



Development of a Paediatric Competency Document

Karen Grant & Suzanne Knight
Senior Sisters / Nurse Practitioners

Aims of session

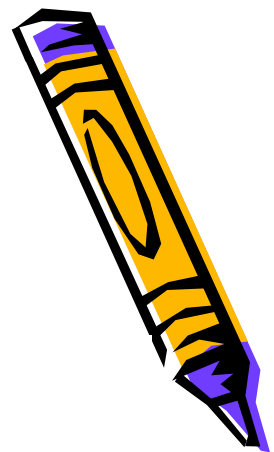


- Define competence & why it is needed
- Outline national guidance in respect of caring for children in an emergency care setting
- Review the process of developing a competency document
- Discuss how the implementation of such a tool can improve services
- Encourage colleagues to adopt a similar approach



Quality Service

The key to providing high quality emergency and urgent care for children and young people are staff trained and skilled, using best practice and supported by a network

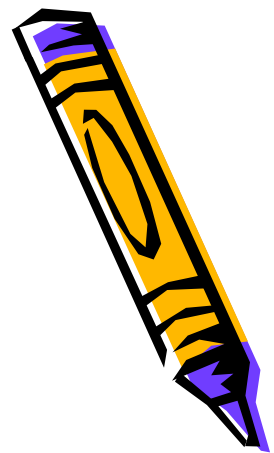


Shribman 2008

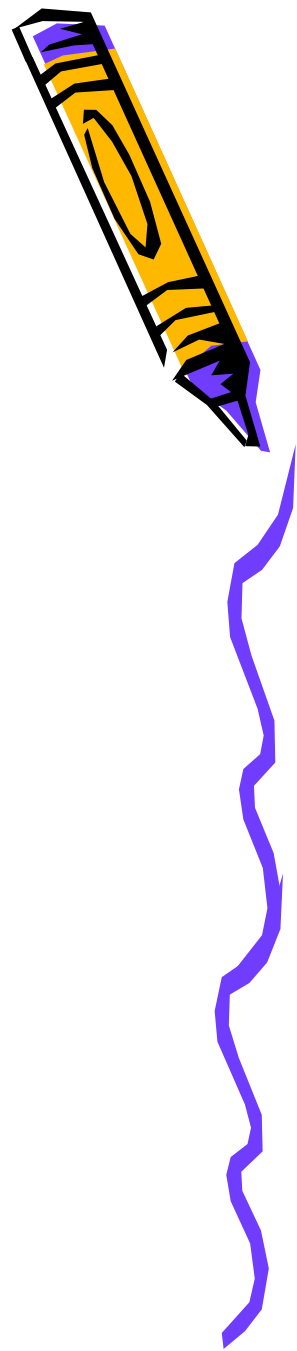


Facts & figures

More than 3 million children attended emergency departments in England in 2006/2007, accounting for 25% of all patients seen



What is competence?



- The state of being adequately or well qualified
- A specific range of skills knowledge or ability

www.freedictionary.com 2008



Why competence?

"A child presenting with a rash could have a self limiting viral illness needing reassurance, or meningococcal septicaemia needing advanced life support"

Reddy 2008



Caring for children

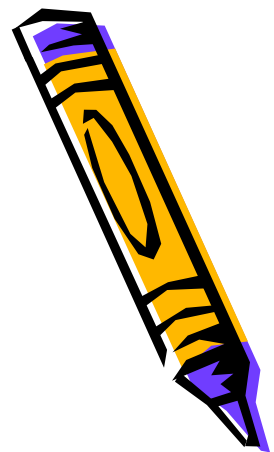
Can / should
only
children's
trained
nurses care
for children?



