



Service Priorities and Programmes
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The Implementation and Evaluation of a New PICU Mentorship Program in Delivering the Safety Caring Culture and Support to Newly Nurses

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Introduction

Paediatric Intensive Care Unit (PICU) receives the most critical patients aging from 1 month to 18 years who have severe or potentially life-threatening problems requiring intensive care or high dependency care. It is a highly stressful working environment for new nurses working in such situation without proper and systemic training.

Objectives

1. Build their self-confidence in providing PICU nursing care
2. Deliver quality and safety of PICU care

Methodology

An effective orientation training program was conducted for the new rotated nurses from September to December 2017 to enhance their nursing skills which may raise the motivation and engagement and to improve their abilities in critical-thinking and decision-making so as to provide quality and safety care in PICU care. The program is divided into two phases which is theoretical training which includes tutorial lectures and demonstrations, and practical training composed of one-on-one clinical coaching and practicum. A survey was given to three newly rotated nurses and an evaluation was distributed to mentors, preceptors and speakers to examine the effectiveness of the program at the end of the program.

Result

1. The newly rotated nurses thought that they were lack of knowledge and confidence, emergency situation experience, and holistic care providing before receiving the training program. After that, they understand how to handle emergency/critical situation, use CIS system, apply knowledge for a variety of ventilators, and perform tracheostomy care. Further, they understand more about the concept of PICU care and build their self-confidence in developing effective communication with parents.
- 2 93% of the respondents agreed that the design of orientation program is relevant and comprehensive to clinical work, able to improve their competence on PICU care, helpful for them to provide quality and safety PICU care. Moreover, 71% of them thought that they gain more confidence to delegate the job to new rotated nurses.

Lastly, 89% of respondents agreed that program is beneficial to them and trainees. 78% of the trainer found this teaching strategy was inspiring. Similar program is worth to apply in another Paediatric unit.