



UKCCNA Position Statement

Redeployment of staff

Surge ratios should be achieved through the redeployment of staff from outside critical care who should have received critical care surge training. Staff are encouraged to make use of the online training resources, such as those produced by: London Transformation and Learning Collaborative - Critical Care (LTLC) - e-Learning for Healthcare (e-lfh.org.uk) and the RCN's [Introducing Critical Care \(https://www.rcn.org/clinical/care-and-education/development/professional-services/introducing-critical-care\)](https://www.rcn.org/clinical/care-and-education/education/development/professional-services/introducing-critical-care).

Redeployment of staff (B17(e)-11(r)-7(g)11(e)-tater) will be a challenge for some organisations, not always viable. This is due to multiple factors including staff sickness, pressures related to covering ward beds and the need for inter-hospital transfers. In addition, many staff redeployed during surge have been unable to maintain their skills after return to their substantive posts and future redeployed staff may not be the same people.

This problem is compounded by the bureaucratic challenges faced by some nurses who do not currently work for the NHS (for example academics and retired staff) which prevent or delay them from being able to work. Unnecessary restrictions and administrative hurdles must be removed, and a common-sense approach taken to facilitate the timely availability of staff and the maintenance of fundamental critical care knowledge and skills, necessary for periods of surge, using resources such as the digital skills passport.

Paediatric patients

During an unseasonable Respiratory Syncytial Virus (RSV) surge, critically ill older paediatric patients may, on occasion, need to be cared for in adult ITU settings. Guidance around staffing requirements, ratios, education, and safeguarding can be found at: https://pccsociety.uk/wp-content/uploads/2016/05/PICS_standards_2015.pdf. Educational resources for Respiratory Surge in Children produced in collaboration with PC-11(u)-11(r)-7(g)11(e)-tater

Definition of terms

***Trained critical care nurses (TCCN):** Whilst specialist training based on Steps competencies⁶ is usually required to become a TCCN, in this exceptional situation TCCNs are defined as those who have completed their step 1 competencies (or have been deemed competent to care for a critically ill patient) and who normally work in critical care plus TCCNs who have left the specialty within the last 12 months.