

National Competency Framework for Registered Nurses in Adult Critical Care

Specialist Competencies



Version 1.0 : Aug 2019



Learner Name	CICNIATURE
PRINT	SIGNATURE
Lead Assesor/Mentor Name	
PRINT	SIGNATURE

Foreword

These maternal competencies have been designed to provide you with the core skills required to assess and manage a pre-partum, or postpartum woman in a critical care unit. These competencies are designed to be used in conjunction with the National Competency Framework for Registered Nursing in Adult Critical Care (CC3N 2015) Step 2 & 3 documents.

There is expectation that Step 1 competencies are completed before this specialist competency.

You are advised to keep a record of any supportive evidence and reflective practice to assist you during progress and assessment reviews and to inform your NMC revalidation. On completion of these, you will have fulfilled the NMC requirement for both participatory and non-participatory learning.

Competence is defined throughout this document as:

"The combination of skills, knowledge and attitudes, values and technical abilities that underpin safe and effective critical care nursing and interventions" (CC3N 2016: 9).

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Learning Contract

The following Learning Contract applies to the Individual Learner, Lead Assessor/Mentor and Unit Manager and should be completed before embarking on this competency development programme. It will provide the foundations for:

- Individual commitment to learning Commitment to continuing supervision and support
- Provision of time and opportunities to learn

LEARNERS RESPONSIBILITIES

As a learner I intend to:

- Take responsibility for my own development
- Successfully complete a period of induction/preceptorship as locally agreed
- Form a productive working relationship with mentors and assessors
- Listen to colleagues, mentors and assessors advice and utilise coaching opportunities
- Use constructive criticism positively to inform my learning
- Meet with my Lead Assessor at least 3 monthly
- Adopt a number of learning strategies to assist in my development
- Put myself forward for learning opportunities as they arise
- Complete these competencies in the recommended 12 month time frame
- Use this competency development programme to inform my annual appraisal and development needs
- Report lack of supervision or support directly to unit manager at the first opportunity.

Learner Name (Print)	
Signature	Date:
LEAD ASSESSOR RESPONSIBILITIES As a Lead Assessor I intend to: • Meet the standards of regularity bodies (NMC, 2018) • Demonstrate on-going professional development/competence were promote a positive learning environment • Support the learner to expand their knowledge and understand • Highlight learning opportunities • Set realistic and achievable action plans • Complete assessments within the recommended timeframe • Bring to the attention of the HEI, Education Lead and/or Manag nurses learning and development • Plan a series of learning experiences that will meet the individual • Prioritise work to accommodate support of learners within their • Provide feedback about the effectiveness of learning and assessi	er concerns related to the individual als defined learning needs practice roles
Lead Assessor Name (Print)	
CRITICAL CARE LEAD NURSE/MANAGER As a critical care service provider I intend to: • Facilitate a minimum of 40% of learners' clinical practice hours Educator or delegated appropriate other within the multidisciplina: • Provide and/or support clinical placements to facilitate the learner core/essential competency requirements • Regulate and quality assure systems for mentorship and standar transferability of the nurses' competence	ary team ers' development and achievement of the
Lead Nurse/Manager Name (Print)	
Signature	Date:

Authorised Signature Record

Print Name	Sample Signature	Designation	PIN No:	Organisation

Maternal Specialist Competencies Tracker Sheet

Maternal Competencies	Date Achieved	Mentor/Assessors Signature
M1: Anatomy and Physiology		
M2: Obstetric common conditions and relate to Pathophysiology		
M3: Obstetric National Guidelines and Resources		
M4: Management of Obstetric Haemorrhage		
M5: Management of Reduced Fetal Movement (RFM)		
M6: Management of Spontaneous Rupture of membranes (SROM)		
M7: Management of Hypertensive Disorders in Pregnancy		
M8: Sepsis		
M9: Maternal Collapse and Amniotic Fluid Embolism		
M10: Timely Escalation		
M11: Lactation		
M12: Wound and Vaginal (PV) Management		
M13: Psychological Care and Family Inclusion		

Competencies

• Utero-placental

The following competency statements are about maternal management in Critical Care. It is intended that the competencies in this section will build on general knowledge and skills gained in Steps 1, 2 & 3.

