

Table 3 Round 3 Results

Overarching Statement <i>Sub-standards*</i>	Not At All Important n (%)	Somewhat Important	Important	Essential	Total N
1. CCNs demonstrate accountability for their own professional practice.					
<i>1.1 The CCN clinical practice is focused on improving quality of care.</i>	0 (0.00)	2 (12.5)	6 (37.50)	8 (50.00)	16
<i>1.2 The CCN describes clinical problems using evidence generated within a clinical setting, such as patient assessment data, outcomes management, and quality-improvement data.</i>	1 (6.25)	0 (0.00)	2 (12.50)	13 (81.25)	16
<i>1.3 The CCN evaluates practice and trends data</i>	0 (0.00)	1 (6.25)	7 (43.75)	8 (50.00)	16
<i>1.4 The CCN evaluates and implements practice changes based on evidence, clinical expertise, and patient preferences to improve care processes and patient outcomes.</i>	0 (0.00)	0 (0.00)	6 (37.50)	10 (62.50)	16
<i>1.5 The CCN participates in quality improvement activities.</i>	0 (0.00)	1 (6.25)	11 (68.75)	4 (25.00)	16
<i>1.6 The CCN obtains and maintains professional certification.</i>	0 (0.00)	3 (18.75)	8 (50.00)	5 (31.25)	16
<i>1.7 The CCN identifies and develops strategies to enhance quality care and promote healthy work environments.</i>	0 (0.00)	2 (12.50)	9 (56.25)	5 (31.25)	16
<i>1.8 The CCN fosters an interprofessional approach to integrating safety into practice</i>	0 (0.00)	1 (6.25)	6 (37.50)	9 (56.25)	16
<i>1.9 The CCN uses systematic observation and assessment to identify an elevated risk or actual health decline at an early stage and implement measures to prevent further deterioration.</i>	0 (0.00)	0 (0.00)	2 (12.50)	14 (87.50)	16
<i>1.10 The CCN conducts a professional, complete systematic patient assessment.</i>	0 (0.00)	0 (0.00)	1 (6.25)	15 (93.75)	16
<i>1.11 The CCN promotes patient wellness through the use of appropriate technology.</i>	0 (0.00)	0 (0.00)	8 (50.00)	8 (50.00)	16

<i>1.12 The CCN implements medical treatment in collaboration with the patient's medical team, assuming joint responsibility for safe and appropriate treatment.</i>	0 (0.00)	0 (0.00)	2 (12.50)	14 (87.50)	16
<i>1.13 The CCN ensures patient safety through routine equipment and alarm checks / verification.</i>	0 (0.00)	0 (0.00)	3 (18.75)	13 (81.25)	16
<i>1.14 The CCN recognizes significant others of patients as a resource for the patient, providing information, guidance and support for them to facilitate participation in the care of the patient.</i>	0 (0.00)	1 (6.25)	3 (18.75)	12 (75.00)	16

2. CCNs utilize evidence to inform their practice.

<i>2.1 The CCN consults with colleagues, subject matter experts, and identified stakeholders to initiate changes in nursing practice and the healthcare delivery system.</i>	0 (0.00)	1 (6.25)	10 (62.50)	5 (31.25)	16
<i>2.2 The CCN conducts and participates in quality improvement activities, taking into consideration patient and family beliefs, values, and preferences.</i>	0 (0.00)	1 (6.25)	10 (62.50)	5 (31.25)	16
<i>2.3 The CCN ensures patient confidentiality in reporting any quality data</i>	0 (0.00)	1 (6.25)	3 (18.75)	12 (75.00)	16
<i>2.4 The CCN evaluates practice in an ongoing process, based on best evidence.</i>	0 (0.00)	0 (0.00)	5 (31.25)	11 (68.75)	16
<i>2.5 The CCN participates in the development, implementation, evaluation, and revision of policies, procedures, and/or guidelines to improve the quality and effectiveness of nursing practice.</i>	0 (0.00)	2 (12.50)	8 (50.00)	6 (37.50)	16
<i>2.6 The CCN uses creativity and innovation to enhance quality nursing care</i>	0 (0.00)	3 (18.75)	6 (37.50)	11 (43.75)	16
<i>2.7 The CCN demonstrates quality by documenting the application of the nursing process in a responsible, accountable, and ethical manner and in a clear and retrievable format.</i>	0 (0.00)	0 (0.00)	6 (37.50)	10 (62.50)	16