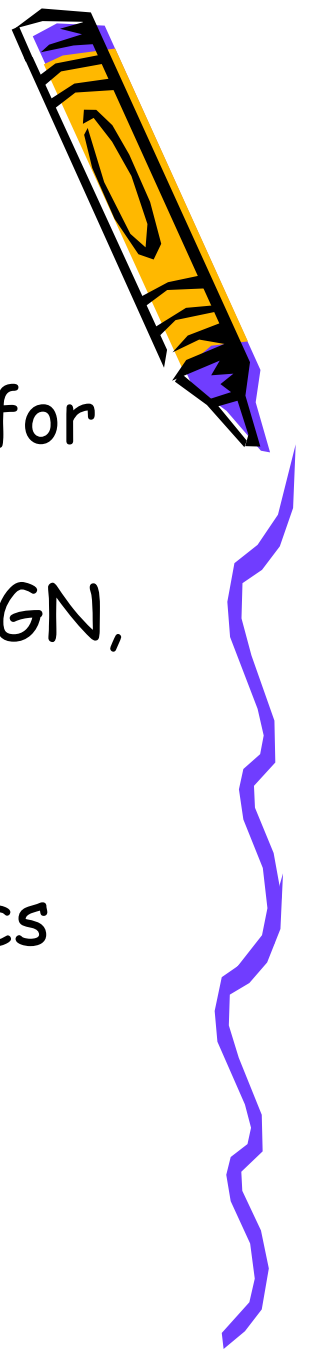
Working outside area of original registration

"Many nursing skills are transferable and the scope of professional practice allows nurses to undertake nursing care where the nurse and their employers are satisfied that they have the appropriate knowledge, skills and competence"

NMC 2008



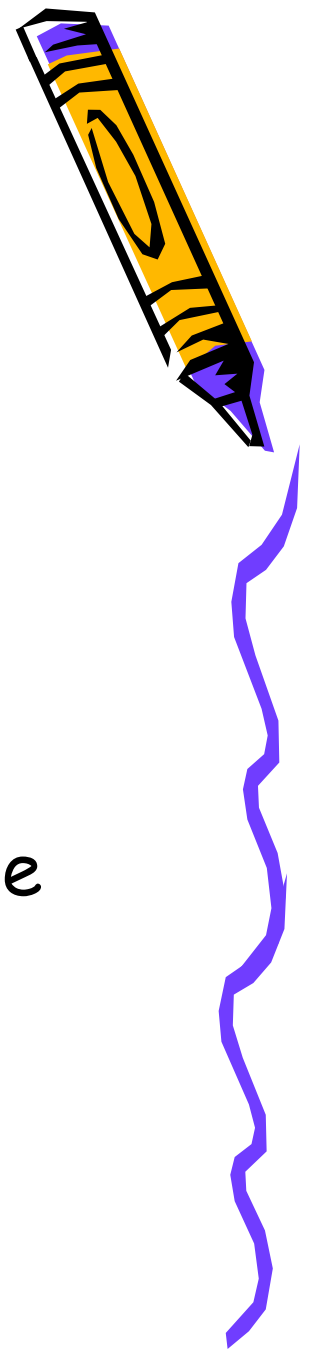
Local issues



- 2007 - 2008, 20,000 Children (0 to 16) attended the department - accounting for 25% of attendees.
- 97 nurses, 15 RN (child), 84.5% SRN, RGN, RN (adult)
- 3 senior paediatric nurses
- Lead consultant dedicated to paediatrics
- 24 hr separate paediatric area



Cont..



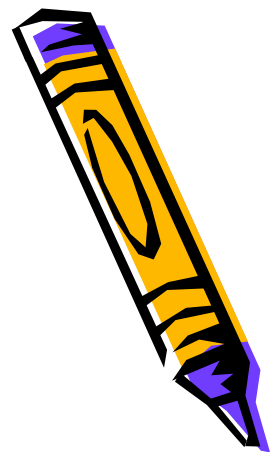
- All staff to be able to recognise a sick child or child who is at risk of deterioration.
- All staff able to recognise a child with potential child protection concerns
- All staff expressing a desire to increase their knowledge and skills of paediatric emergency care



15 children's nurses, but....

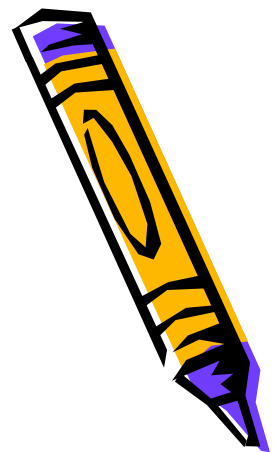
The ability to provide a registered children's nurse does not detract from the ED's responsibility to ensure that all staff have the minimum competence to care for children.

