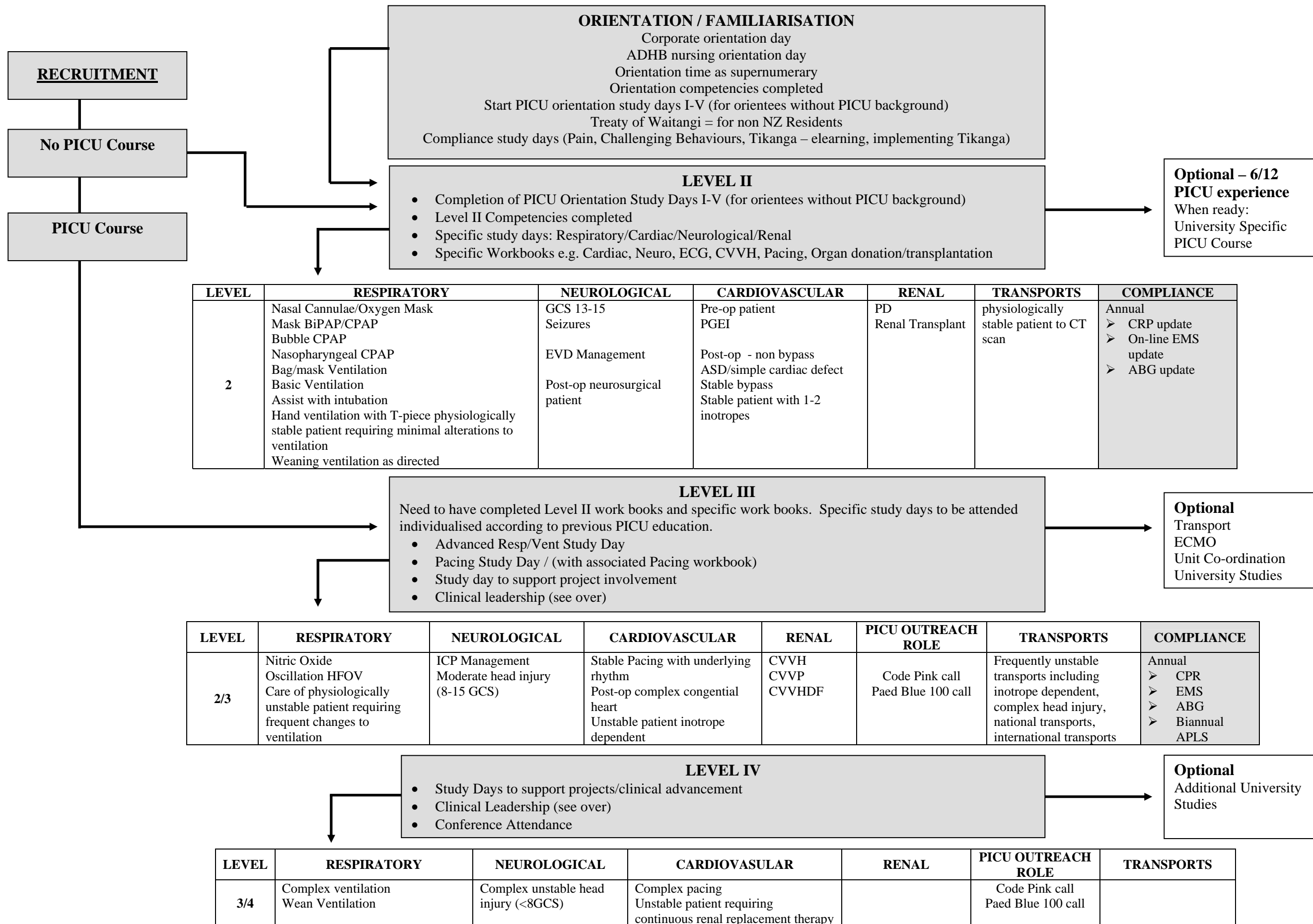


# NURSING CAREER PATHWAY GUIDELINES (PICU Professional Development Program)

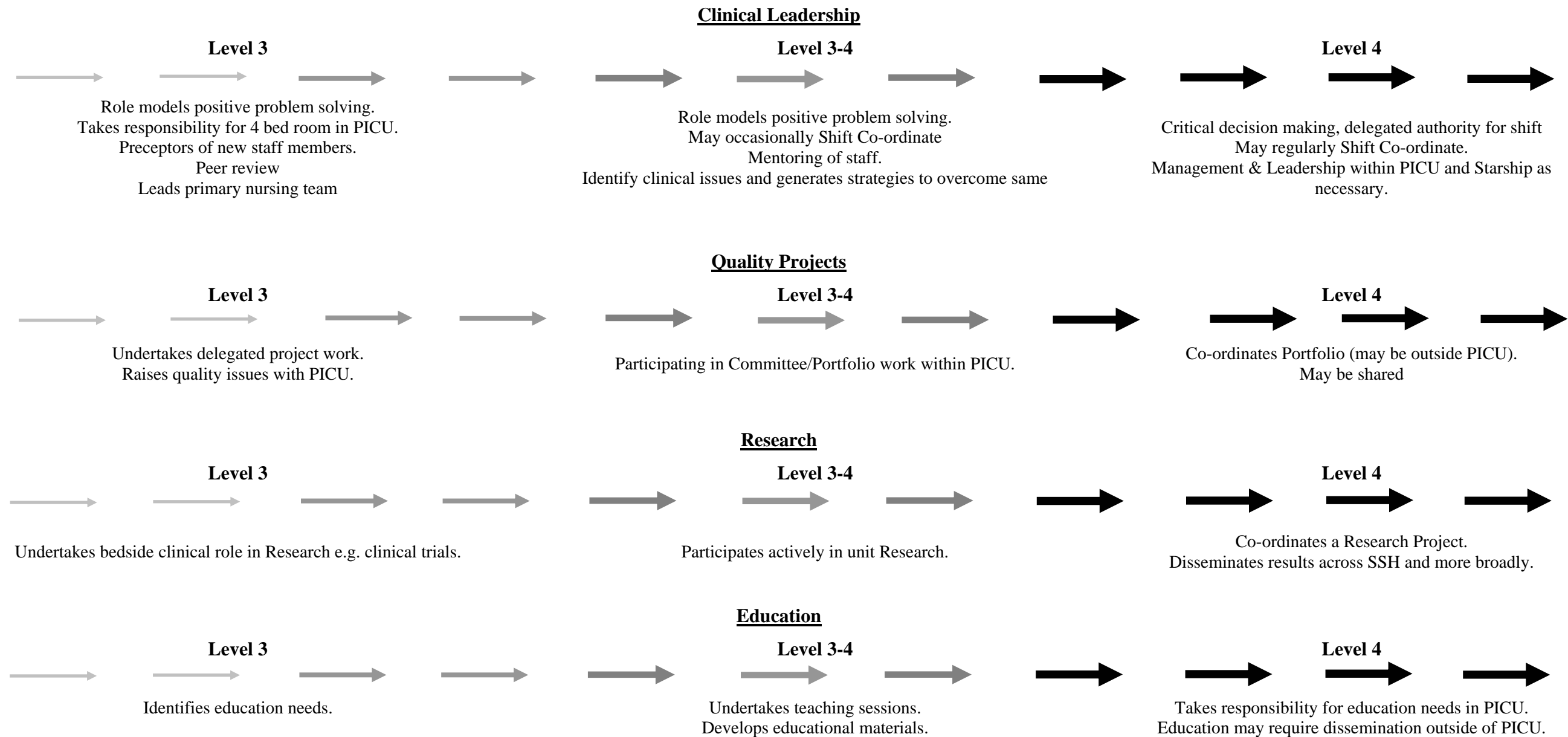


## **NURSING LEADERSHIP WITHIN PICU (Levels III & IV)**

Clinical Leadership is defined BROADLY within PICU in order to allow individuals to define their own direction. Philosophically the senior team believes that clinical leadership can be demonstrated within four areas and along a continuum. The four areas are:

**Research, Quality, Education, Clinical Leadership (\*)**

\* Shift co-ordination alone is not sufficient demonstration of clinical leadership at level IV but activity in one of the other three areas above can be used to complement shift co-ordination.



### **Guiding Principles for levelling process**

For levels three and four there are certain skills/roles in each category that are an expectation for that level. It is recognized that not every skill/role will be necessarily preferred by nursing staff and that they may not undertake them often, however the expectation is that nursing staff are prepared to undertake them in exceptional circumstances e.g. shift co-ordination/CRRT.

Individuals are not constrained to undertake skills/roles prior to entering a level e.g. a level three nurse may choose to do shift co-ordination or ECMO

The ECMO and Transport programs are not a required part of the levelling program in PICU but are available to staff who choose to develop these skills and have the necessary experience and skill set.

Self direction is an essential component of the levelling process. The senior nursing team is wholeheartedly committed to supporting staff to achieve their full potential to sit within the appropriate level for recognition. Progression through the levels is a negotiated process by the staff nurse and his/her team leader. Ultimately the decision around progression within the PDP rests with the senior nursing team.