

ASSESSING AND PREPARING YOUR WORKFORCE FOR SURGE CAPACITY NURSING

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YOU GO TO WAR WITH THE ARMY YOU HAVE,
NOT THE ARMY YOU MIGHT WANT...

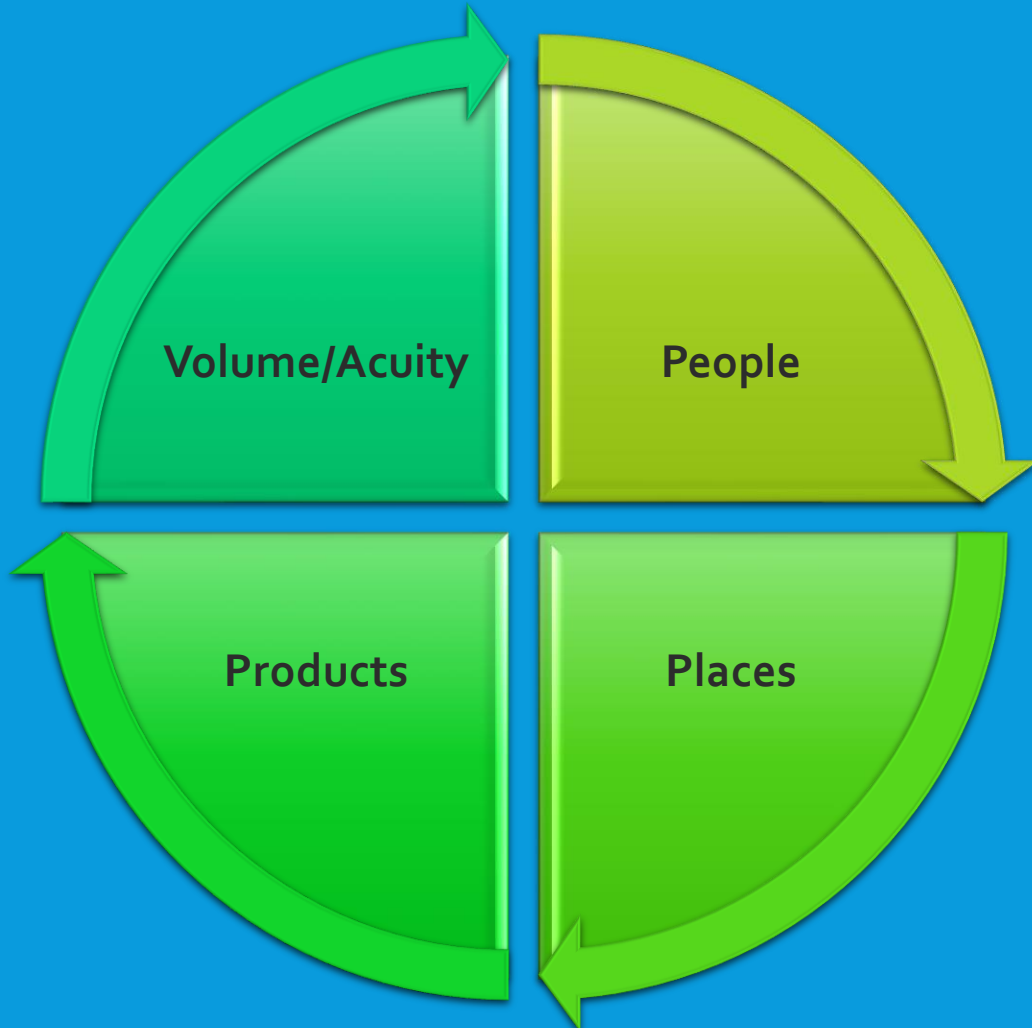
Donald Rumsfeld

ASSUMPTIONS

- A surge in acutely ill patients from COVID-19 will force a shift in our Critical Care Units (CCU) from a primary care to a team care model
- To support a team model, we must develop the skills of our existing and new non-critical care caregivers
- We will have caregivers available from settings that are being closed or restricted
- COVID-19 patients will suffer from Respiratory Failure, ARDS, and Septic Shock. BUT, they will also have co-morbid conditions