(RCPCH 2007)



Regional issues

- Poor R&R of paediatric nurses to general ED's
- Lack of demonstrable competence in caring for children
- No local agreed competencies in concordance with national guidance

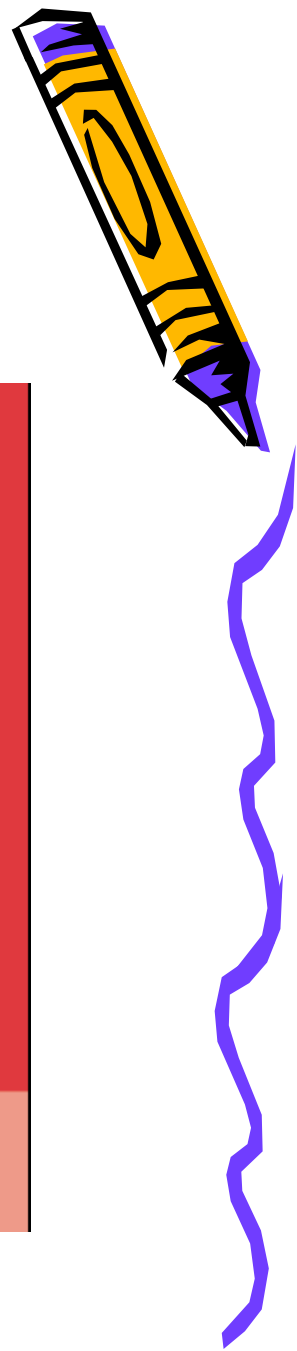
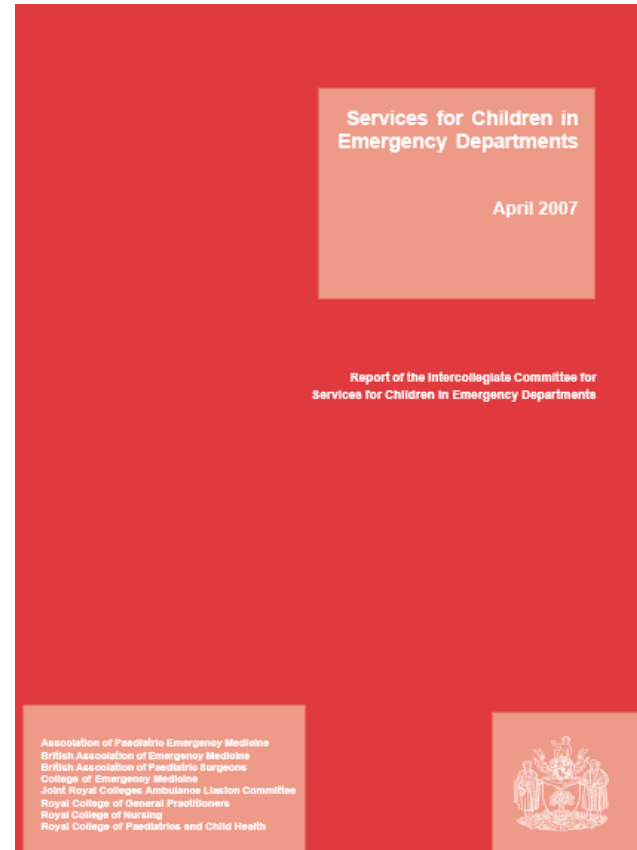


National Recommendations

The 'Red Book'

Services for children
in Emergency
Departments.

Report of the
Intercollegiate
Committee for
Services for Children
in Emergency
Departments 2007.



What the red book says:

"Nurses caring for sick and injured children in an emergency setting require both competence in emergency nursing and in the care of sick children"



Red book gold standard:

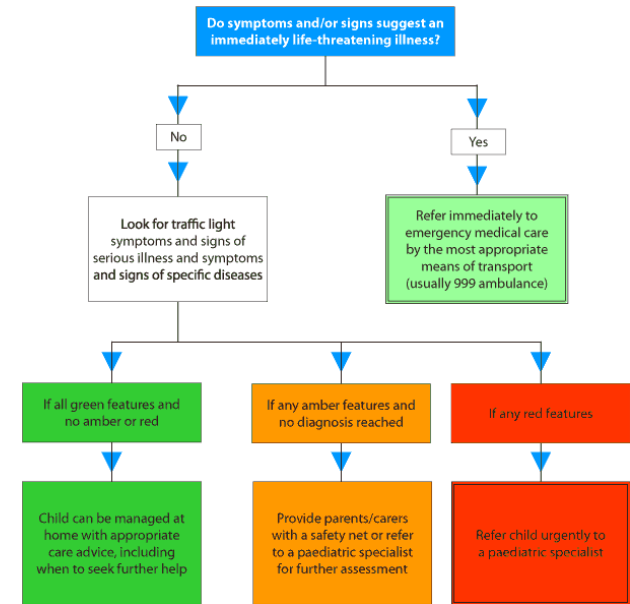
All acute Trusts should employ sufficient RN(child) nurses to provide one per shift in ED's receiving children.



Influential documents

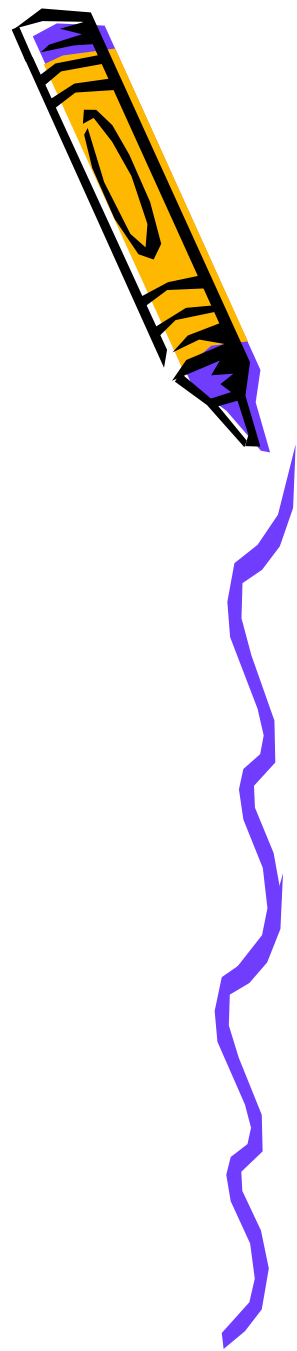


- The Red Book 1999, 2007
- FEN competencies
- Knowledge & Skills Framework
- NICE guidance
- NSF for Children, Young People and Maternity services
- Standards for assessing, measuring & monitoring vital signs in infants, children & young people (RCN 2007)

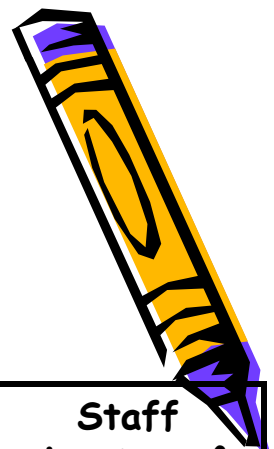


Development

- Took approx 2 years
- Brainstorming amongst paediatric SIG
- National guidance
- Mapped against KSF competencies
- Level of competency descriptors
- Internal and regional peer reviews
- Document finalised September 2008



Example



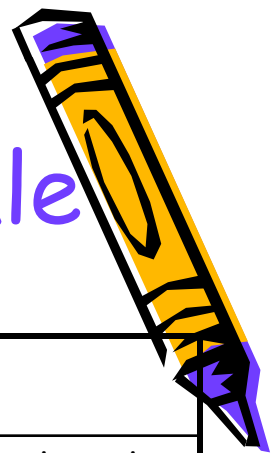
Competence	KSF Competence	Evidence	Competency level	Supervisors signature & date	Staff signature & date
<u>Feverish illness in Children</u>					
Able to assess for life threatening features i.e. A, B, C, D	C2 HWB2				
Demonstrate accurate assessment of vital signs, inc. TPR. CRT, colour, conscious level & tone	C2 HWB3				
Able to identify common causes of fever in children	C2 HWB3 HWB5				



Level of competency rating scale

(Fearon, 1998)

