



South Western Sydney
Local Health District



PACU Nurse: **Competent** Professional Development Pathway

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Introduction

- The Professional Development Pathway for PACU Competent (the Pathway) encompasses skill and knowledge development activities to support current, acting or aspiring PACU Nurse Competent.
- The Pathway has been designed to support and provide a structured development plan, agreed upon between staff and their manager. It can be used as a resource to promote regular conversations as the staff member progresses through the Pathway and develops their knowledge, skills and capabilities. The Pathway can form part of the Performance Development Review cycle.
- The Pathway also supports Succession Planning initiatives which may contribute to Recognition Prior Learning (RPL) for some elements.
- The Pathway begins with an undertaking between the line manager and the staff member to set goals, agree on timeframes and to ensure that the staff member has the operational support to succeed.
- The Pathway then moves on to a suite of overarching professional development activities related to the PACU Nurse Competent. This then progresses to the specific activities designed to guide the staff members development in PACU Nurse Competent specific areas of their role.

Transforming Your Experience

The Pathway supports Focus Area 4. Effective Leadership and Empowered Staff in the Transforming Your Experience (TYE) Implementation plan 2017-2023 and provides a framework for staff members to develop skills and achieve their full potential.

Target audience

Current, acting, or aspiring Competent PACU Nurses (12-24 months).

Purpose

The purpose of the Pathway is to support career progression and succession planning as well as serve as a resource to guide professional development.

Learning outcomes

It is expected that by working through the Pathway that the staff member will be able to

- perform the requirements of the position identified as part of the professional learning pathway.
- act as a mentor for others.
- contribute to the development of their service or specialty.
- advocate for nursing and or midwifery.
- contribute to the body of knowledge for their service or specialty.
- show evidence of professional development in career pathway.

References

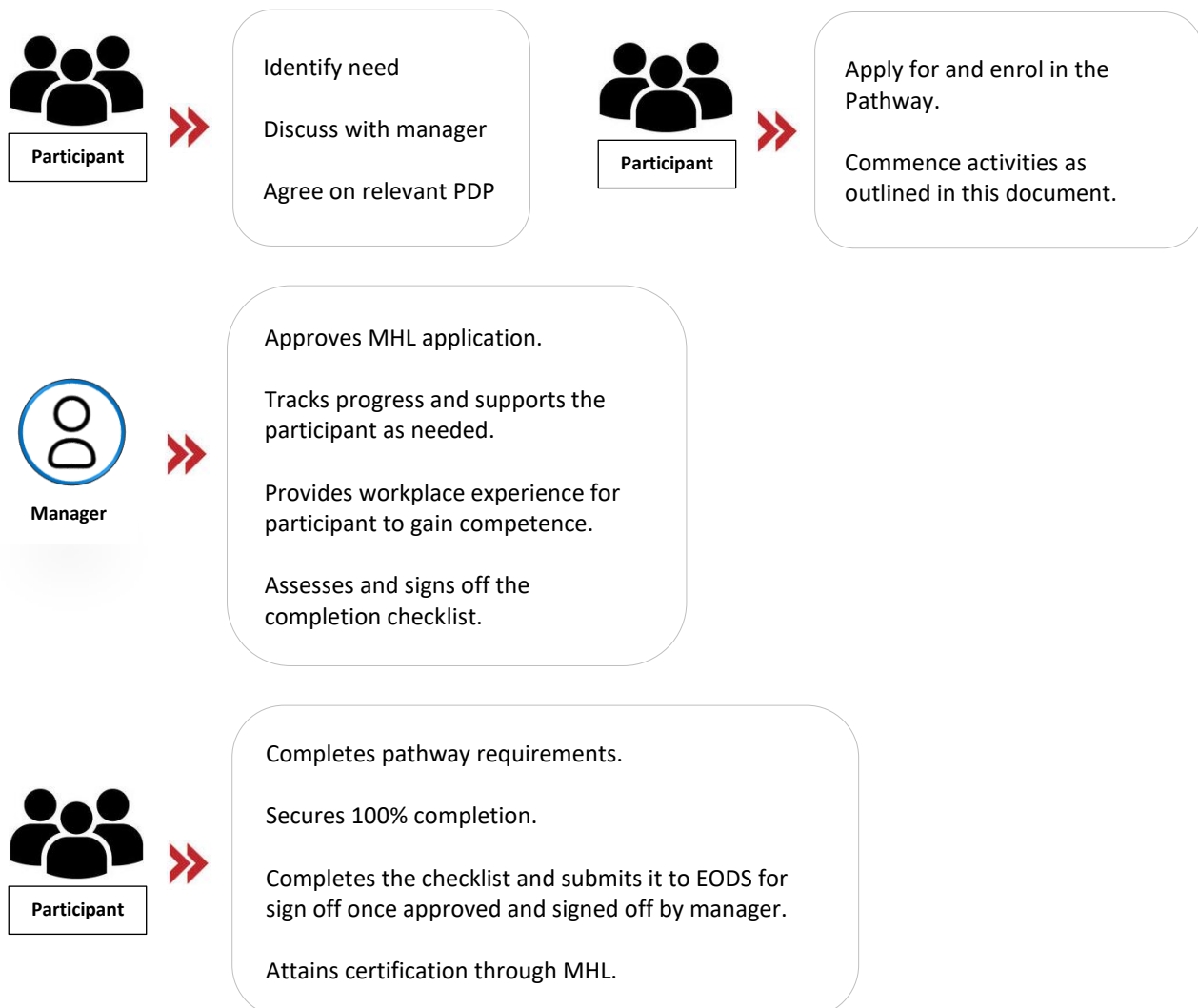
- SWSLHD Workforce Plan 2022-2028 (in DRAFT)
- SWSLHD Nursing and Midwifery Succession Planning Framework 2021