<i>2.8 The CCN participates in interprofessional quality-improvement committees which may focus on implementing practice changes or developing care process models, protocols, or order sets.</i>	0 (0.00)	5 (31.25)	6 (37.50)	5 (31.25)	16
<i>2.9 The CCN assists with quality-improvement audits which evaluate process measures proven to improve clinical outcomes.</i>	0 (0.00)	3 (18.75)	7 (43.75)	6 (37.50)	16
<i>2.10 The CCN maintains patient care standards to ensure that the same quality and level of care are provided across the continuum of care.</i>	0 (0.00)	0 (0.00)	4 (25.00)	12 (75.00)	16
<i>2.11 The CCN queries the interprofessional team to assess barriers to providing quality care.</i>	0 (0.00)	0 (0.00)	6 (37.50)	10 (62.50)	16
<i>2.12 The CCN consistently reports perceived barriers to the leadership team.</i>	0 (0.00)	0 (0.00)	5 (31.25)	11 (68.75)	16
<i>2.13 The CCN consults with peers and other hospital systems to determine if alternate innovative strategies could be applied to achieve quality outcomes.</i>	1 (6.25)	3 (18.75)	7 (43.75)	5 (31.25)	16

3. CCNs contribute to critical care nursing research & knowledge development.

<i>3.1 The CCN questions current practices.</i>	0 (0.00)	1 (6.67)	7 (46.67)	7 (46.67)	15
<i>3.2 The CCN identifies opportunities to improve practice.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>3.3 The CCN considers current research and experts to help inform and develop practice policies.</i>	0 (0.00)	2 (13.33)	7 (46.67)	6 (40.00)	15
<i>3.4 The CCN maintains current knowledge and practice.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>3.5 The CCN implements best practice standards to improve patient outcomes.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>3.6 The CCN involves additional experts as needed to support patient outcomes.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>3.7 The CCN utilizes appropriate technology to support patient outcomes.</i>	0 (0.00)	1 (6.67)	7 (46.67)	7 (46.67)	15

<i>3.8 The CCN collaborates with educational institutions to ensure optimal learning environments and mentorship.</i>	0 (0.00)	4 (26.67)	4 (26.67)	7 (46.67)	15
<i>3.9 The CCN engages with and supports a nurse researcher role within the organization to identify, promote and conduct research to improve patient care.</i>	0 (0.00)	3 (20.00)	4 (26.67)	8 (53.33)	15

4. CCNs demonstrate leadership qualities.

<i>4.1 The CCN promotes and maintains a healthy work environment.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15
<i>4.2 The CCN provides leadership through mentorship and other professional development strategies.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>4.3 The CCN demonstrates flexibility and responsiveness to rapidly changing patient needs.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>4.4 The CCN participates on committees, councils, interprofessional teams, and participates in professional organizations.</i>	0 (0.00)	3 (20.00)	6 (40.00)	6 (40.00)	15
<i>4.5 The CCN develops a culture of safety for patients, families and the interprofessional team.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>4.6 The CCN promotes development and implementation of innovative solutions.</i>	1 (6.67)	3 (20.00)	6 (40.00)	5 (33.33)	15

5. CCNs recognize when organizational leadership practice does or does not align with critical care practice.

<i>5.1 The CCN practices self-reflection and seeks feedback from others in the health care team to monitor own practice.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
<i>5.2 The CCN constantly engages in learning to meet areas for improvement.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>5.3 The CCN provides constructive feedback to others either formally or informally.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>5.4 The CCN in consultation with relevant staff, addresses poor workplace behaviours that affect patient outcomes and team performance.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15

<i>5.5 The CCN provides formal and informal mentorship to student learners and other nurses</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>5.6 The CCN contributes to local training and education strategies.</i>	1 (6.67)	0 (0.00)	6 (40.00)	8 (53.33)	15
<i>5.7 The CCN participates in a professional organization that has direct benefit for critical care practice.</i>	0 (0.00)	1 (6.67)	9 (60.00)	5 (33.33)	15
<i>5.8 The CCN promotes critical care to novices and students of nursing.</i>	1 (6.67)	0 (0.00)	6 (40.00)	8 (53.33)	15
<i>5.9 The CCN acts as a leader and positive role model for peers and other members of the health care team.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>5.10 The CCN promotes a safe working environment.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>5.11 The CCN promotes system changes to encourage innovation and improved patient care.</i>	0 (0.00)	3 (20.00)	7 (46.67)	5 (33.33)	15

6. CCNs engage in ethical practice.

<i>6.1 The CCN engages in self-evaluation and reflective practice on a regular basis, identifying areas of strength as well as areas where professional growth would be beneficial.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (67.67)	15
<i>6.2 The CCN takes action to achieve goals identified in the evaluation process.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>6.3 The CCN obtains feedback regarding his/her own practice from patients, families, peers, and professional colleagues.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (67.67)	15
<i>6.4 The CCN practice is guided by provincial and / or national code of ethics.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>6.5 The CCN promotes ethical accountability and integrity in relationships, organizational decisions, and stewardship of resources.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>6.6 The CCN protects patient confidentiality within legal and regulatory parameters.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15

