



Service Priorities and Programmes
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Nurse leader's innovation project: The Promotion of Clinical Buddy System to Embrace the Healthy Workplace

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Introduction

The nurses stated the busy situations and burden workload making them could not enjoy their working environment. It was difficult to study the advanced clinical knowledge, guidelines and protocol since poor motivation and frustrated within the duty. The nurses also have insufficient idea of healthy workplace since their old aged mode. As a Leader, I promoted the project was called The promotion of clinical buddy system to embrace healthy workplace for increase staff engagement.

Objectives

The objectives were improved the team study climate, clinical knowledge, staff interaction to embrace a healthy workplace.

Methodology

This project was designed as a study kit with reading guide book and quiz book. Nurses were assigned as group for reading updated guidelines in our department intranet. Quiz book was designed for checking their knowledge and the idea of healthy workplace. Recognition provided to the top five participants whom completed the target priority and provided the most correct answers. Individual pre and post evaluation form collected the feedback of the project. There were total nine questions for evaluate the pre and post program effectiveness, design, the expectation of buddy support and the clinical knowledge in the workplace. The project implemented from April to June 2017.

Result

Overall, the average of participation of the project was 85%. Total 78% of nurses expressed the importance of buddy support and acquired clinical knowledge in the pre program evaluation form. Thus, over 90% staff agreed the buddy support and reflected the concept of healthy workplace even in post evaluation.

There were 75% of nurses returned the reading guide book within the deadline and they verbally expressed they seldom read the guidelines unless the promotion. Then,

89% nurses returned the quiz book within the deadline. The Quiz books result indicated their knowledge related to infection control measures and urgent operation/procedure consent policy was poor. The knowledge related to department structure, long stay /discharge guideline and existing workplace was strong. In conclusion, the nurses enjoyed and agreed working in a healthy workplace. It was important for a leader to have a vision and updated knowledge for sharing their experience to nurses. Moreover, the leader required to have different regeneration for promote innovation project to the workplace to improve the team performance.