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International Nursing Advanced Competency-based Training for Intensive Care

Educational Resources mapped to INACTIC competencies for Advanced Critical Care Practice

Version 1 2019

An international group of investigators (the INACTIC study group) have developed competencies for advanced nursing in critical care, using a consensus process. The individual competency statements have been mapped to a range of education resources. As reflected in this document, some resources are freely available, some require registration and some require subscription, for example membership of the European Society of Intensive Care Medicine.

Some resources provide the underpinning knowledge for a number of INACTIC competencies hence there is some duplication; the document is designed to be searched via competency statement, rather than resource. Whilst a number of resources are only available in English, the FOAMed resources and APPic app are available in several other languages.

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Domain 1: Knowledge, skills and clinical performance

Assessment skills

The Advanced Practitioner will have the following competencies that distinguish advanced practice from threshold competent performance of the Advanced Practitioner:

- apply theoretical knowledge to clinical practice,
- demonstrate 'critical decision making' in 'complex and rapidly changing circumstances
- demonstrate comprehensive knowledge and skills in these areas.

Competency	Resources	Accessibility		
1.1 Undertakes comprehensive and systematic assessment of the patient's		**Free online**	**Limited (registration)**	**Limited (subscription)**
Respiratory status	*ESICM Academy*[1] online module: **Acute Respiratory Distress Syndrome**			O
	ESICM Academy online module: **Acute respiratory failure**			O
	ESICM Academy online module: **Airway management**			O
	ESICM Academy online module: **COPD and asthma**			O
	ESICM Academy online module: **Lung imaging**			O
	ESICM Academy online module: **Respiratory assessment and monitoring**			O
	Continulus Critical Care lecture series[2]: Lecture 1 **ARDS Surviving & Thriving: early application of the evidence matters**			
	- Podcast https://www.continulus.com/podcasts/	O		
	- Lecture, downloadable slides and real time interaction with the speaker[3]			O
Cardiovascular status	*ESICM Academy* online module: **Acute myocardial ischaemia**			O
	ESICM Academy online module: **Arrhythmia 1**			O
	ESICM Academy online module: **Arrhythmia 2**			O
	ESICM Academy online module: **Hypertension**			O
	ESICM Academy online module: **Hypotension**			O
	ESICM Academy online module: **Left-sided heart failure**			O
	ESICM Academy online module: **Right Ventricular failure in ICU**			O
Neurological status	*ESICM Academy* online module: **Acute Ischaemic stroke**			O
	ESICM Academy online module: **Coma and disorders of consciousness**			O

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[1] All *ESICM Academy* online modules are available at https://academy.esicm.org/

[2] All *Continulus* podcasts are available free at https://www.continulus.com/

[3] All *Continulus* lecture content is free for nurses living in countries defined by the World Bank as low income countries

	ESICM Academy online module: **Neuromuscular conditions**			**O**
	ESICM Academy online module: **Traumatic Brain Injury 1**			**O**
	ESICM Academy online module: **Traumatic Brain Injury 2**			**O**
	ESICM Academy online module: **Traumatic Brain Injury 3**			**O**
				O
	Continulus Critical Care lecture series: Lecture 3: **No Flow, No Go! The diagnosis and management of acute ischaemic stroke**			
	- Podcast https://www.continulus.com/podcasts/	**O**		
	- Lecture, downloadable slides and real time interaction with the speaker			**O**
	Continulus Critical Care lecture series: Lecture 7: **Brain trauma management – knock some sense into it!**			
	- Podcast https://www.continulus.com/podcasts/	**O**		
	- Lecture, downloadable slides and real time interaction with the speaker			**O**
	NICE guidance **Head Injury: assessment and early management** www.nice.org.uk/guidance/cg176	**O**		
Renal function	*ESICM Academy* online module: **Acute kidney injury**			**O**
	ESICM Academy online module: **Renal replacement therapy**			**O**
Temperature control	*ESICM Academy* online module: **Immunocompromised patients 4**			**O**
	ESICM Academy online module: **Pyrexia**			**O**
	ESICM Academy online module: **Sepsis and septic shock 1**			**O**
Acid base balance	*ESICM Academy* online module: **Acute respiratory failure**			**O**
	ESICM Academy online module: **Airway management**			**O**
	ESICM Academy online module: **COPD and Asthma**			**O**
	ESICM Academy online module: **Respiratory assessment and monitoring**			**O**
Skin integrity	*Continulus* Critical Care lecture series: Lecture 13 **How to prevent pressure injury in ICU? Let's talk about research evidence**.			
	- Podcast https://www.continulus.com/podcasts/	**O**		
	- Lecture, downloadable slides and real time interaction with the speaker			**O**
Wound care needs	*NICE* guidance: https://www.nice.org.uk/guidance/conditions-and-diseases/skin-conditions/wound-management	**O**		
	- LQD Spray for treating acute and chronic wounds: https://www.nice.org.uk/advice/mib202/chapter/Summary	**O**		
	- The V.A.C. Veraflo Therapy system for infected wounds: https://www.nice.org.uk/advice/mib189	**O**		