6.7 The CCN advocates for the concerns of patients, their families, and the community.	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
6.8 The CCN delivers care in a nonjudgmental and nondiscriminatory manner that meets the diverse needs of the patient, family, and community.	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
6.9 The CCN maintains patient autonomy, dignity, values, beliefs, and rights at all times.	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
6.10 The CCN uses available resources in formulating ethical decisions.	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
6.11 The CCN demonstrates a commitment to self-care and self-advocacy.	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
6.12 The CCN reports unethical, illegal, incompetent, or impaired practices.	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
6.13 The CCN assists patients and family in self-determination and informed decision-making.	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
6.14 The CCN maintains a therapeutic and professional nurse/patient relationship within appropriate role boundaries.	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
6.15 The CCN contributes to resolving ethical issues involving the patient, family, and interprofessional team.	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
6.16 The CCN questions healthcare practice when necessary for safety and quality improvement.	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
6.17 The CCN collaborates with the interprofessional team to promote palliative care or end-of-life discussions, decisions, and care.	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
6.18 The CCN promotes understanding of care plans, goals of care, advance directives with peers, patients, patient families, and community.	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
6.19 The CCN adopts occupational health and safety standards relevant to critical care practice.	0 (0.00)	0 (0.00)	8 (53.33)	7 (46.67)	15

6.20 The CCN ensures that colleagues are aware of their responsibilities and accountability in relation to the legal implications for nursing practice in common critical care situations.	0 (0.00)	1 (6.67)	7 (46.67)	7 (46.67)	15
6.21 The CCN acts as a role model within the health care team.	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
6.22 The CCN promotes the adoption of standards for critical care nurse practice i.e. workforce, education.	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
6.23 The CCN recognizes the need for and adopts strategies to facilitate critical care communication by utilizing a structured approach to documenting and communicating in the critical care setting.	0 (0.00)	2 (13.33)	5 (33.33)	8 (53.33)	15
6.24 The CCN understands the requirement to maintain 'open disclosure' and 'freedom of information' while proactively working to protect the patient and family from harm.	0 (0.00)	3 (20.00)	4 (26.67)	8 (53.33)	15
6.25 The CCN utilizes and accesses different sources of evidence when making complex decisions: considers the patient or family's preference towards their treatment and interventions; understands the research process, the importance of evidence-based practice & can demonstrate critical appraisal of literature.	0 (0.00)	4 (26.67)	4 (26.67)	7 (46.67)	15
6.26 The CCN effectively communicates, guides and supports patients, families or significant others during their critical illness; can break bad news in a sensitive & compassionate manner; can communicate effectively in complicated situations, i.e. dealing with conflict, resolving aggression.	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
6.27 The CCN recognizes the need and is able to participate in peer support and debrief colleagues.	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
6.28 The CCN effectively maintains patient records or documentation in a systematic and chronological manner, in accordance with best practice and associated legislation.	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15

7. CCNs demonstrate accountability for their own professional practice.					
<i>7.1 The CCN actively seeks feedback on practice from others in the health care team, and from patients and their families.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>7.2 The CCN uses reflection to assess and identify areas for improvement in own practice.</i>	0 (0.00)	1 (6.67)	2 (20.00)	11 (73.33)	15
<i>7.3 The CCN takes actions to improve and enhance own practice to maintain a consistent high standard.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>7.4 The CCN seeks clarification on unclear instructions and questions interventions to ensure safe outcomes.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>7.5 The CCN engages in self-reflection, performance appraisal, and peer review to ensure competent professional practice.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>7.6 The CCN complies with the credentialing and privileging process within the organization or system.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>7.7 The CCN evaluates role performance according to professional practice standards, institutional guidelines, and relevant statutes and regulations.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>7.8 The CCN reflects on self and staff competence and keeps her/him and staff up to date with current health issues and health care trends in the dynamic environment like critical care nursing.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
8. CCNs utilize clear, effective communication in their practice.					
<i>8.1 The CCN assesses communication format preferences of critically ill patients, families, and the interprofessional team.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>8.2 The CCN practices interprofessional communication skills and reflects upon personal communication style including the need for interpreters.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>8.3 The CCN solicits feedback to improve own communication and conflict-resolution skills.</i>	0 (0.00)	1 (6.67)	7 (46.67)	7 (46.67)	15

<i>8.4 The CCN conveys accurate information to critically ill patients, families, and the interprofessional team.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15
<i>8.5 The CCN questions the rationale supporting care processes and decisions with all members of the inter-professional team.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>8.6 The CCN discloses observations or concerns related to safety, hazards, and errors in care or the practice environment as appropriate.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>8.7 The CCN maintains open communication with other providers to minimize risks associated with patient handoffs, transfers, and transitions in care; including mentoring others and providing feedback.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>8.8 The CCN exhibits respect for others' perspectives in discussions with patients, family, and the interprofessional team.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>8.9 The CCN advocates for escalation of care delivery when the needs of the patient are not met adequately.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15

