Enhancing Clinical Competency of Newly Joined Nursing Staff in Department of Psychiatry, PWH/SH

Ng K, Lai CH, Yip LS, Chau LS, Li SK, Leung ML, Tam HMV, Cheung H, Lui LS, Ho KP, Ip CK
Department of Psychiatry, Shatin Hospital/Prince of Wales Hospital

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Introduction
Professional competencies of nurses referred to the expected level of knowledge, attitudes, skills and values. With an increasing concerns and expectations towards health care systems in public, improvement strategies in competence to provide high quality nursing care was expected. Newly joined nursing staff, who was identified as less than 5 years of experience in our department, might face challenges to fulfill expected competencies within department. As a result, Clinical Competency Enhancing Program (CCEP) was designed as initiatives to enhance competencies and confidence for them.

Objectives
1. To enhance newly joined nursing staff on the competence in clinical settings
2. To provide channels for newly joined nursing staff discussing on the knowledge gap between academic and clinical settings
3. To standardize on future program for newly joined nursing staff

Methodology
Nursing Supervisors were invited to conduct lessons in CCEP throughout 2014 according to the concerns from newly joined nursing staff and agreement from nursing supervisors. A pre and post-test design with whole population sampling were adopted for evaluation by using Nurse Competence Scale designed by a group of Finnish nursing scholars with prior approval.

Result
A total of 37 nursing staff was included as targeted participants ad 34 of them have been completed the evaluation. The response rate was 91.9%. The overall result was
encouraging. The overall competence in pre-test showed 62.37 (SD 9.13) while post-test showed 74 (SD 7.7). An improvement of 18.6% was noted and it was a marked statistically significant in paired sample t-test (t=7.565, p<0.001). The subscale was also promising. An improvement of 14.5% to 26.7% were noted and all results were marked statistically significant (p<0.001) in improvement of elements of competence. As a result, CCEP demonstrated an effective way to improve competence and confidence of newly joined nursing staff. More importantly, improving quality of nursing care to patients was expected. The relevant training could be considered to expand to all nursing staff for further professionalizing in nursing care.