Comfort and dignity	Latour JM, Albarran JW. Privacy, dignity and confidentiality: a time to reflect on practice. Nurs Crit Care. 2012 May-Jun;17(3):109-11. https://onlinelibrary.wiley.com/doi/10.1111/j.1478-5153.2012.00508.x *RCN* Defending Dignity – Challenges and opportunities for nursing: https://www.dignityincare.org.uk/_assets/Resources/Dignity/CSIPComment/RCN_Digntiy_at_the_heart_of_everything_we_do1.pdf	**O**		**O**

Decision making based on evidence

The Advanced Practitioner demonstrates decision making that involves data interpretation following physical assessment and the collation of data from monitoring devices and invasive equipment. Decisions are made in the context of the patient's wellbeing, comfort and safety and involve consultation with family members wherever possible including using the latest evidence.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
1.2 Uses the latest evidence to inform decision making in relation to phases of:				
Ventilation	*ESICM Academy* online module: **mechanical ventilation** *Life in the Fast Lane* Critical Care Compendium: useful resources for routine and complex ventilation: https://litfl.com/ccc-critical-care-compendium/	**O**		**O**
Weaning	*ESICM Academy* online module: **mechanical ventilation** *Life in the Fast lane:* Difficulty weaning from mechanical ventilation https://litfl.com/difficulty-weaning-from-mechanical-ventilation/	**O**		**O**
Dialysis	*ESICM Academy* online module: **renal replacement therapy**			**O**
Sedation practice	*ESICM Academy* online module: **Pain, agitation and delirium in intensive care** *ESICM Academy* online module: **Clinical Pharmacokinetics & pharmacodynamics**			**O** **O**
Delirium and agitation management	*ESICM Academy* online module: **Pain, agitation and delirium in intensive care** *ESICM Academy* online module: **Clinical Pharmacokinetics & pharmacodynamics** *NICE guidance* **Delirium in adults: prevention, diagnosis and management** www.nice.org.uk/guidance/cg103	**O**		**O** **O**

Pain management	*Continulus* Critical Care lecture series: **Lecture 9 ICU Pain – are you really doing the right thing by your patient?** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
	ESICM Academy online module: **Pain, agitation and delirium in intensive care**			**O**
	ESICM Academy online module: **Clinical Pharmacokinetics & pharmacodynamics**			**O**
Patient nutrition	*Continulus* Critical Care lecture series: **Lecture 10 Nutrition in ICU – more important than you realise** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
	ESICM Academy online module: **Nutrition 1 - nutritional assessments**			**O**
	ESICM Academy online module: **Nutrition 2 – nutritional targets**			**O**
	ESICM Academy online module: **Nutrition 3 – enteral nutrition**			**O**
	ESICM Academy online module: **Nutrition 4 – parenteral nutrition**			**O**
	ESICM Academy online module: **Nutrition 5 – monitoring and complications**			**O**
	NICE guidance: **Nutrition support for adults: oral nutrition support, enteral tube feeding and parenteral nutrition** www.nice.org.uk/guidance/cg32	**O**		
Rehabilitation	*ESICM Academy* webinar series[4]: **Critical Care Rehabilitation**			**O**
Invasive monitoring	*ESICM Academy* online module: **Acute Myocardial Ischaemia**			**O**
Inotrope and catecholamine titration	*ESICM Academy* online module: **Clinical Pharmacokinetics & pharmacodynamics**			**O**
	ESICM Academy online module: **Left-sided heart failure**			**O**
	ESICM Academy online module: **Right Ventricular failure in ICU**			**O**