9. CCNs engage in collaboration with all care providers involved in the care of critically ill patients.

<i>9.1 The CCN partners with others to effect change and produce positive outcomes through knowledge-sharing.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>9.2 The CCN maintains appropriate professional behaviour to promote a healthy team.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>9.3 The CCN collaborates with patients and interprofessional team to promote safe patient transitions.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>9.4 The CCN engages in communication, teamwork and conflict resolution.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>9.5 The CCN updates patients and interprofessional team of current care plan and any changes.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15

<i>9.6 The CCN gains personal knowledge of interprofessional team, and organizational / community supports that are available for families.</i>	0 (0.00)	2 (13.33)	5 (33.33)	8 (53.33)	15
<i>9.7 The CCN promotes wellbeing and mentorship of new staff including nurses and non-nurse team members.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>9.8 The CCN respects expertise and experiences of all interprofessional team members.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>9.9 The CCN facilitates provision of clinically competent care through education, role modeling, team building, and quality monitoring.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>9.10 The CCN fosters an interprofessional approach to safety, quality improvement, evidence-based practice, research, and translation of research into practice.</i>	0 (0.00)	2 (13.33)	4 (26.67)	9 (60.00)	15
<i>9.11 The CCN establishes collaborative relationships within and across disciplines that promote patient safety, culturally competent care, and clinical excellence.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>9.12 The CCN leads and participates in activities such as interprofessional rounds and community health-related activities.</i>	0 (0.00)	5 (33.33)	3 (20.00)	7 (46.67)	15

10. CCNs advocate for a safe working environment.

<i>10.1 The CCN assesses the individual patient needs and available resources to achieve desired outcomes.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>10.2 The CCN works collaboratively with the interdisciplinary team, delegating elements of care as appropriate.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>10.3 The CCN works collaboratively with the interdisciplinary team and patient to determine their care needs and create the plan of care.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>10.4 The CCN ensures patient, and family are aware of care options available and appropriate information to make an informed decision.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15
<i>10.5 The CCN advocates for additional resources that enhance nursing practice and quality of care.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15

<i>10.6 The CCN minimizes environmental risk factors that may cause physical harm or injury to patients, families, and the interprofessional team.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>10.7 The CCN implements strategies to reduce the impact of environmental factors that jeopardize health, such as sound, odor, noise, and light.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>10.8 The CCN instigates appropriate debriefing after critical incidents.</i>	0 (0.00)	2 (13.33)	4 (26.67)	9 (60.00)	15
<i>10.9 The CCN implements strategies for overcoming conflict among members of the health care team.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>10.10 The CCN provides support for colleagues facing challenging or difficult patient care situations.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (67.67)	15
<i>10.11 The CCN promotes career development and role development of nurses.</i>	0 (0.00)	0 (0.00)	8 (53.33)	7 (46.67)	15
<i>10.12 The CCN facilitates development of clinical judgment in healthcare team members through role modeling, teaching, coaching, and/or mentoring.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>10.13 The CCN uses defined processes for communicating errors, near misses, or patient safety concerns.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15

11. CCNs advocate for responsible critical care resource utilization including facilities, equipment, & technology.

<i>11.1 The CCN incorporates patient care assignments on the identified patient characteristics and matches them with the clinical competency characteristics of nurses.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
<i>11.2 The CCN uses tools and systems to determine the number and mix of staff needed at a specific time. Such systems should reflect the dynamic nature of patients in the acute and critical care setting.</i>	1 (6.67)	1 (6.67)	6 (40.00)	7 (46.67)	15
<i>11.3 The CCN ensures colleagues with the appropriate expertise are present to assist with care decisions, expert consultations, or care-</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15

delivery needs. Delegates aspects of care as needed to improve patient outcomes.

11.4 The CCN collaborates with case managers and care coordinators to communicate patient/family needs and resource availability to ensure that appropriate resources are provided to the patient and family. 0 (0.00) 2 (13.33) 4 (26.67) 9 (60.00) 15

11.5 The CCN educates the patient and family on the importance of nursing interventions and discloses risks and benefits when performing bedside education. 0 (0.00) 1 (6.67) 4 (26.67) 10 (66.67) 15

12. CCNs advocate for strong leadership of critical care environments and teams.

12.1 The CCN develops a process to delegate care activities based on the assessment of potential harm to an individual patient, complexity of task, amount of problem solving and innovation required, unpredictability of outcome, and level of patient and family participation. 1 (6.67) 4 (26.67) 3 (20.00) 7 (46.67) 15

12.2 The CCN ensures interprofessional team members are heard when voicing safety concerns. 0 (0.00) 0 (0.00) 8 (53.33) 7 (46.67) 15