DRIVING FORCES

TRIAGE LEVEL



IDENTIFY THE TEAM



Advanced
Provider



Professional
Critical Care
Caregiver



Focused
Professional
Partner



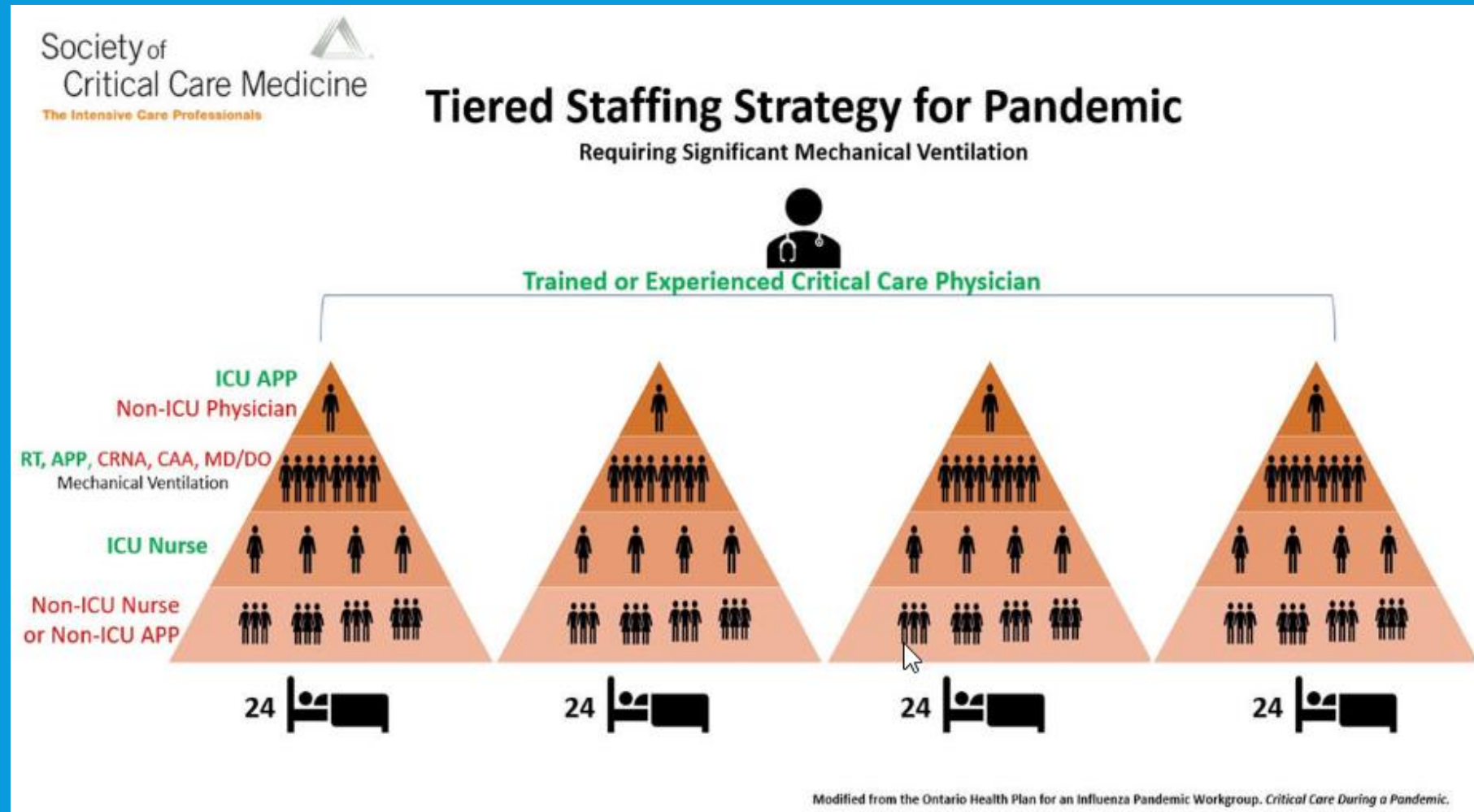
Critical Care
Technician

Critical Care Team Members

HALPERN AND TAN

SOCIETY OF CRITICAL CARE MEDICINE

3/19/20



A MORE FLEXIBLE APPROACH

Role	Basic Nursing Care	Critical Care Nursing Care	Simple Ventilator Mngt	Advanced Ventilator Mngt	Attending Clinician
Critical Care RN	X	X	X		
Non-Critical Care RN	X		X		
RT			X	X	
CRNA	X	X	X	X	
Anesthesia MD/DO		X	X	X	