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[4] Prototype – initially developed as a series of webinars, now being revised as an online module

Decision making in changing or complex circumstances

The Advanced Practitioner is able to make decisions in uncertainty and rapidly changing circumstances of patients that requires constant vigilance, attention to detail and forward planning. Decisions are made in compliance with resuscitation algorithms, protocols and clinical guidelines. Decisions are taken independently but also in collaboration with colleagues from all disciplines and involve specialists where necessary. Referral to others is a decision.

In this context, decisions are made in the patient's best interest, with respect for the patient's cultural and religious preferences and wherever possible involving the family.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
1.3 Demonstrates decision making in complex and rapidly changing circumstances:				
Emergencies	*ESICM Academy* online module: **Multiple trauma**			**O**
Patient deterioration	NICE guidance: **Acutely ill adults in hospital: recognising and responding to deterioration**. https://www.nice.org.uk/guidance/CG50	**O**		
Altered consciousness	*ESICM Academy* online module: **Coma and disorders of consciousness**			**O**
Sepsis	*ESICM Academy* online module: **sepsis and septic shock 1**			**O**
	ESICM Academy online module: **sepsis and septic shock 2**			**O**
	ESICM Academy online module: **sepsis and septic shock 3**			**O**
	ESICM Academy online module: **sepsis and septic shock 4**			**O**
	Continulus Critical Care lecture series: Lecture 2: **Antibiotic therapy in the ICU: what nurses should know** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction with the speaker	**O**		**O**
	NICE guidance: **Sepsis: quality standard** (www.nice.org.uk/guidance/qs161	**O**		
	NICE guidance: **Rehabilitation Neutropenic sepsis: prevention and management in people with cancer** (www.nice.org.uk/guidance/cg151	**O**		
	NICE guidance **Surgical Site Infections: prevention and treatment** www.nice.org.uk/guidance/ng125	**O**		
	NICE guidance **Pneumonia in Adults: diagnosis and management** www.nice.org.uk/guidance/cg191	**O**		
Multi system failure	*Continulus* Critical Care lecture series: Lecture 11 **The Ins and Outs of ECMO therapy** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
Withdrawal of active treatment	*ESICM Academy* online module: **ethics**			**O**

Competency	Resources	Free online	Limited (registration)	Limited (subscription)
End of Life care	NICE guidance: **End of life care for adults: service delivery**. https://www.nice.org.uk/guidance/ng142	O		
Organ donation	*ESICM Academy* online module: **organ donation and transplantation** *NICE guidance:* **Organ donation for transplantation: improving donor identification and consent rates** (www.nice.org.uk/guidance/cg135	O		O
Rehabilitation	*ESICM Academy* webinar series: **Critical Care Rehabilitation**			O

Procedural skills

The Advanced Practitioner follows practical procedures underpinning patient care performed at a level of competence to teach, demonstrate to colleagues, incorporating the latest evidence to inform best practice.

Competency	Resources	Accessibility		
1.4 Demonstrates competence to undertake		**Free online**	**Limited (registration)**	**Limited (subscription)**
PEG Feeding	*ESICM Academy* online module: **Nutrition 3 - enteral nutrition**			O
Enteral Nutrition	*ESICM Academy* online module: **Nutrition 3 - enteral nutrition** *Continulus* Critical Care lecture series: Lecture 10 **Nutrition in ICU – more important than you realise** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	O		O O
Catheter Care	**Urinary catheter:** Royal College of Nursing guideline https://www.rcn.org.uk/-/media/royal-college-of-nursing/documents/publications/2019/february/007-313.pdf Intravascular catheter related infection prevention (CDC): https://www.cdc.gov/infectioncontrol/pdf/guidelines/bsi-guidelines-H.pdf	O O		
Understanding ABG results	*ESICM Academy* online module: **mechanical ventilation**			O
Dialysis	*ESICM Academy* online module: **renal replacement therapy**			O
Intravascular temperature control	Anaesthesia Critical Care & Pain Medicine journal article: https://www.sciencedirect.com/science/article/pii/S2352556817301637	O		