12.3 The CCN promptly recognizes early warning signs and advises senior colleagues or other members of the clinical team and others as required. 0 (0.00) 0 (0.00) 3 (20.00) 12 (80.00) 15

12.4 The CCN provides continuous monitoring, care and intervention for critically ill patients. 0 (0.00) 0 (0.00) 3 (20.00) 12 (80.00) 15

12.5 The CCN plans and prioritizes patient care appropriately. 0 (0.00) 1 (6.67) 2 (13.33) 12 (80.00) 15

12.6 The CCN fosters open communication and collaboration. 0 (0.00) 0 (0.00) 4 (26.67) 11 (73.33) 15

12.7 The CCN recognizes, reports, and acts on adverse incidents appropriately. 0 (0.00) 1 (6.67) 2 (13.33) 12 (80.00) 15

12.8 The CCN implements evidence-based guidelines and recommendations. 0 (0.00) 0 (0.00) 3 (20.00) 12 (80.00) 15

<i>12.9 The CCN maintains work - life balance and promotes mental wellbeing.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>12.10 The CCN maintains a safe working environment (including handling of physical equipment, space, and dangerous substances.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>12.11 The CCN monitors and addresses workplace wellbeing including alarm fatigue and environmental stressors.</i>	1 (6.67)	1 (6.67)	5 (33.33)	8 (53.33)	15
<i>12.12 The CCN ensures medication safety and appropriate delivery.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>12.13 The CCN understands and participates in patient data collection and auditing to improve outcomes.</i>	1 (6.67)	1 (6.67)	8 (53.33)	5 (33.33)	15
13. CCNs advocate for safe, acuity-based staffing.					
<i>13.1 The CCN advocates for safe patient ratios.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>13.2 The CCN has advanced specialized training.</i>	0 (0.00)	1 (6.67)	2 (13.33)	12 (80.00)	15
<i>13.3 The CCN is provided with appropriate orientation and mentorship.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
14. CCNs require specialized training provided by experts.					
<i>14.1 The CCN requires advanced specialized education and training to work in critical care areas.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>14.2 The CCN who is experienced provides new staff with supportive mentorship and preceptorship after they have completed their basic training.</i>	0 (0.00)	0 (0.00)	3 (26.67)	11 (73.33)	15
<i>14.3 The CCN is provided an orientation program prior to working independently in a new unit.</i>	0 (0.00)	0 (0.00)	2 (20.00)	12 (80.00)	15
15. CCNs engage in ongoing education to maintain competence.					
<i>15.1 The CCN participates in ongoing learning experiences and activities to develop and maintain clinical and professional skills and knowledge.</i>	0 (0.00)	1 (6.67)	3 (30.00)	11 (73.33)	15
<i>15.2 The CCN seeks learning opportunities that reflect current and evidence-based practice.</i>	0 (0.00)	1 (6.67)	2 (13.33)	12 (80.00)	15

<i>15.3 The CCN shares educational findings, experiences, and ideas with peers.</i>	0 (0.00)	3 (20.00)	2 (13.33)	10 (66.67)	15
<i>15.4 The CCN contributes to a work environment conducive to the education of healthcare professionals.</i>	0 (0.00)	2 (13.33)	4 (26.67)	9 (60.00)	15
<i>15.5 The CCN maintains professional records or a portfolio that provides evidence of competence and lifelong learning.</i>	0 (0.00)	2 (13.33)	6 (40.00)	7 (46.67)	15
<i>15.6 The CCN reviews own learning needs and sets realistic measurable goals to achieve these needs yearly.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>15.7 The CCN seeks out mentors where appropriate to encourage personal and professional growth.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>15.8 The CCN attends in-services and learning opportunities to ensure competence with new equipment, processes or best practice initiatives.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>15.9 The CCN identifies unit learning needs and brings this information forward to educators / management.</i>	0 (0.00)	2 (13.33)	6 (40.00)	7 (46.67)	15
<i>15.10 The CCN maintains competence in information and patient care technologies appropriate to role and patient population.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>15.11 The CCN is aware of how to access learning and educational opportunities/resources, which would support continuing professional development.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>15.12 The CCN obtains and maintains specialty certification.</i>	0 (0.00)	3 (20.00)	7 (46.67)	5 (33.33)	15
16. CCNs demonstrate a commitment to life-long learning.					
<i>16.1 The CCN ensures all employees receive an orientation to the assigned clinical area which reflects facility-wide requirements as well as unit specific needs.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
<i>16.2 The CCN with advanced preparation, education or experience in critical care nursing is responsible for direct patient and family-centred care.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15

