

Establishment and Application of Critical Care Nursing Talent Pool

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Abstract: With the continuous development of medical technology, the nursing needs of critically ill patients are also increasing. In order to improve the quality of care for critically ill patients, the establishment and application of a critical care talent pool has become a research hotspot. How to effectively solve related problems is also a current issue that needs attention and exploration. This article briefly analyzes the significance of establishing and applying a critical care nursing talent pool, and conducts in-depth exploration of the problems in establishing and applying a critical care nursing talent pool. It proposes strategies for establishing and applying a critical care nursing talent pool for reference.

Keywords: Critical Illness; Nursing Talent Pool; Establish; Application

Introduction

With the increasing demand for health, critical care has become an indispensable part of the medical field. Critically ill patients need timely, professional, and efficient nursing services to ensure their life safety and health. However, due to the complexity and professionalism of critical care work, there is a high demand for the quality and skills of nursing staff, resulting in a shortage of critical care talents that cannot meet the needs of patients. Therefore, establishing and applying a critical care talent pool has become the key to solving this problem.

1. The significance of establishing and applying a critical care talent pool

1.1 Improving nursing quality

Critically ill patients have emergency conditions and require comprehensive care from professional nursing staff. The establishment of a critical care talent pool can select nursing personnel with rich experience in critical care, good communication skills, and teamwork spirit, providing patients with more professional and efficient nursing services^[1]. Through systematic training, these nursing staff have significantly improved their professional skills, emergency response capabilities, observation and problem-solving abilities compared to ordinary nurses, thereby improving the overall quality of nursing.

1.2 Enhancing sense of honor and self-confidence

Through selection and training, nursing staff selected from the critical care talent pool will feel valued, thereby enhancing their sense of honor and confidence. This sense of honor and confidence can motivate them to work harder and provide better nursing services for patients. Meanwhile, this selection and training mechanism can also encourage other nursing staff to actively strive and continuously improve their professional competence and abilities.

1.3 Creating a good working atmosphere

The establishment of a critical care nursing talent pool can create a working atmosphere of catching up and continuous progress, making nursing staff more diligent, studious, hardworking, proactive, and willing to contribute. This work atmosphere can promote communication and cooperation among team members, and jointly improve the nursing level of critically ill patients. At the same time, this working atmosphere can also establish a good image for the hospital and improve its social reputation.

1.4 Improving the success rate of rescue efforts

Critical patients require timely rescue and treatment, and nursing staff with rich experience and professional competence play a crucial role in it. The establishment of a critical care talent pool can provide professional and efficient nursing support for rescue work, thereby greatly improving the success rate of rescue. In addition, these nursing staff can continuously summarize their experiences and lessons, propose improvement suggestions and suggestions, continuously improve the rescue process and nursing plan, and further improve the success rate of rescue.

1.5 Ensuring the completion of major first aid tasks

The establishment of a critical care talent pool can provide strong talent support for completing major emergency tasks. When facing major emergencies or large-scale casualties, experienced and professional nursing staff can quickly gather to provide timely and effective emergency services to patients. This talent guarantee mechanism can enhance the hospital's ability to respond to emergencies and make positive contributions to ensuring the safety of people's lives.

1.6 Promoting the development of disciplines

The establishment of a critical care talent pool can promote the development of the critical care discipline. These nursing staff with rich experience and professional competence have a high academic level and professional competence, which can provide strong talent support for the development of the discipline^[2]. At the same time, promote technological innovation and achievement transformation in the field of critical care through academic exchanges, research cooperation, and other means. The driving role of this discipline development can cultivate more outstanding talents in the field of critical care, and promote the development and progress of the entire field.

2. Problems in establishing and applying a critical care nursing talent pool

2.1 Uneven talent selection standards

Due to the lack of unified selection criteria, there are differences in the selection of critically ill nursing talents among different medical institutions, resulting in uneven quality of talents. Some medical institutions may place more emphasis on education and work experience, while others may place more emphasis on practical operational skills. This inconsistent standard not only affects the overall quality of the talent pool, but may also lead to talent loss and resource waste.