Anesthesia MD/DO with ICU Privileges		X	X	X	X
Critical Care Tech	X		X		
Critical Care MD/DO			X		X

PREPARE THE TEAM

4 STEP EDUCATION PROCESS

Step 1
Orientation
Portfolio

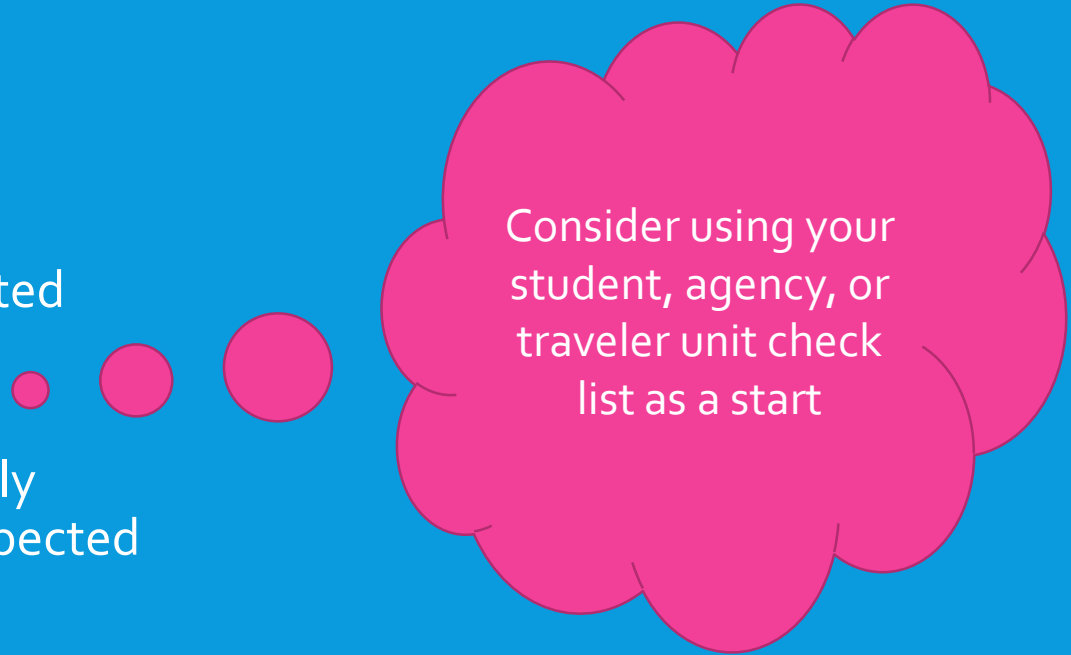
Step 2
Define Skills

Step 3
Assess Skills

Step 4
Educate to
the Gap

ORIENTATION PORTFOLIO

- General orientation checklist specific to
 - Hospital/Unit
 - Role
- Place for education and orientation to be documented
- Place to clarify when someone is deemed sufficiently competent to enter practice for the level of care expected
- Keep it simple