<i>16.3 The CCN ensures that patient assignments are based on skills, knowledge, and ability of the critical care nurse and the patient's needs and acuity.</i>	0 (0.00)	4 (26.67)	4 (26.67)	7 (46.67)	15
<i>16.4 The CCN ensures that all critical care nursing personnel receive a performance appraisal, in accordance with the hospital's policies, which is based on the written job description, discussed with the staff members involved, and includes a process for the development of mutually agreed upon goals and objectives.</i>	0 (0.00)	3 (20.00)	6 (40.00)	6 (40.00)	15
<i>16.5 The CCN stays current with evidence informed practice changes on the unit and identifies and reports to supervisor if further skill development required.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>16.6 The CCN attends in-services and/or education to maintain clinical competency.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>16.7 The CCN promotes research, evidence-informed practice, and dissemination of best practice.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>16.8 The CCN provides leadership to other members of the critical care team by acting as a resource person & mentor.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15

17. CCNs advocate for practice transition support at all levels of experience.

<i>17.1 The CCN actively advocates on behalf of patients and their families to ensure best practice in care is provided.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15
<i>17.2 The CCN informs and creates opportunities for input by patients and their families on critical care decisions and planning pathways.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
<i>17.3 The CCN promotes family-centred approaches to care, including open visiting where possible and respecting cultural variations in family expectations.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>17.4 The CCN informs patients and families of their rights and responsibilities as consumers of health care services.</i>	1 (6.67)	1 (6.67)	6 (40.00)	7 (46.67)	15

<i>17.5 The CCN ensures informed consent is obtained for critical care procedures and advocates effectively for vulnerable patients.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>17.6 The CCN seeks to ascertain the patient's (or parent/guardian's) wishes in relation to his or her care and treatment, including extent of family involvement.</i>	0 (0.00)	0 (0.00)	7 (46.67)	8 (53.33)	15
<i>17.7 The CCN monitors the effectiveness of family involvement in care, including the patient's preferences and opportunities that arise for family participation.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>17.8 The CCN assesses the patient's social situation by sensitively interviewing the patient and family.</i>	0 (0.00)	2 (13.33)	7 (46.67)	6 (40.00)	15
<i>17.9 The CCN explores the patient's 'likes and dislikes', such as his or her preferred name, and documents and communicates these to the health care team.</i>	0 (0.00)	2 (13.33)	6 (40.00)	7 (46.67)	15
<i>17.10 The CCN ensures any existing sensory needs are recorded and aids are used when appropriate, such as glasses and hearing devices.</i>	0 (0.00)	0 (0.00)	9 (60.00)	6 (40.00)	15
<i>17.11 The CCN establishes day and night routines to optimize weaning from critical care therapies and to enhance wellbeing.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>17.12 The CCN assesses and plans care to address pain, agitation, and delirium; uses pharmacological and non-pharmacological therapies.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>17.13 The CCN orientates the patient and family to the unfamiliar critical care environment in a welcoming and supportive manner.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>17.14 The CCN recognizes the boundaries of a therapeutic professional relationship.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15

18. CCNs utilize the nursing process to deliver high-quality critical care.

<i>18.1 The CCN collects data from the patient, family, other healthcare providers, and the community, as appropriate, to develop a holistic picture of patient needs.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------	----------	-----------	------------	----

<i>18.2 The CCN prioritizes data collection based on patient characteristics related to the immediate condition and anticipated needs.</i>	0 (0.00)	1 (6.67)	3 (20.00)	11 (73.33)	15
<i>18.3 The CCN uses valid evidence-based assessment techniques, instruments, and tools.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>18.4 The CCN documents relevant data in a clear and retrievable format.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>18.5 The CCN validates diagnoses with the patient, family, and other healthcare providers.</i>	1 (6.67)	0 (0.00)	5 (33.33)	9 (60.00)	15
<i>18.6 The CCN respects patient and family perspectives and values in formulating culturally appropriate outcomes in collaboration with the patient and family, and with the interprofessional team.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>18.7 The CCN employs critical thinking and judgment in developing an individualized plan using best evidence.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>18.8 The CCN collaborates with the patient, family, and interprofessional team to develop the plan.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>18.9 The CCN establishes priorities and continuity of care within the plan.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>18.10 The CCN considers associated risks, benefits, current evidence, clinical expertise, resources, and cost when developing the plan.</i>	0 (0.00)	3 (20.00)	5 (33.33)	7 (46.67)	15
<i>18.11 The CCN employs strategies to promote and maintain safe environment.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>18.12 The CCN intervenes to prevent and minimize complications and alleviate suffering.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>18.13 The CCN provides age- and developmentally appropriate care in a culturally and ethnically sensitive manner.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>18.14 The CCN revises the assessment, diagnoses, outcomes, and interventions based on the information gained during the evaluation process.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15