Haemodynamic monitoring	ESICM Academy Masterclass[5]: **Haemodynamic monitoring**			**O**
Ventilation	*ESICM Academy* online module: **mechanical ventilation**			**O**
Weaning	*ESICM Academy* online module: **mechanical ventilation** *ESICM Academy* online module: **Communication 1 - communicating with patients**			**O** **O**
Preventing ICU complications	*eIntegrity Healthcare e-learning* online module: **Patient safety in Intensive Care Medicine**			**O**
Suctioning	**Endotracheal suctioning of mechanically ventilated patients with artificial airways 2010 [PDF]** Source: American Association for Respiratory Care - 31 May 2010 - Publisher: American Association for Respiratory Care ***Clinical review : open suction catheters and suction tubing** [PDF]* 01 December 2016 - Publisher: NHS Supply Chain	**O** **O**		
Tracheostomy Care	NICE guidance: Translaryngeal tracheostomy https://www.nice.org.uk/Guidance/IPG462	**O**		
Fundamental Care	*Continulus* Critical Care lecture series: Lecture 16 **Chlorhexidine Oral care: controversies explained** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction *ESICM Academy* online module**: Communication 1 - communicating with patients** *ESICM Academy* online module**: Communication 2 - communicating with families**	**O**		**O** **O** **O**

[5] https://academy.esicm.org/enrol/index.php?id=224

Leadership of Care

The Advanced Practitioner demonstrates capability to lead care in collaboration with other members of the multi-disciplinary team (MDT) within and outside the critical care unit when serving on an outreach, or rapid response team. Their interventions are timely, accurate, compliant with policy, protocol and guidelines and show expertise in managing medical devices and technical equipment in support of patient need in the following circumstances.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
1.5 Demonstrates contemporaneous knowledge and shares this with others in the following situations:		**Free online**	**Limited (registration)**	**Limited (subscription)**
Advanced Life Support	*Continulus* Critical Care lecture series: Lecture 5: **Resuscitation: improving outcomes from cardiac arrest** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
Patient Transfer	*ESICM Academy* online module: **patient transportation**			**O**
Patient Rehabilitation	*ESICM Academy* webinar series: **Critical Care Rehabilitation** *NICE guidance:* **Rehabilitation after critical illness in adults** www.nice.org.uk/guidance/cg83	**O**		**O**
Preventing error/ complications	*eIntegrity Healthcare e-learning* online module: **Patient safety in Intensive Care Medicine** *Continulus* Critical Care lecture series: Lecture 13 **How to prevent pressure injury in ICU? Let's talk about research evidence**. - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O** **O**
Monitoring complex treatment modalities	*ESICM Academy* online module: **mechanical ventilation** *ESICM Academy* online module: **renal replacement therapy** *Continulus* Critical Care lecture series: Lecture 14: **IV fluids in the ICU** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O** **O** **O**

Domain 2. Clinical leadership, teaching and supervision

Professional leadership

The Advanced Practitioner demonstrates leadership through role modelling best practice, advocating for patient and family centred care, introducing and steering innovative approaches to critical care nursing. Leadership is also demonstrated through managing the staffing resource, workload allocation and contributing to the quality of care provided within the intensive care unit and the organisation by ensuring compliance with policy and guidelines. They are recognised by others for their contribution and often sought to lead practice and participate in organisational development. The Advanced Practitioner promotes wellbeing among staff, recognising when colleagues require facilitation, provides constructive feedback to remediate error, demonstrates and encourages others to be reflective and is recognised to demonstrate professional resolve to ensure the best for patients and their families. These distinguishing attributes and behaviours are made evident through professional relationships within and across health care teams, personal governance (mindful attention, noticing, personal insight into continuing professional development needs) and excellent communication skills.