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Application, Enrolment and Completion processes

1. Staff member or manager identify need, discuss and come to an agreement about the Pathway that would best suit professional development needs.
2. Staff member applies for the pathway through MHL. Manager approves. Staff member is enrolled.
3. Staff member progresses through the pathway.
4. At the end of each section, the manager reviews progress within the section with the staff member and ensures all activities are completed before the participant progresses to the next section within the pathway.
5. The Assignment Completion Checklist is completed and submitted to the Education and Organisational Development Service for sign off.
6. 100% completion is required within the pathway.
7. Upon 100% completion, the pathway will automatically generate a certificate of completion which will be visible and accessible through the staff member's transcript.

The above steps are also demonstrated through the following workflow diagram.



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My Health Learning

The Pathway has been compiled in My Health Learning (MHL) for participants to easily access all requirements and track their own progress.

Managers and their delegates can track participants' progress in the pathway through MHL.

Each section includes online modules, classroom courses, external learning activities, operational assessments and assignments. A complete list of items is provided in following pages.

Each section of the pathway is listed separately to make it easy for participants to understand the requirements for each section and the number of activities that are required to be completed.

Managers, their delegates and/or the Preceptors are required to mark off the Operational Assessments.

Online modules automatically record completion once the modules are completed successfully by the participant.

Classroom courses will be marked off as completed by the Education and Training Administration team once the participant attended relevant classroom training.

Please refer to the Professional Development Pathways Guidelines document that is available on the website for detailed information on the various terms used in this document.

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Section 1: Adult Peripheral Cannulation and Venous (PIVC) Blood Collection

Learning Outcomes

- Understand the infection control and standard precautions when inserting a PIVC
- Demonstrate competency in PIVC insertion
- Identify any risks and complications because of PIVC insertion.

Online Modules

#	Code	Title
1	538566807	SWSLHD Statewide Pathway: Adult Venepuncture and PIVC (This is a learning pathway in itself. It cannot be included in the PDP. The participant has to search for and complete the pathway separately.)

