurse demonstrates advanced clinical thinking skills and works within an intuitive capacity. The Clinical Leadership ICU nurse is innovative, self-directed, and flexible and delivers a consistent high level of nursing practice. The Clinical Leadership ICU nurse leads activities within the ICU to achieve best outcomes for patient care. The Clinical Leadership ICU nurse has a positive influence on team members and fosters collegial relationships. They possess a combination of intellectual and clinical expertise, credibility, educational and leadership qualities. The Clinical Leadership ICU nurse is involved in or leads ICU activities such as education, management, research or specific Quality Improvement projects. The Clinical Leadership ICU nurse must complete The Alfred annual competencies. Each specific group of nurses will also participate within the Clinical Coaching Model supporting colleagues to attain their goals.