M1 Anatomy & Physiology You must be able to demonstrate your knowledge using a rationale Competency Fully Achieved through discussion, and the application to your practice Signed by assessor/Date Define and discuss the altered vital signs in an uncompromised pregnant woman Define and discuss the altered anatomy and physiology relating to a pregnant or recently delivered woman: Airway Respiratory Cardiovascular o secondary circulation o blood volume o vessels • Haematological Renal • Endocrine • Neurological

You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
Define and discuss the following conditions relating to a pregnant or recently delivered woman :	Jighted by discussion batte
Antenatal APH Hyperemesis Cholestasis Hypertensive disorders in pregnancy o PIH o Essential hypertension o Pre-eclampsia o Eclampsia o HELLP Gestational diabetes (uncontrolled) Acute Fatty Liver Amniotic fluid embolism Sepsis PE Peripartum cardiomyopathy	
Intrapartum • PPH	
Postpartum • PPH • Sepsis • AKI	

M3 Obstetric National Guidelines and Resources		
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date	
Discuss key points from the following patient pathway/ guidelines/ policies: Care of the Critically III Woman in Childbirth: enhanced maternal care National morbidity and mortality report (MBRRACE) annual and triannual NICE guidelines relating to common conditions relating to the pregnant and recently delivered women RCOG/ AOA guidelines Local Trust guidelines relating to: O APH O PPH O Maternal Collapse O Sepsis (in relation to pregnant or recently delivered women and their change in physiology and sources of infection)		

M4 Management of Obstetric Haemorrhage	Corresponding competence
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
 Discuss the process of maternal assessment relating to maternal haemorrhage Identify classification of severity of haemorrhage with reference to RCOG and in relation to APH & PPH Identify the key personnel for appropriate escalation and ongoing management Discuss the use of pharmacological management in haemorrhage specific to the pregnant woman: Anti D (antenatal) Uterotonics (syntometrine, oxytocin, ergometrine, carboprost, misoprostol) Vitamin K Tranexamic acid 	
 Effective communication when referring to appropriate key personnel Safe and effective primary survey Awareness of the different classifications of haemorrhage including medical and surgical management Check maternal rhesus status following any sensitising event (abdominal trauma, suspicion of concealed haemorrhage) and if rhesus negative confirm and respond to Kleihaur test. Demonstrate an understanding of who to report this result to 	

M5 Management of Reduced Fetal Movement (RFM)	Corresponding competence
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
 Discuss the significance of RFM Demonstrate an understanding of altered pattern of movement as expressed by women Discuss methods of assessing fetal wellbeing in a critically ill woman (e.g. ALOC, sedated) and the minimum frequency of these assessments Identify the key personnel for appropriate escalation and ongoing management 	

M6 Management of Spontaneous Rupture of Membranes (SROM)		
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date	
 Define SROM and PROM Discuss the significance of SROM Discuss the significance of cord prolapse following SROM Discuss the key information relating to the assessment of SROM relating to colour, odour and volume Identify the key personnel for appropriate escalation and ongoing management 		
 Demonstrate effective communication when referring to appropriate key personnel Demonstrate a safe and effective primary survey and implement appropriate 		

actions for monitoring and measurement of SROM

actions for monitoring and measurement of PROM
• Discuss the immediate actions on detection of cord prolapse

• Demonstrate a safe and effective primary survey and implement appropriate

M7 Management of Hypertensive Disorders of Pregnancy You must be able to demonstrate your knowledge using a rationale Competency Fully Achieved through discussion, and the application to your practice to include Signed by assessor/Date • Define and discuss PIH, pre-eclampsia and eclampsia • Identify the classification of hypertension and which are pertinent for the critical care nurse • Determine safe parameters of blood pressure which are significant for a pregnant woman • Discuss the effect of these on the following systems: o cardiovascular o respiratory o renal o liver o haematological o neurological o utero-placental • Define HELLP • Identify pertinent near patient testing and laboratory investigations which relate to these: o urinalysis o clotting and blood film • Discuss the overarching management of these conditions including: o control of blood pressure o prevention and treatment of seizures o fluid balance management • Discuss relevance of fetal monitoring and consideration of early delivery including antenatal steroids and magnesium sulphate for fetal protection • Identify the key personnel for appropriate escalation and ongoing management