2.2 Incomplete training system

Although most medical institutions recognize the importance of training in improving the professional competence of critically ill nursing talents, there are still many problems in practical operation. The training content is disconnected from actual work needs, the training method is single, and lacks systematicity and coherence. These problems lead to poor training effectiveness, and nursing staff are unable to truly master the required skills and knowledge^[3].

2.3 Uneven resource allocation

Due to the uneven level of economic development among regions, there are also differences in the allocation of critical care talent resources among different regions. Economically developed regions have relatively abundant talent resources, while economically underdeveloped regions may face the problem of talent shortage. The imbalance in resource allocation may lead to unmet nursing needs for critically ill patients in some regions.

2.4 Insufficient incentive mechanism

At present, many medical institutions lack effective incentive mechanisms, resulting in low work enthusiasm of nursing staff. This

is mainly reflected in the unreasonable salary system, limited promotion opportunities, and imperfect recognition and reward mechanisms. These issues may lead to insufficient work motivation, lack of innovative spirit and service awareness among nursing staff.

2.5 Low level of informatization

In the era of informatization, it is necessary to use information technology to improve management efficiency and information accuracy. However, many medical institutions currently lack information management in the critical care talent pool, resulting in low management efficiency, untimely information updates, and difficulty in ensuring data accuracy. This not only affects the nursing effectiveness of critically ill patients, but may also affect the decision-making and resource allocation of medical institutions.

2.6 Insufficient cooperation and communication

Strengthen cooperation and communication with other departments to jointly promote the development of critical care care. However, many medical institutions currently lack effective cooperation and communication mechanisms in the establishment and application of critical care talent pools. There are information barriers between departments, resulting in insufficient utilization and sharing of resources. At the same time, there is relatively little international exchange and cooperation, which limits the development of China's critical care industry and the enhancement of international influence.

3. Strategies for establishing a critical care talent pool

3.1 Clarifying talent positioning and selection criteria

Before establishing a critical care talent pool, it is necessary to first clarify talent positioning and selection criteria. Critical care requires rich professional knowledge and practical skills, as well as good communication skills and teamwork spirit. Therefore, the selection criteria should include professional knowledge, skill level, work experience, professional ethics, etc., to ensure that the selected talents have the ability to be competent in critical care work.

3.2 Establishing a scientific talent training system

The cultivation of critical care nursing talents is a long-term process that requires the establishment of a scientific talent cultivation system. The system should include pre job training, on-the-job training, and further education, while also emphasizing the cultivation and assessment of practical skills. Through systematic training and learning, the professional competence and work ability of nursing staff can be improved, providing strong support for the development of critical care work.

3.3 Optimizing the allocation of talent resources

The establishment of a critical care talent pool requires optimizing the allocation of talent resources to ensure effective utilization and rational flow of talent. Medical institutions should develop scientific talent introduction and training plans based on actual situations, and also establish a sound talent incentive mechanism to stimulate the work enthusiasm and creativity of nursing staff. In addition, medical institutions should strengthen cooperation and communication with other medical institutions to achieve resource sharing and complementary advantages.

3.4 Improving talent evaluation and incentive mechanisms

Establishing a sound talent evaluation and incentive mechanism is an important guarantee for the establishment of a critical care talent pool. The evaluation mechanism should include evaluations of work performance, skill level, professional ethics, and other aspects, while also emphasizing the assessment of actual work effectiveness. The incentive mechanism should include aspects such as salary and benefits, promotion opportunities, recognition and rewards, in order to stimulate the work enthusiasm and innovative spirit of nursing staff.