Competency	Resources	Accessibility		
2.1 Demonstrates leadership in professional relationships with patients and their families		**Free online**	**Limited (registration)**	**Limited (subscription)**
Supporting transition to end of life care	*ESICM Academy* online module: **Communication 1: communicating with patients**			**O**
Involves families in best interest meetings	*ESICM Academy* online module: **Communication 2: communicating with families**			**O**
Supervises and encourages families' participation in care	*ESICM Academy* online module: **Ethics** Boyle, D.A., Barbour, S., Anderson, W.,et al (2017) Palliative care communication in the ICU: Implications for an oncology-critical care nursing partnership. In *Seminars in oncology nursing* 33 (5):544-554	**O**		**O**
2.2 Demonstrates leadership in professional relationships with colleagues:				
Supporting colleagues	*ESICM Academy* online module: **Communication 3: communicating with co-workers** *ESICM Academy* online module: **Wellbeing at work for professionals in ICU** *Continulus* Critical Care lecture series: Lecture 15: **Burnout and Emotional Intelligence – lessons learned from Gumby** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O** **O** **O**
Managing critically ill patients outside the intensive care unit	Outreach teams: NICE Guideline https://www.nice.org.uk/guidance/ng94/evidence/27.critical-care-outreach-teams-pdf-172397464640			

Undertaking research and research appraisal	*Continulus* Critical Care lecture series: Lecture 12**: Clinical Research and Quality Improvement** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
Presenting at conferences and publishing	Presentation Skills for nurses: https://journals.rcni.com/nursing-standard/presentation-skills-for-nurses-ns.29.25.52.e9488	**O**		**O**
Undertaking continuing professional development				
2.3 Demonstrates leadership in managing:				
The staffing resource	Core Standards for Intensive Care Units https://www.ficm.ac.uk/sites/default/files/Core%20Standards%20for%20ICUs%20Ed.1%20(2013).pdf	**O**		
Intensive care resources	Core Standards for Intensive Care Units https://www.ficm.ac.uk/sites/default/files/Core%20Standards%20for%20ICUs%20Ed.1%20(2013).pdf	**O**		
Emergency situations	*Life in the Fast Lane*: Communication in a crisis (2019) https://litfl.com/communication-in-a-crisis/			
Medical Emergency and Outreach Teams	Outreach teams: NICE Guideline https://www.nice.org.uk/guidance/ng94/evidence/27.critical-care-outreach-teams-pdf-172397464640	**O**		

Teaching

The Advanced Practitioner facilitates others through teaching and supervision and in providing motivation, inspiration and encouragement. They participate in teaching programmes that benefit the multi professional team. They demonstrate the highest standard of ethical deportment and can clearly articulate their reasoning, decision making and rationale while teaching at the bedside or in the classroom.

Competency	Resources	Accessibility		
2.4 Teaching others through		Free online	Limited (registration)	Limited (subscription)
Monitoring performance of colleagues *Providing mentorship* *Assessing the competence of others through direct observation of performance*	The AppiC app, which is freely available from the Apple App store or Google Play, provides resources to assist Advanced Critical Care Nurses in teaching their colleagues. It contains 77 articles and is **available in 5 languages.** Introduction to the app: https://www.esicm.org/ictv-introducing-the-appic-app-enews-sept-25-dubue/	O		
Assessing others' written accounts to demonstrate competence	Use of the App requires free registration		O	
Demonstration of competence and skills to others *Teaching patients and families* *Facilitating continuing professional development* *Medical equipment training* *Patient Follow up*	*Life in The Fast Lane* contains useful FOAMed resources to develop teaching skills with content including: - Teaching Practical skills with SETT UP - OSCE: clinical teaching - ED Registrar's guide to clinical teaching - Teaching the Millennial Generation - ICU through their eyes	O		

Supervision

The Advanced Practitioner participates in the supervision of all staff including clinical and non-clinical colleagues to enable them to practice effectively and efficiently in the critical care setting. Supervision includes the critical evaluation of performance, contribution of others as well as facilitation of others to enable them to achieve their potential.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
2.6 Supervises and guides others in the implementation of:				
Protocols and guidelines	*eIntegrity Healthcare e-learning* online module: Patient safety in Intensive Care Medicine			**O**
Evidence Based Practice	*Continulus* Critical Care lecture series: Lecture 8 **Do no harm: going beyond the guidelines to eliminate CLABSI and CAUTI** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
Safety and Improvement Initiatives (care bundles, error reporting systems)	*eIntegrity Healthcare e-learning* online module: Patient safety in Intensive Care Medicine *Continulus* Critical Care lecture series: Lecture 4: **The second victim in the ICU: supporting the error-maker** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction with the speaker	**O**		**O** **O**
Tools to measure aspects of care and patient outcomes	*Continulus* Critical Care lecture series: Lecture 12**: Clinical Research and Quality Improvement** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	**O**		**O**
Prevention strategies	*Continulus* Critical Care lecture series: Lecture 15: **Burnout and Emotional Intelligence – lessons learned from Gumby** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction with the speaker and audience *Continulus* Critical Care lecture series: Lecture 6: **Helping patients to recover psychological health after critical illness** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction with the speaker and audience	**O** **O**		**O** **O**