M8 Sepsis		
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date	
 Identify the common causes (including pathogens) of sepsis in a pregnant or recently pregnant woman Identify the specific risk factors of sepsis relating to pregnancy including the fetus and/or chorioamnionitis Demonstrate an understanding that physiological parameters are altered in a pregnant woman, relating to NEWS2 (MEOWS) Demonstrate an awareness of maternal red or amber flags that might include fetal tachycardia (highlighted during the midwifery assessment), PROM, close contact with Group A Strep 		
You must be able to undertake the following in a safe and professional manner underpinned by current evidence based practice:		
Demonstrate assessment and management of sepsis		

M9 Maternal Collapse & Amniotic Fluid Embolism You must be able to demonstrate your knowledge using a rationale Competency Fully Achieved through discussion, and the application to your practice Signed by assessor/Date Identify the causes of maternal collapse in a pregnant or recently pregnant woman, to include • amniotic fluid embolism • PE drug toxicity • eclampsia • peripartum cardiomyopathy Discuss the resuscitation algorithm and 4 H's & 4 T's Identity and discuss the amendments of the algorithm in relation to a pregnant woman including: manual displacement of the uterus (key personnel) • chest compression hand position • perimortem caesarean section at 4 minutes if gestation above 20 weeks (location of perimortem section kit-scalpel, scissors, cord clamps) • additional personnel to include obstetrician, neonatologist, midwife Consider additional risk factors: • difficult intubation • high risk of aspiration • compression of inferior vena cava Identify additional equipment in the event of an emergency situation, to include: resuscitaire • neonatal/ infant size BVM

M10 Timely Escalation	Corresponding competence
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
 Identify the local process of referral to the obstetric team when a woman is admitted to critical care Demonstrate an awareness that the admitting Consultant must refer to the obstetric team for a plan of care Discuss the local policy relating to the frequency of midwifery review, depending on gestation and level of urgency Demonstrate an awareness of who to call in an obstetric emergency Demonstrate an awareness of who to call following maternal assessments including progress review and deviations from normal 	

M11 Lactation	Corresponding competence
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
Discuss the physiological changes, and deviations from normal, that the woman may experience in relation to lactation: • Size (engorgement) • Colour • Temperature • Leakage • Pain	
Demonstrate an awareness of when to medically suppress lactation	
Demonstrate an awareness of how to promote lactation including provision of an appropriate environment and key personnel (including partner)	

M12 Wound and Vaginal (PV) Management	Corresponding competence
You must be able to demonstrate your knowledge using a rationale through discussion, and the application to your practice	Competency Fully Achieved Signed by assessor/Date
Discuss normal and abnormal lochia following birth of baby (operative, instrumental and spontaneous)	
You must be able to demonstrate the competent performance against each statement, whilst providing rationale and evidence base for your practice:	
Assess and document lochia for	
Assess abdominal wounds	
Manage the perineal area and ensure optimal environment for healing (vulval toilet, minimum 4 hourly changes of sanitary pads)	

M13 Psychological care and family inclusion	
You must be able to demonstrate through discussion and application of your knowledge and current evidence based practice in relation to:	Competency Fully Achieved Signed by assessor/Date
 Understand the importance of maternal-infant relationship (attachment theory), relating to bonding, feeding, guilt, psychosis in relation to separation following birth Demonstrate an awareness of the local perinatal mental health and psychologist support services available for the mother In addition to consider the impact of miscarriage, termination of pregnancy, stillbirth and neonatal death on the mother, immediate family and members of staff Be aware of bereavement support services specific to maternal and/or fetal death Understand who to inform in the event of a maternal death Understand the local policy for access to cold cots or viewing of a deceased baby 	
 Provide a mutually acceptable, flexible visiting arrangement for the partner, taking into account their responsibilities for both infant and mother Facilitate an environment that is suitable for the baby to visit when clinically appropriate Encourage regular communication with NNU for feedback to mother Support contact and bonding with exchange of fabric swatches, photographs and any local specific initiatives 	

Initial Assessment & Development Plan
Date
This meeting between Learner and Lead Assessor should take place on commencement of these competencies. It is to identify the needs of the nurse and those competencies that should be attained within the first 3 months of commencing the competency development programme.
CURRENT CRITICAL CARE KNOWLEDGE, UNDERSTANDING AND SKILLS
COMPETENCIES TO BE ACHIEVED
SPECIFIC SUPPORTIVE STRATEGIES REQUIRED
Learners Signature:
Lead Assessors / Practice Educators Signature:
NEXT AGREED MEETING DATE:
NEAT AGREED INTERTING DATE.