Consider using your student, agency, or traveler unit check list as a start

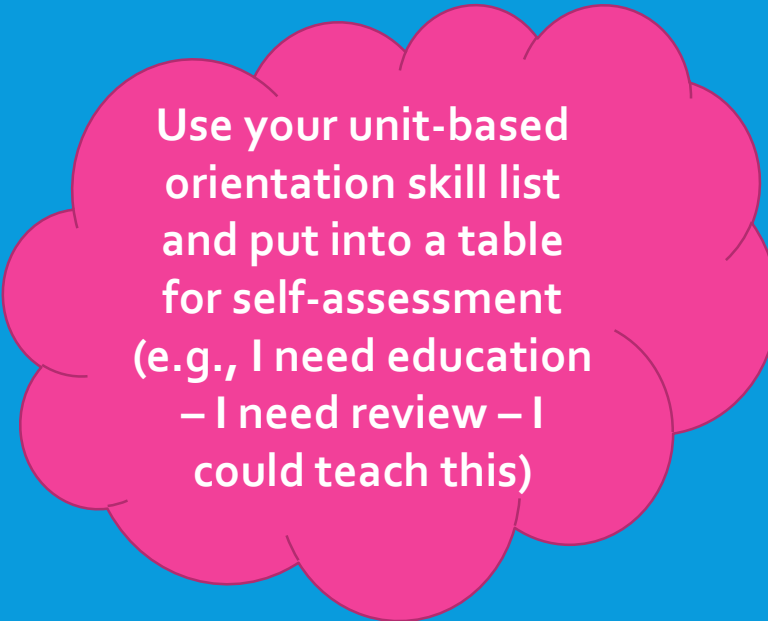
DEFINE SKILLS AND TASKS

Critical Care Technician (CCT)	Focused Professional Partner (FPP)
Don / Doff PPE	Don/Doff PPE
Ensure rooms are clean and sanitized	Utilize practice support tools such as Policy State, Krames, Epic Learning Library, Lippincott Procedures and Skills, Micromedex, etc.
Change bedding	Works with the PCC to enact the plan of care
Perform Activities of Daily Living <ul style="list-style-type: none"> • Cleaning / Washing / Bathing • Oral Care • Toileting • Assisting with Ambulation 	Performs initial and ongoing comprehensive assessment and alerts the PCC to deviations from normal or baseline
Vital Signs and reporting deviations	Performs screenings that may include Braden, Suicide, Swallow, Fall Risk, Nutrition, Delirium, and Risk for Violence
Assist in Preparing Pt for Transport	Performs a comprehensive respiratory assessment
Assist in Positioning Patient	Adheres to the Ventilator Associated Event bundle
Record Accurate Input and Output	Alerts the PCC to changes in hemodynamic measurements and is able to identify Central Venous Pressure, Pulmonary Artery Pressure, Mixed venous pressure, arterial blood pressure, and cardiac output/index
Help patient with assistive devices <ul style="list-style-type: none"> • Glasses • Dentures • Hearing Aids 	Observes the patient for the development of Systemic Inflammatory Response Syndrome (SIRS), Sepsis and Septic Shock, Disseminating Intravascular Coagulation (DIC) Multi-System Organ Dysfunction (MODS), and Hypothermia

Get these from your orientation and competency checklists

ASSESS SKILLS

- Evaluate the Caregiver's Background
 - License / Certification
 - Education / Background
 - Clinical Experience
- Evaluate Skills
 - Self-assessment skills lists are a place to start
 - Group return demonstrations (in class)
 - Individual return demonstrations (at the bedside w/ PCC or FPP)



Use your unit-based orientation skill list and put into a table for self-assessment (e.g., I need education – I need review – I could teach this)

EDUCATE TO THE GAP

- Use succinct and focused education aids
- Does your facility subscribe to a decision support tool
 - Lippincott procedure and skills
 - Mosby Nursing Skills
 - Many are being made public
- Do you have any residency curricula you can repurpose?
- Classroom orientation sessions
- Consider competency evaluation of 'learning on the fly'
 - Chain of command / escalation / policy / education resources

GROUP EDUCATION INTO MINI CURRICULA

- Care for the caregiver
- Infection prevention practices
- Care of the ventilated patient
- Prone positioning
- Basics of hemodynamics and administration of vasopressors
- Tracheostomy Care
- Principles of palliative and hospice care

PPE RESOURCE

<http://www.providence.org/PPEResources>

THANK YOU