Level	Descriptor
0	Cannot perform this activity satisfactorily to participate in the clinical environment
1	Can perform this activity but not without constant supervision and some assistance
2	Can perform this activity satisfactorily under supervision and assistance
3	Can perform this activity without assistance and / or supervision
4	Can perform this activity without assistance and / or supervision with more than acceptable speed and quality of work
5	Can perform this activity without assistance and / or supervision with more than acceptable speed and quality of work and with initiative and adaptability to special problem situations
6	Can perform this activity without assistance and / or supervision with more than acceptable speed and quality of work and with initiative and adaptability to special problem situations and can lead others in performing this activity

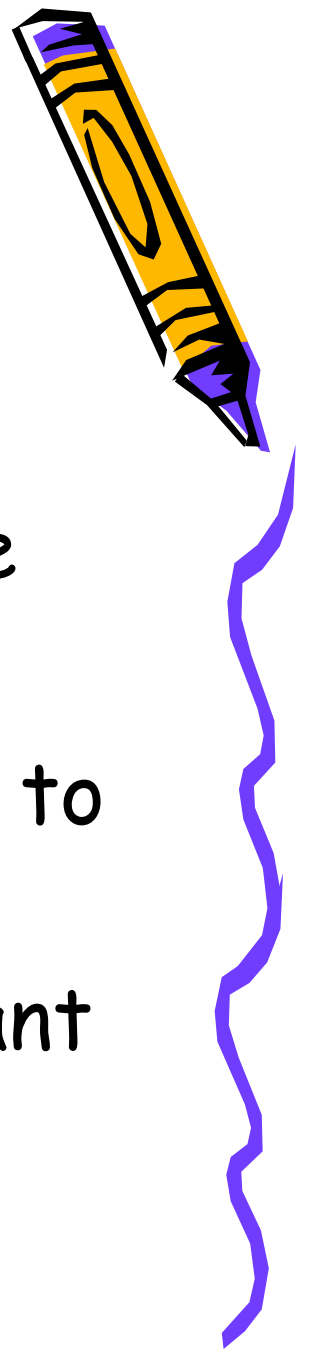


Knowledge & Skills Framework

The competency document can be used to meet the demands of the NHS Knowledge & Skills Framework & therefore help with annual development reviews.



Implementation



- Used in regional "Introduction to Paediatric Emergency Care" course
- Just started in dept!
- Initially given to paediatric nurses to complete
- Assessment by SSR's Knight & Grant



Role out to adult trained staff

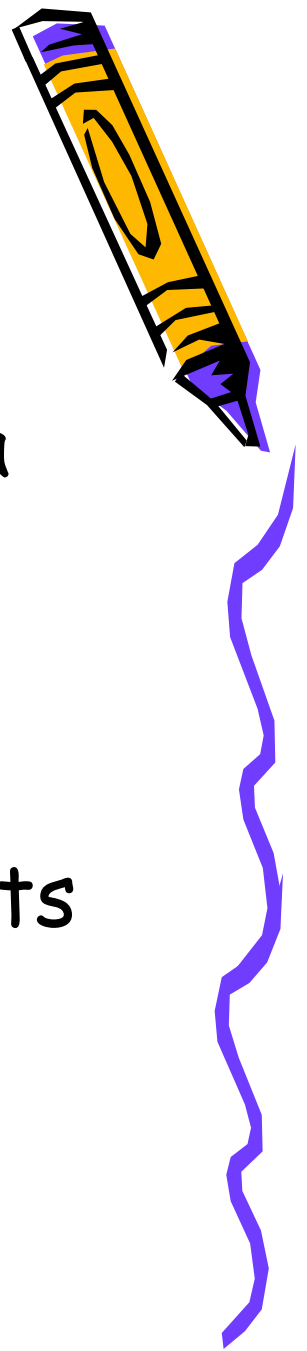


- Present at senior team & staff meetings
- Small cohorts of staff from bands 5's & 6's (10 staff)
- Assessment by paediatric staff according to their area's of strength
- Overall sign off by SSr's Knight & Grant
- Continued support of University course



Evaluation

- Written feedback in the form of a simple questionnaire (under development)
- IPR's
- Clinical governance (incident reports / near misses)



Questions?

Thank You!

Suzanne.knight@suht.swest.nhs.uk

Karen.grant@suht.swest.nhs.uk