Section 2: Care of the Paediatric Perioperative Patient-Engagement and Assessment

Learning Outcomes

- Actively involve parents/carers in the care of the Perioperative Paediatric patient by appropriate sharing of information
- Demonstrates understanding of why young people experience mental health issues.
- Understand and respond to aggressive behaviour.
- Identify and take appropriate steps in identifying young people at risk of self-harm.
- Develop a variety of communication techniques when caring for a Paediatric patient and how it varies from adults.
- Conduct A-G assessment, identify and signs of potential deterioration.
- Discuss implications of anatomical and physiological differences between paediatrics and adults.
- Minimise stress and anxiety to the Perioperative Paediatric patient by utilising communication techniques pre-operatively.
- Identify appropriate pain assessment tools to be used for Paediatric patients
- Discuss the differences between eMR documentation for adults and paediatrics

Online Modules

#	Code	Title
1	108353292	Family Centred Care
2	151931482	Caring for Young People with Mental Health Issues in Paediatric Inpatient Settings
3	99825401	Between the Flags-Tier 2: Systematic Assessment (Paediatric)
4	132261490	eMR: Managing Deterioration (BTF)-Paediatric
5	109305308	Paediatric SKIP: Pain Assessment

External Learning Activities

Read [Communicating Procedures to Children](#)

Read [Autism and Developmental Disability: Management of Distress/Agitation](#)

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Section 3: Perioperative Paediatric Care Considerations

Learning Outcomes

- Identify recommend IV fluids to be used in Paediatric patient.
- Demonstrate knowledge in recommended formulas and calculations for fluid maintenance.
- Identify potential risk and safety considerations when administering IV fluids to Paediatric patients.
- Identify appropriate pharmacological and non-pharmacological measures for pain relief in the Paediatric patient.
- Describe how to accurately measure vital signs in paediatric patients.
- Effectively assess the work of breathing in a Paediatric patient.
- Recognise the developmental stages in children can impact oral medication administration.
- Identify age-appropriate techniques to administer medication.
- List the appropriate steps of safe administration.
- Identify various modes of respiratory support and implementation.
- Discuss methods on the prevention of hypothermia in the perioperative paediatric patient
- Knowledge of the basic drug calculations and how they are affected according to Paediatric development and growth.
- Identify and evaluate early and late warning signs of deterioration.
- Respond and escalate to deterioration

Online Modules

#	Code	Title
1	109302606	Paediatric SKIP: Paediatric IV Fluid Therapy
2	109307969	Paediatric SKIP: Pain Management
3	110817599	Paediatric SKIP: Vital Signs
4	109314645	Paediatric SKIP: Respiration in Paediatrics
5	39832473	Fundamentals of Paediatric Medication Safety
6	39988354	Administering Oral medications 0-6 years
7	101514194	Between the Flags - Deteriorating Patient Learning Pathway - Paediatric patients (Nursing) (This is a learning pathway in itself. It cannot be included in the PDP. The participant has to search for and complete the pathway separately.)

Classroom Courses

#	Code	Title
1	101501905	Between the Flags - Tier 2 workshop (PAEDIATRIC - DETECT junior) - Nursing and Medical

External Learning Activities

Read [Temperature Management](#)

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Section 4: The Paediatric Airway and Deterioration

Learning Outcomes

- Appropriately responds to an emergency involving a paediatric patient
- Understand age-specific paediatric airway anatomy.
- Identifies appropriate airway equipment for management of the paediatric airway.
- Identify abnormal cardiac rhythms in the Paediatric patient.
- Assess and initiate care for the paediatric patient tracheostomy patient in respiratory distress.
- Describe the indications/contraindications for Intraosseous access and identify landmarks.
- Identify the steps involved in inserting and securing an intraosseous needle.