Domain 3 Personal Effectiveness

Communication skills

The Advanced Practitioner has specialist expertise and from that the privilege of influence. The following seeks to express the way in which the empathic professional communicates in a clear and precise manner (in writing and verbally), ensures that they are understood and conveys in manner and deed their compassion, thoughtfulness and commitment to critical care nursing practice, their colleagues, their patients and the relatives. This means they are able to exercise personal governance, ethical deportment and self-control in all circumstances and with all colleagues, staff, patients and relatives.

Competency	Resources	Accessibility		
3.1 Demonstrates excellent communication skills:		**Free online**	**Limited (registration)**	**Limited (subscription)**
Communicates in a verbally clear, precise manner	Freeman-Sanderson, A., Morris, K. Elkins, M. (2019) Characteristics of patient communication and prevalence of communication difficulty in the intensive care unit: an observational study. *Australian Critical Care 32*(5):373-377.		O	
Communicates well through all written media	Samaddar, D. P., Ahmed, A., & Nag, D. S. (2019). Structured Physician and Nursing Handover in ICU. *Critical Care Update 2019*, 52.			O
Communicates effectively with all staff (clinical and non-clinical, senior and junior colleagues))	O'Brien A, O'Reilly K, Dechen T. et al (2018) Redesigning rounds in the ICU: standardizing key elements improves interdisciplinary communication. *The Joint Commission Journal on Quality and Patient Safety, 44*(10):.590-598.		O	
Facilitates difficult conversations with families	Leslie, M., Paradis, E., Gropper, M.A., Milic, M.M., Kitto, S., Reeves, S. and Pronovost, P., 2017. A typology of ICU patients and families from the clinician perspective: toward improving communication. *Health communication, 32*(6), pp.777-783 http://dx.doi.org/10.1080/10410236.2016.1172290	O		
Facilitates difficult conversations with staff	Yusuf FR, Kumar A, Goodson-Celerin W et al (2018) Impact of Coaching on the Nurse-Physician Dynamic *AACN Adv Crit Care* 29 (3): 259–267.		O	

Personal attributes The Advanced Practitioner demonstrates the following professional and personal qualities that enables others to model their behaviour, be inspired and motivated.

Competency	Resources	Accessibility		
3.2 Demonstrates the following Personal Attributes:		**Free online**	**Limited (registration)**	**Limited (subscription)**
Remains calm under pressure	These resources are an excellent example of how to develop and use these personal attributes: *Life in the Fast Lane*: Speaking up https://litfl.com/speaking-up/	**O**		
Positive and encouraging				
Resourcefulness	*Life in the Fast Lane*: Communication in a crisis (2019) https://litfl.com/communication-in-a-crisis/	**O**		
Dedication to lifelong learning				
Enacts the values of patient and family centred care	*Life in the Fast Lane*: Patients and families that want everything done (2019) https://litfl.com/patients-and-families-that-want-everything-done/	**O**		
Self-aware i.e. reflective of personal bias				

Personal and professional influence

The Advanced Practitioner is influential. Influence is recognised by others within and outside the critical care unit. The following seeks to describe how the Advanced Practitioner ensures their contribution is respected, valued and sought.