Ongoing Assessment & Development Plan
Date
This meeting between Learner and Lead Assessor is to identify the progress made by the nurse in achieving competence in practice against those competencies identified in the initial/previous meetings. It is here further objectives will be set. Ongoing assessments should take place at least every 3 months. If the learner requires additional support a further action plan can be completed.
REVIEW OF COMPETENCIES ACHIEVED
ON TARGET: YES NO NO
IF NOT WHICH COMPETENCIES HAVE YET TO BE MET
REASONS FOR NOT ACHIEVING
SPECIFIC OBJECTIVES TO ACHIEVE COMPETENCE
KEY AREAS & ADDITIONAL COMPETENCIES TO BE ACHIEVED BEFORE NEXT MEETING
Learners Signature:
Lead Assessors / Practice Educators Signature:
NEXT AGREED MEETING DATE:

Additional Action Planning
Date
This document is to be completed as required to set SMART objectives for the learner who requires additional support to achieve certain competencies (these will have been identified during the 3 monthly On-going Assessment & Development Plan).
AREAS FOR FURTHER ACTION PLANNING
Learners Signature:
Lead Assessors / Practice Educators Signature:
NEVT A CREED MEETING DATE
NEXT AGREED MEETING DATE:

Final Competency Assessment
That competency , issessment
Date
This meeting is to identify that all the competencies have been achieved and that the nurse is considered a safe competent practitioner
COMPETENCY STATEMENT: The nurse has been assessed against the competencies within this document and measured against the definition of competence below by critical care colleagues, mentors and assessors and is considered a competent safe practitioner within the critical care environment:
"The combination of skills, knowledge and attitudes, values and technical abilities that underpin safe and effective critical care nursing care and interventions".
As part of quality assurance, the nurse is expected to maintain a portfolio of practice as part of NMC regulations to support on-going competence and declare any training development needs to their line manager or appropriated other.
Competency will be reviewed annually as part of staff personal development plans. Where necessary, objectives will be set to further develop any emerging competency required to work safely within the critical care environment.
LEAD ASSESSORS COMMENTS
LEARNERS COMMENTS
Learners Signature:
Lead Assessors / Practice Educators Signature:
NEXT AGREED MEETING DATE:

Annual Competency Review
Date
This record is a statement between the nurse who has completed their Maternal Specialist competencies successfully and their Assessor/Practice Educator and/or Appraiser. It should be used and reviewed alongside local appraisal systems annually to ensure that the nurse continues to demonstrate themselves as a safe competent critical care practitioner.
OVERALL COMPETENCY MAINTAINED YES NO NO
IF NOT WHICH COMPETENCIES REQUIRE FURTHER DEVELOPMENT
SPECIFIC OBJECTIVES TO ACHIEVE COMPETENCE
FURTHER COMMENTS
Learners ignature:
Lead Assessors / Practice Educators Signature:
NEVE A COSED A SEETING DATE
NEXT AGREED MEETING DATE:

NMC Revalidation Checklist
Date (Please add date to the Assessment Record Summary)
Revalidation is a continuous process that nurses need to engage with throughout their career. It is not a point in time activity or assessment; however, you will need to be able to provide evidence of achievement against the NMC requirements. This document should be completed as part of your local appraisal.
EVIDENCE OF COMPLETING 450 PRACTICE HOURS IN CRITICAL CARE YES NO
LIST EVIDENCE PRODUCED BELOW
EVIDENCE OF COMPLETING 40 HOURS CONTINOUS PROFESSIONAL DEVELOPMENT (CPD) YES NO
(20 HOURS NEED TO BE PARTICIPATORY LEARNING, LIST EVIDENCE PRODUCED BELOW)
EVIDENCE OF REFELECTING ON CPD YES NO LIST EVIDENCE PRODUCED BELOW
EVIDENCE OF APPROPRIATE PROFESSIONAL INDEMNITY ARRANGEMENTS VES NO LIST EVIDENCE PRODUCED BELOW