Online Modules

#	Code	Title
1	81519090	01RESUS4KIDS-Paediatric Life Support for Healthcare Rescuers e-Learning
2	81828375	02RESUS4KIDS-Advanced Paediatric Resuscitation-eLearning
3	81830550	03 RESUS4KIDS- Intraosseous Access e-Learning
4	81823955	04 RESUS4KIDS- Paediatric Tracheostomy Emergency Management e-Learning
5	81952363	05 RESUS4KIDS- Neopuff Infant T-Piece Resuscitator e-Learning
6	81536602	06 RESUS4KIDS- Advanced Airway Management- eLearning

Classroom Courses

#	Code	Title
	81836244	Paediatric Life Support Healthcare Rescuers Short Practical Course

External Learning Activities

Read [Endotracheal Tube Insertion](#)

Read [ETT Taping Guide](#)

Operational Assessments

#	Code	Title
1	SWSLHD-OA-2024-12185	Perioperative: PACU Paediatric Airway Management



01 PACU Paediatric
Airway Management

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Section 5: Anaphylaxis

Learning Outcomes

- Discuss the pathophysiology of Anaphylaxis.
- Identify the main cause of Anaphylaxis in the Perioperative setting.
- Discuss risk mitigation strategies for patients with known or suspected hypersensitivities.
- Understanding of the Anaphylaxis management guidelines.
- Identify the role the PACU nurse plays in the management of anaphylaxis

External Learning Activities

Enrol [Anaphylaxis Training for Healthcare Professionals](#)
Read [Anaphylaxis During the Perioperative Period](#)
Read [Acute Anaphylaxis in Clinical Care Standard](#)
Read [ANZCA Perioperative Anaphylaxis Management Guideline](#)
Read [Anaphylaxis During Anaesthesia Adult Immediate Management Card](#)
Read [Anaphylaxis Post Management Card](#)
Read [ANZCA Guidelines on Chlorhexidine Sensitivity](#)
Read [Operating Suite Guidelines for Latex Allergy Patients](#)
Watch [Anaphylaxis Managing Emergencies](#)

Section 6: Malignant Hyperthermia (MH)

Learning Outcomes

- Discuss a Malignant Hyperthermia crisis.
- Discuss the triggering agents and susceptible causes of MH.
- Identify early recognition signs of MH.
- Discuss the management of a suspected MH case within the perioperative period.
- Identify precautions used for patients with suspected MH.
- Identify testing for susceptibility to MH.
- Discuss the effects of Dantrolene.
- Identify the steps of managing MH
- Understand the role of a PACU nurse in the management of MH

External Learning Activities

Read [Malignant Hyperthermia Information](#)
Read [Malignant Hyperthermia Resource Kit](#)
Read [Malignant Hyperthermia Task Cards](#)
Read [Dantrolene](#)
Watch [Malignant Hyperthermia Crisis Simulation](#)

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Assignments

Each section has a sub-section on Assignments. These assignments include activities that the participant is required to complete in collaboration with their manager. These activities are often actions that need to be completed outside of My Health Learning.

Once all actions are completed, the participant and their manager are required to complete the checklist that is provided at the end of this document. This checklist acts as a 'final sign off' by the manager confirming that the participant has met all requirements listed within this document and pathway.

The signed checklist has to be scanned and emailed to the Education and Organisational Development Service (EODS) via email at SWLHD-EducationOD@health.nsw.gov.au.

The EODS team will mark off the final assignment in My Health Learning. An automatic certificate of completion will be generated for the Pathway once this assignment is marked off.

Assignments for each section are provided below.

Section 1: Adult Peripheral Cannulation and Venous (PIVC) Blood Collection

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section; and
- the participant successfully completes the following activities:
 - **Discuss** with your manager study day attendance for Adult Peripheral Cannulation and Venous Blood Collection course and enrol through My Health Learning.
 - **Complete:** Course pre-requisite workbook.
 - **Plan** Develop a plan in conjunction with your CNE and manager regarding competency workbook sign off.