Competency	Resources	Accessibility		
3.3 Recognised by others for the following qualities		**Free online**	**Limited (registration)**	**Limited (subscription)**
Inspirational	*American Association of Critical Care Nurses* Healthy Work Environment https://www.aacn.org/nursing-excellence/healthy-work-environments & https://www.aacn.org/WD/HWE/Docs/HWEStandards.pdf	**O**		
Demonstrates practice that is consistent and effective				
Serves as a resource of experiential wisdom				
Acts in a timely and efficient manner				

Domain 4: Safety and systems management

Quality and safety

The Advanced Practitioner demonstrates competence in quality and safety management. Quality systems are in place to redress error. Systems to improve quality are constantly evolving, developing, under revision and evaluation. The Advanced Practitioner has a significant role to play in leading, critiquing, contributing to processes, undertaking, evaluating (by linking initiatives to patient safety and satisfaction data) to reduce error and enhance performance.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
4.1 Undertakes Quality Improvement Projects	*Continulus* Critical Care lecture series: Lecture 12**: Clinical Research and Quality Improvement** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	O		O
4.2 Reviews Evidence Based Practice for protocols and guidelines	*Continulus* Critical Care lecture series: Lecture 8 **Do no harm: going beyond the guidelines to eliminate CLABSI and CAUTI** - Podcast https://www.continulus.com/podcasts/ - Lecture, downloadable slides and real time interaction	O		O
4.3 Contributes to the production of Care Bundles	Borgert, M., Binnekade, J., Paulus, F., Goossens, A., & Dongelmans, D. (2017). A flowchart for building evidence-based care bundles in intensive care: based on a systematic review. *International journal for quality in health care*, *29*(2), 163-175. https://academic.oup.com/intqhc/article/29/2/163/2966482	O		

Workload management

The Advanced Practitioner assesses the capabilities of staff and then allocates work accordingly. The Advanced Practitioner can plan ahead, organise and prioritise workload and reallocate workload as issues arise.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
4.4 Assesses, implements and evaluates workload allocation	Stafseth, S. K., Tønnessen, T. I., & Fagerström, L. (2018). Association between patient classification systems and nurse staffing costs in intensive care units: An exploratory study. *Intensive and Critical Care Nursing*, *45*, 78-84. (accessible free via Research Gate)'	O		
4.5 Uses IT systems to facilitate workload allocation	Endacott, R. (2012) The continuing imperative to measure workload in ICU: impact on patient safety and staff well-being. *Intensive Care Med* **38,** 1415–1417 (2012).	O		
4.6 Assesses Staffing Capabilities to deliver care	Blanch, L., Abillama, F. F., Amin, P., Christian, M., Joynt, G. M., Myburgh, J., ... & Vincent, J. L. (2016). Triage decisions for ICU admission: report from the Task Force of the World Federation of Societies of Intensive and Critical Care Medicine. *Journal of critical care*, *36*, 301-305.	O		

Service development

The Advanced Practitioner recognises opportunity for development to improve care and the range of services available to patients and their families. Working in teams and drawing on expertise from other disciplines, they recognise opportunity, build practice and expand services.

Competency	Resources	Accessibility		
		Free online	**Limited (registration)**	**Limited (subscription)**
4.7 Evaluates future service demand	Williams, G., & Endacott, R. (2019). Systems and resources In: Aitken L, Chaboyer W, (eds) *Critical Care Nursing* (3rd ed). Mosby Elsevier, Sydney.			O
4.8 Demonstrates business and management capability				

General resources:

In addition to the resources identified above there are a wealth of resources available on critical care websites:

- *Life in the fast lane*: a repository of free online resources. This site also contains links to several language versions of Free Open Access Medical education (FOAMed) including Polish, Turkish, Italian, Russian, Dutch, Czech, Mongolian and Spanish. Please follow the link to access different language versions https://litfl.com/foam-free-open-access-medical-education/
- *Almost a doctor*: Whilst advanced critical care nurses are not 'almost doctors' but rather highly skilled and educated expert nurses, https://almostadoctor.co.uk/ is a really good resource
- *Critical Care reviews*: provides sign up for a free weekly email with all the critical care relevant papers published that week with links to the full text. https://criticalcarereviews.com/
- *iCU Notes*: an app designed as a pocket guide for nurses, doctors and Allied Health professionals working in critical care. Includes current guidelines and management strategies for critical care and can be downloaded for free from *Google Play* or the *Apple App store*.

Social media
The following Twitter pages are very useful for advanced critical care nurses and educators:
@ICUCharts
@inteniveblog
@AAPEUK association of advanced practice educators