NMC Revalidation Checklist continued	
3rd PARTY CONFIRMATION	
LEARNERS NAME	
LEARNERS PIN	
CONFIRMERS NAME	
CONFIRMERS JOB TITLE	
CONFIRMERS PIN	
CONFIRMERS EMAIL ADDRESS	

Reflective Accounts to inform NMC Revalidation

You are required to record a minimum of five written reflections on the NMC Code and your Continuous Professional Development as well as gaining practice-related feedback, as outlined in 'How to revalidate with the NMC'.

You are advised to complete the following documents during your critical care development to inform your NMC Revalidation, you are required to discuss these reflections with your Mentor/Lead Assessor/ Mentor and/or Practice Educator at your on-going assessment reviews, your final assessment and/ or your annual progress review as part of your local appraisal process. Once you have discussed these reflections your Mentor/Lead Assessor/Mentor and/or Practice Educator will need to complete the relevant 'Professional Development Discussions' (PDD) documentation to provide evidence of this.

Reflective Account	Date		
Please fill in a page for each of your reflections, ensuring you do not i specific patient or service user. You must discuss these reflections as p with another NMC registrant who will need to complete the PDD doc	include any informatio part of a professional d cument to provide evid	n that mic evelopme lence of th	ght identify a nt discussion (PDD nis taking place.
WHAT WAS THE NATURE OF THE CPD ACTIVITY/ PRACTICE-REL	LATED FEEDBACK?		
	\		
WHAT DID YOU LEARN FROM THE CPD ACTIVITY AND/OR FEE	DBACK?		
		10	
HOW DID YOU CHANGE OR IMPROVE YOUR WORK AS A RESU	JLT?		
HOW IS THIS RELEVANT TO THE CODE? (Select a theme, Prioritise people - Practice effectively - Preserve safety - Promote	e professionalism and trus	st)	
Learners Signature:			

Professional Development Discussion (PDD)
Date
You are required to have a PDD with another NMC registrant covering your written reflections on the Code, your C and practice-related feedback. This form should be completed by the registrant (Mentor/Lead Assessor and/or Pract Educator) with whom you have had the discussion.
NAME NMC PIN
EMAIL ADDRESS
PROFESSIONAL ADDRESS (INCLUDING POSTCODE)
NAME OF REGISTRANT (WITH WHOM YOU HAD A PDD DISCUSSION)
NMC PIN OF REGISTRANT (WITH WHOM YOU HAD A PDD DISCUSSION)
NUMBER OF REFLECTIONS DISCUSSED:
DECLARATION: I CONFIRM THAT I HAVE DISCUSSED THE NUMBER OF REFLECTIVE ACCOUNTS LISTED ABOVE, WITH THE ABOVE NAMED REGISTRANT, AS PART OF A PDD
Signature:

Abbreviation List/Glossary of Terms

Acute kidney Injury
Altered Level of Consciousness
Anti D Immunoglobulin
Association of Obstetric Anaesthetists
Antepartum Haemorrhage
Bag Valve Mask
Gestational Diabetes Mellitus
Hemolysis elevated liver enzymes and low platelets
Liver Function Test
National Institute for health and Care Excellence
Neonatal Unit
Obstetric Anaesthetist Association
Pulmonary Embolus
Pregnancy Induced Hypertension
Post Partum Haemorrhage
Premature Rupture of membranes
Per Vagina
Royal College of Obstetricians and Gynaecologists
Reduced fetal movement
Spontaneous Rupture of Membranes

References

Royal College of Anaesthetists (2018) Care of the critically III woman in childbirth; enhanced maternal care. 2018 https://www.rcoa.ac.uk/system/files/EMC-Guidelines2018.pdf

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Victoria Watson	Critical Care Midwife. Birmingham Women's and Children's NHS Foundation Trust

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This document has been produced with support from these organisations and is available through the CC3N website: www.cc3n.org.uk. It has received interest internationally and may be available in the future in alternative languages, it has also be used to inform registered nurse competency development in specialities outside of critical care.