<i>18.15 The CCN prioritizes treatment and care according to the patient's needs and available resources.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>18.16 The CCN performs comprehensive or focused health assessments as necessary.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>18.17 The CCN recognizes the need for help, and appropriately delegates when unable to provide appropriate care due to workload or other factors.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15
<i>18.18 The CCN remains aware of patients and colleagues in adjoining bed spaces, assisting as required.</i>	1 (6.67)	2 (13.33)	5 (33.33)	7 (46.67)	15
<i>18.19 The CCN prioritizes the needs of patients and anticipates unplanned events.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>18.20 The CCN trouble shoots problems with equipment rapidly and effectively.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
<i>18.21 The CCN incorporates information technology appropriately into critical care practice.</i>	0 (0.00)	0 (0.00)	8 (53.33)	7 (46.67)	15
<i>18.22 The CCN allocates resources as appropriate to the priorities of care and treatment for the entire patient group. Refers technology or practice issues that arise to the relevant senior staff.</i>	0 (0.00)	3 (20.00)	5 (33.33)	7 (46.67)	15
<i>18.23 The CCN uses a wide range of strategies to gather relevant patient assessment data from a range of sources, including physical assessment, patient and family interviews, data from diagnostic equipment, laboratory results and health records.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>18.24 The CCN includes long-term goals in planning; for example, incorporates early mobilization in care, or weaning from ventilation and inotropes.</i>	0 (0.00)	2 (13.33)	4 (26.67)	9 (60.00)	15
<i>18.25 The CCN uses structured clinical handover approach to ensure information and advice obtained from other health professionals, patients and family is communicated and documented.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15

<i>18.26 The CCN recognizes and addresses potential for untoward trends in patient data; for example, in ventilation parameters, changes in cardiac output and renal function.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>18.27 The CCN ensures all emergency equipment is regularly checked, available and in working order.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>18.28 The CCN uses a systematic, consistent approach to patient assessments.</i>	0 (0.00)	1 (6.67)	2 (13.33)	12 (80.00)	15
<i>18.28 The CCN can recognize, assess, stabilize and manage a critically ill patient who has acutely deteriorated or collapsed.</i>	0 (0.00)	0 (0.00)	1 (6.67)	14 (93.33)	15
<i>18.29 The CCN is able to prioritize patient care based on assessment findings.</i>	0 (0.00)	0 (0.00)	1 (6.67)	14 (93.33)	15
<i>18.30 The CCN adheres to facility standards for assessment and documentation frequency.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>18.31 The CCN is competent to implement ACLS guidelines and care as required.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>18.33 The CCN is able to develop a care plan in collaboration with the patient, family or significant others and healthcare professionals in a way that promotes each member's contribution toward achieving the desired outcomes.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>18.34 The CCN proactively performs primary and secondary surveys (where possible) prior to patient deterioration in order to prioritize care. Responds appropriately and manages emergencies in unfamiliar environments, such as cases of patient deterioration out of critical care, Medical Emergency Team calls and Code Blue situations.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15

19. CCNs advocate for patient- and family-centred care based on current recommendations.

<i>19.1 The CCN actively advocates on behalf of patients and their families to ensure best practice in care is provided.</i>	0 (0.00)	1 (6.67)	5 (33.33)	9 (60.00)	15
------------------------------------------------------------------------------------------------------------------------------	----------	----------	-----------	-----------	----

<i>19.2 The CCN informs and creates opportunities for input by patients and their families on critical care decisions and planning pathways.</i>	0 (0.00)	3 (20.00)	4 (26.67)	8 (53.33)	15
<i>19.3 The CCN promotes family-centred approaches to care, including open visiting where possible and respecting cultural variations in family expectations.</i>	0 (0.00)	2 (13.33)	5 (33.33)	8 (53.33)	15
<i>19.4 The CCN informs patients and families of their rights and responsibilities as consumers of health care services.</i>	0 (0.00)	3 (20.00)	6 (40.00)	6 (40.00)	15
<i>19.5 The CCN ensures informed consent is obtained for critical care procedures and advocates effectively for vulnerable patients.</i>	0 (0.00)	0 (0.00)	2 (13.33)	13 (86.67)	15
<i>19.6 The CCN seeks to ascertain the patient's (or parent/guardian's) wishes in relation to his or her care and treatment, including extent of family involvement.</i>	0 (0.00)	0 (0.00)	6 (40.00)	9 (60.00)	15
<i>19.7 The CCN monitors the effectiveness of family involvement in care, including the patient's preferences and opportunities that arise for family participation.</i>	0 (0.00)	1 (6.67)	6 (40.00)	8 (53.33)	15
<i>19.8 The CCN assesses the patient's social situation by sensitively interviewing the patient and family.</i>	0 (0.00)	3 (20.00)	5 (33.33)	7 (46.47)	15
<i>19.9 The CCN explores the patient's 'likes and dislikes', such as his or her preferred name, and documents and communicates these to the health care team.</i>	0 (0.00)	2 (13.33)	6 (40.00)	7 (46.47)	15
<i>19.10 The CCN ensures any existing sensory needs are recorded and aids are used when appropriate, such as glasses and hearing devices.</i>	0 (0.00)	1 (6.67)	8 (53.33)	6 (40.00)	15
<i>19.11 The CCN establishes day and night routines to optimize weaning from critical care therapies and to enhance wellbeing.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>19.12 The CCN assesses and plans care to address pain, agitation, and delirium; uses pharmacological and non-pharmacological therapies.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>19.13 The CCN orientates the patient and family to the unfamiliar critical care environment in a welcoming and supportive manner.</i>	0 (0.00)	1 (6.67)	4 (26.67)	10 (66.67)	15