3.5 Strengthening information management

Information management is an effective means to improve the management efficiency of critical care nursing talent pool. By establishing an information management system, real-time updates and dynamic management of talent information can be achieved, improving management efficiency and quality. At the same time, information management can also provide more accurate data analysis and decision support for medical institutions, promoting the sustainable development of critical care care.

3.6 Strengthening team collaboration and communication

Team collaboration is an important guarantee for improving the quality of care for critically ill patients, therefore strengthening team collaboration and communication is crucial. By strengthening team collaboration and communication, it can promote information sharing and experience transfer among nursing staff, improve work efficiency and collaboration effectiveness (as shown in the figure below). At the same time, the construction of team culture is also an important aspect of strengthening team collaboration, which can create a positive working atmosphere, enhance team cohesion and centripetal force.



4. Application strategies of critical care nursing talent pool

4.1 Reasonably allocating talent resources

When applying the critical care talent pool, the first step is to allocate talent resources reasonably based on actual needs. Reasonably arrange the work shifts and positions of nursing staff based on the patient's condition and nursing needs, ensuring that patients receive timely and professional nursing services. At the same time, attention should be paid to the coordination and collaboration of nursing staff, leveraging their respective strengths to improve overall nursing outcomes^[4].

4.2 Implementing refined nursing management

Fine nursing management is an effective means to improve the quality of care for critically ill patients. By developing detailed nursing plans and operating procedures, we ensure that nursing staff strictly follow the standards for operation, and improve the standardization and professionalism of nursing work. At the same time, it is necessary to strengthen the supervision and evaluation of nursing quality, timely identify and solve problems in the nursing process, and improve nursing effectiveness and quality.

4.3 Establishing an effective emergency response mechanism

The condition of critically ill patients is complex and variable, and effective emergency response mechanisms need to be established. By establishing a talent pool, it is possible to quickly gather nursing staff with professional competence to provide timely and effective nursing services to patients. At the same time, it is necessary to strengthen the training and drills for nursing staff to improve their ability to respond to emergencies.

4.4 Carrying out scientific research and academic exchanges

The application of the critical care talent pool provides favorable conditions for scientific research and academic exchange. By conducting scientific research projects and academic exchange activities, it is possible to promote the improvement of nursing staff's professional level and the accumulation of academic achievements (as shown in the figure). At the same time, cooperation and exchanges with other medical institutions, universities, and related fields at home and abroad can be strengthened to jointly promote the development of critical care.



4.5 Optimizing nursing processes and plans

Through the application of talent pool, nursing processes and plans can be optimized, and nursing efficiency and quality can be improved. Develop personalized nursing plans tailored to the needs and conditions of different patients, ensuring that they receive comprehensive and professional nursing services. At the same time, it is necessary to strengthen the training and management of nursing staff to ensure that they can operate according to standard procedures and plans.

4.6 Improving the assessment and evaluation mechanism

Establishing a sound assessment and evaluation mechanism is an important guarantee for the application of critical care nursing talent pool. By establishing scientific and reasonable assessment and evaluation standards, comprehensive and objective evaluations of nursing staff are conducted. At the same time, it is necessary to strengthen the recognition and reward of outstanding talents, motivate them to continue to leverage their strengths and make greater contributions. For nursing staff who perform poorly, timely training and guidance should be provided to improve their professional competence and work ability.

4.7 Continuous improvement and innovative development

Continuous improvement and innovative development are important driving forces for applying the critical care talent pool. By con-

tinuously summarizing experiences and lessons learned, proposing improvement suggestions, and continuously improving the management and application of the talent pool. At the same time, we should pay attention to the latest research results and development trends at home and abroad, actively introduce advanced technologies and concepts, and promote the sustainable development of critical care.

In summary, the establishment and application of a critical care talent pool is an important task in the medical field. By addressing the issues faced during the establishment process and the factors that need to be considered during the application process, a stable and high-quality nursing talent support platform can be established to provide more high-quality services for critically ill patients and promote the sustainable development of critical care.

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