



International Nursing Advanced Competency-based Training for Intensive Care

Competencies for Advanced Intensive Care Nurses

English Language Version 1 2019

The INACTIC competencies for advanced nursing in critical care have been developed by an international group of investigators (the INACTIC study group) using a multilingual and multi country consensus process.

The competencies are also available in Croatian, French, German, Greek, Polish, Spanish and Turkish



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Domain 1: Knowledge, skills and clinical performance

Descriptor	Competency
<p>Assessment skills</p> <p>The Advanced Practitioner will have the following competencies that distinguish advanced practice from threshold competent performance of the Advanced Practitioner:</p> <ul style="list-style-type: none"> • apply theoretical knowledge to clinical practice, • demonstrate 'critical decision making' in 'complex and rapidly changing circumstances • demonstrate comprehensive knowledge and skills in these areas. 	<p>1.1 Undertakes comprehensive and systematic assessment of the patient's</p> <ul style="list-style-type: none"> <i>Respiratory status</i> <i>Cardiovascular status</i> <i>Neurological status</i> <i>Renal Function</i> <i>Temperature control</i> <i>Acid Base Balance</i> <i>Skin Integrity</i> <i>Wound Care needs</i> <i>Comfort and Dignity</i>
<p>Decision making based on evidence</p> <p>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.</p>	<p>1.2 Uses the latest evidence to inform decision making in relation to phases of</p> <ul style="list-style-type: none"> <i>ventilation</i> <i>Weaning</i> <i>Dialysis</i> <i>Sedation Practice</i> <i>Delirium / agitation management</i> <i>Pain management</i> <i>Patient Nutrition</i> <i>Rehabilitation</i> <i>Invasive monitoring</i> <i>Inotropes and catecholamines titration</i>
<p>Decision making in changing or complex circumstances</p> <p>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.</p>	<p>1.3 Demonstrates decision making in complex and rapidly changing circumstances</p> <ul style="list-style-type: none"> <i>Emergencies</i> <i>Patient deterioration</i> <i>Altered consciousness</i> <i>Sepsis</i> <i>Multi system failure</i> <i>Withdrawal of active treatment</i> <i>End of Life care</i> <i>Organ donation</i> <i>Rehabilitation</i>
<p>Procedural skills</p> <p>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.</p>	<p>1.4 Demonstrates competence to undertake</p> <ul style="list-style-type: none"> <i>PEG Feeding</i> <i>Enteral Nutrition</i> <i>Catheter Care</i> <i>Understanding ABG results</i> <i>Dialysis</i> <i>Intravascular temperature control</i> <i>Haemodynamic monitoring</i> <i>Ventilation</i> <i>Weaning</i> <i>Preventing ICU complications</i> <i>Suctioning</i> <i>Tracheostomy Care</i> <i>Fundamental Care</i>
<p>Leadership of Care</p> <p>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. The Advanced Practitioner has a key role in advocacy and promoting the patient's best interests at all times.</p>	<p>1.5 Demonstrates contemporaneous knowledge and shares this with others in the following situations:</p> <ul style="list-style-type: none"> <i>Advanced Life Support</i> <i>Patient Transfer</i> <i>Patient Rehabilitation</i> <i>Preventing error/ complications</i> <i>Monitoring complex treatment modalities</i>

Domain 2: Clinical leadership, teaching and supervision

<p>Professional leadership</p> <p>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.</p>	<p>2.1 Demonstrates leadership in professional relationships with patients and their families <i>Supporting transition to end of life care</i> <i>Involves families in best interest meetings</i> <i>Supervises and encourages families' participation in care</i></p> <p>2.2 Demonstrates leadership in professional relationships with colleagues <i>Supporting colleagues</i> <i>Managing critically ill patients outside the intensive care unit</i> <i>Undertaking research and research appraisal</i> <i>Presenting at conferences and publishing</i> <i>Undertaking continuing professional development</i></p> <p>2.3 Demonstrates leadership in managing <i>The staffing resource</i> <i>Intensive care resources</i> <i>Emergency situations</i> <i>Medical Emergency and Outreach Teams</i></p>
<p>Teaching</p> <p>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.</p>	<p>2.4 Teaching others through <i>Monitoring performance of colleagues</i> <i>Providing mentorship</i> <i>Assessing the competence of others through direct observation of performance</i> <i>Assessing others' written accounts to demonstrate competence</i> <i>Demonstration of competence and skills to others</i> <i>Teaching patients and families</i> <i>Facilitating continuing professional development</i> <i>Medical equipment training</i> <i>Patient Follow up</i></p>
<p>Supervision</p> <p>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.</p>	<p>2.6 Supervises and guides others in the implementation of: <i>Protocols and guidelines</i> <i>Evidence Based Practice</i> <i>Safety and Improvement Initiatives (care bundles, error reporting systems)</i> <i>Tools to measure aspects of care and patient outcomes</i> <i>Prevention strategies</i></p>

Domain 3: Personal Effectiveness

<p>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.</p>	<p>3.1 Demonstrates excellent communication skills: <i>Communicates in a verbally clear, precise manner</i> <i>Communicates well through all written media</i> <i>Communicates effectively with all staff (clinical and non-clinical, senior and junior colleagues))</i> <i>Facilitates difficult conversations with families</i> <i>Facilitates difficult conversations with staff</i></p>
<p>Personal attributes The Advanced Practitioner demonstrates the following professional and personal qualities that enables others to model their behaviour, be inspired and motivated.</p>	<p>3.2 Demonstrates the following Personal Attributes <i>Remains calm under pressure</i> <i>Positive and encouraging</i> <i>Resourcefulness</i> <i>Dedication to lifelong learning</i> <i>Enacts the values of patient and family centred care</i> <i>Self-aware i.e. reflective of personal bias</i></p>
<p>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.</p>	<p>3.3 Recognised by others for the following qualities <i>Inspirational</i> <i>Demonstrates practice that is consistent and effective</i> <i>Serves as a resource of experiential wisdom</i> <i>Acts in a timely and efficient manner</i></p>

Domain 4: Safety and systems management

<p>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.</p>	<p>4.1 Undertakes Quality Improvement Projects</p> <p>4.2 Reviews Evidence Based Practice for protocols and guidelines</p> <p>4.3 Contributes to the production of Care Bundles</p>
<p>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.</p>	<p>4.4 Assesses, implements and evaluates workload allocation</p> <p>4.5 Uses IT systems to facilitate workload allocation</p> <p>4.6 Assesses Staffing Capabilities to deliver care</p>
<p>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</p>	<p>4.7 Evaluates future service demand</p> <p>4.8 Demonstrates business and management capability</p>