Kangaroo Training Program in Community Nursing Service (CNS) – A Pilot Project

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Introduction
There had been nearly 24% of new staff joined to the Community Nursing Service (CNS) in Kowloon East Cluster (KEC) for the past three years due to service expansion, turnover and retirement wave. Community nurses (CNs) were the lone workers to provide home care for the patients in the community. The scope of practices had been countless changing as well as the complexity of care over the past forty years. Thus, it was a great challenge for the new joined CNs staff in facing these unexpected and complexity situations in the community. As a result a structural, staff centered and comprehensive training program was launched in KEC CNS to fill up this transitional gap by empowering the new joined CNs to be competence and well-equipped lone workers for provision a safety nursing care in the community.

Objectives
1. To evaluate the effectiveness of the “Kangaroo” training program
2. To enhance the confidence and competence of the new joined CNs working in the community

Methodology
It was a prospective design project. A serial of lectures were conducted by advanced practice nurses (APN) in CNS from Jan 2014 to Jan 2015. Sixteen service-related lectures were prepared for enhancing the new joined CNs’ knowledge and skills in order to provide a safety and quality home care in the community. A handy “quick reference” booklet was provided to support their clinical management. Each new joined staff was coached by an assigned APN under a log-book recording. Knowledge and skills were evaluated by a pre and post assessment. A satisfactory survey of the program was also evaluated.
Result
Twenty-five new joined CNs were participated in the program. The attendance rate and the returned rate of satisfactory survey of the program were 100%. The improvement of knowledge and skills were also indicated. All participants were agreed that the program enhanced their knowledge and skills in the clinical field and also improved their confidence and competence in practice. Moreover, 100% of them regarded that the handy “quick reference” booklet was useful in clinical management and minimize the consultation time to senior during home visit. A Kangaroo training program could transmit the knowledge and skills to the new joined CNs in enhancing their confidence and competence for providing the high quality home care in the community.