<i>19.14 The CCN recognizes the boundaries of a therapeutic professional relationship.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
--------------------------------------------------------------------------------------------	----------	----------	-----------	------------	----

20. CCNs demonstrate awareness of complication/iatrogenic harm that may arise during or from critical illness.

<i>20.1 The CCN completes appropriate environmental risk assessments and implements strategies to mitigate risk, e.g. fall risk assessment and implementation of fall prevention strategies.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------	----------	-----------	------------	----

<i>20.2 The CCN implements or promotes strategies to provide a patient-centered environment which improves rest, such as reducing ambient noise or following institutional policy to reduce alarm fatigue.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------	----------	-----------	------------	----

<i>20.3 The CCN completes environmental health risk assessment when conducting patient history review on admission.</i>	0 (0.00)	2 (13.33)	7 (46.67)	6 (40.00)	15
-------------------------------------------------------------------------------------------------------------------------	----------	-----------	-----------	-----------	----

<i>20.4 The CCN collaborates with colleagues to educate patients and families about environmental health risks and how to reduce or mitigate risks.</i>	0 (0.00)	3 (20.00)	6 (40.00)	6 (40.00)	15
---------------------------------------------------------------------------------------------------------------------------------------------------------	----------	-----------	-----------	-----------	----

21. CCNs provide high-quality care across all transitions in the critical illness trajectory – admission through to survivorship or bereavement.

<i>21.1 The CCN undertakes and documents an assessment of patient and/or family needs and preferences including: Ensuring key members of the patient's family, their relationship to the patient, and contact details are documented; Cultural preferences including cultural and religious beliefs and customs; The need for social work or other support services to address additional family needs including those that may extend beyond the critical care unit, for example, family accommodation; Location of death e.g. remain in unit, transfer to hospice, ward, home, or on country.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------	----------	-----------	------------	----

<i>21.2 The CCN seeks family interest in, and permission to, involve religious / spiritual / cultural leaders for ongoing family support.</i>	0 (0.00)	1 (6.67)	8 (53.33)	6 (40.00)	15
<i>21.3 The CCN supports patient / family to facilitate visitation by identified family, friends, or others as identified.</i>	0 (0.00)	2 (13.33)	6 (40.00)	7 (46.67)	15
<i>21.4 The CCN facilitates privacy and space for the patient and/or family by offering to relocate the dying patient to a single room or larger bed space, where available.</i>	0 (0.00)	0 (0.00)	8 (53.33)	7 (46.67)	15
<i>21.5 The CCN participates and contributes to family meetings for their allocated patient to: Advocate for the needs of the dying patient and family; Support family member's contribution to decision-making in accordance with the patient's prior expressed goals of care and family preferences; Provide immediate support for family, during and after family meetings; comprehensively document family involvement, family perspectives, and key outcomes of the family meeting.</i>	0 (0.00)	0 (0.00)	5 (33.33)	10 (66.67)	15
<i>21.6 The CCN seeks clear instruction to guide the process for withdrawal and withholding of life-sustaining treatment including: Reducing and/or ceasing life-sustaining drugs and treatment modalities (e.g., continuous renal replacement therapy); Weaning ventilation, extubation, and oxygen therapy; Use of sedation, analgesics, anticonvulsant, and/or anti-muscarinic drugs.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>21.7 The CCN removes any unnecessary equipment and monitoring from the patient bedside, rationalizing lines and equipment attached to the patient.</i>	0 (0.00)	0 (0.00)	4 (26.67)	11 (73.33)	15
<i>21.8 The CCN determines whether family would like to be present for withdrawal of treatment and before and after death.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15
<i>21.9 The CCN ensures comfort, including hygiene, pain and anxiety control, during the dying process.</i>	0 (0.00)	0 (0.00)	1 (6.67)	14 (93.33)	15
<i>21.10 The CCN alerts the team of the dying patient to ensure support of colleagues, staff, and ensure appropriate consideration of family.</i>	0 (0.00)	0 (0.00)	3 (20.00)	12 (80.00)	15

*It is possible that sub-statements are written verbatim from a published international standard or from grey literature. All references are provided in Crowe et al., (Under Review) and back-mapping is available on request.