Professional Nurse Advocate (PNA) Pledge

PNAs are vital to support nurses in a continuous improvement process to build on personal and professional clinical leadership.

PNAs provide nurses with a safe thinking space and listen to clinical, personal or professional issues.

This enhances quality of care for patients and supports preparation for appraisal and professional revalidation.

They have a positive impact on the physical and emotional wellbeing of nurses, reducing burnout and stress, whilst increasing job satisfaction.

This pledge recognises the importance of supporting nurses to ensure success across the organisation.

The Newcastle Hospitals Pledge

- Oversee the progress of the PNA role across the Trust to provide the 1:20 ratio advocated
- Allow staff who meet the criteria to undertake PNA training
- Enable protected time for qualified PNAs
- Ensure support is available for PNAs to protect their own wellbeing
- Provide regular update training to support PNAs to develop the role
- Provide thematic analysis and delivering joint actions for improvement.

The PNA Pledge

- Champion and develop the PNA role
- Deploy the A-EQUIP model
- Deliver restorative supervision during allocated protected time
- Guide nurses with practice which will benefit themselves, colleagues, patients and families
- Facilitate feedback to improve, progress and strengthen nursing workforce capabilities
- Maintain PNA recorded conversations to allow evaluation of the role
- Attend update training to keep current with the development of the role
- Access personal supervision
- Identify when individual support for staff is required and escalate to line manager
- Escalate any issues which are not the remit of the PNA to appropriate staff.

PNA Line Manager Pledge

- Support the PNA role ensuring protected time is scheduled in eRoster
- Support access to restorative supervision
- Refer staff to the PNA restorative supervision following appraisal, career conversation or event
- Facilitate ratio of 1 PNA to 20 staff (1:20) in your clinical area