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

Section 2: Care of the Paediatric Perioperative Patient-Engagement and Assessment

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section and;
- the participant successfully completes the following activities:
 - **Observe** The communication styles and techniques used with the Paediatric Perioperative Patient and their parent/carer within your facility at various stages of their Perioperative journey

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

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Section 3: Perioperative Paediatric Care Considerations

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section; and
- the participant successfully completes the following activities:
 - **Observe** Methods of preventing hypothermia in the perioperative area for paediatric patients within your facility.
 - **Activity** Prepare an IV giving set for the Paediatric patient utilising the appropriate lines with your preceptor/CNE.
 - **Discuss** with your manager study day attendance for Between the Flags-Tier 2- DETECT/DETECT Junior Workshop (Mixed face-to-face education)-Nursing and Medical

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

Section 4: The Paediatric Airway and Deterioration

Paediatric Airways Logbook

Care of the postoperative paediatric patient logbook

The Postoperative Paediatric Patient Reflective Practice Module

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section; and
- the participant successfully completes the following activities:
 - **Discuss** with your manager study day attendance for Paediatric Life Support Healthcare Rescuers Short Practical course and enrol through My Health Learning.
 - **Observe** Airway management of the elective perioperative paediatric patient.
 - **Assist** Under the guidance of your preceptor/CNE, assist the anaesthetist in the airway management of an elective paediatric perioperative patient.
 - **Discuss** With fellow staff their experience with paediatric airway management

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

Section 5: Anaphylaxis

Reflective Practice Module Anaphylaxis

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section; and
- the participant successfully completes the following activities:
 - **Discuss** With your CNE participating in a Anaphylactic simulation
 - **Discuss** With your CNE/Manager your departments process of logging products which contain latex and chlorhexidine.
 - **Review** The contents of your anaphylaxis kit.
 - **Observe** What your perioperative unit does to mitigate the risk of anaphylaxis occurring

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

Section 6: Malignant Hyperthermia (MH)

Reflective Practice Module Malignant Hyperthermia

The manager should mark this assignment as completed after they:

- meet with the participant to confirm learning and knowledge gained from all external activities listed in this section; and
- the participant successfully completes the following activities:
 - **Discuss** Organise with your CNE to re-constitute any expired Dantrolene within your department.
 - **Discuss** With your CNE participating in a Malignant Hyperthermia simulation session
 - **Review** Malignant Hyperthermia task cards and consider what role you would play in a MH crisis.
 - **Review** the contents of your MH trolley by conducting daily checks.

The manager/preceptor must ensure they provide sufficient opportunities for the participant to practice the skills and support the participant in attaining an appropriate level of competence in this section before signing the participant off as having completed this assignment.

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PACU Nurse **Competent** Professional Development Pathway Completion Form

This form confirms that the participant has completed all requirements of the Professional Development Pathway and can be issued a certificate of completion in My Health Learning (MHL).

Participant Name		Employee Number	
Department		Facility/Service	
Date		Participant Signature	
Line Manager Confirmation			
☐ I confirm that the participant has completed all requirement of the Pathway including additional workplace experiential activities that are required as part of this pathway.			
Manager Name		Manager Role	
Date		Manager Signature	

Assignments

The Pathway includes assignments in the following sections that have been completed by the participants.

Course Name	Completed? ✓ or X
Section 1: Adult Peripheral Cannulation and Venous (PIVC) Blood Collection	
Section 2: Care of the Paediatric Perioperative Patient-Engagement and Assessment	
Section 3: Perioperative Paediatric Care Considerations	
Section 4: The Paediatric Airway and Deterioration	
Section 5: Anaphylaxis	
Section 6: Malignant Hyperthermia (MH)	

Submit the completed and signed form to the Education and Organisational Development Service (EODS) via email at SWSLHD-EducationOD@health.nsw.gov.au for sign off in My Health Learning.