



Service Priorities and Programmes
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Implementation of Individual Development Plan in PMH

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Introduction

Individual Development Plan (IDP) provides a planning process that identifies both nursing professional learning needs and organizational developmental goals. It serves as a tool to enhance knowledge and competencies of nurses conducting to improved workplace performance and enhanced organizational effectiveness. According to the Hospital Authority Staff Survey in 2016-2017, communication, respect and recognition are the focused developmental areas in PMH. IDP facilitates mutual communication between nurses and supervisors, and ensures nurses to receive recognition and acknowledgement of their achievements. It acts as a guidance for their professional and career development. A pilot program was launched in October 2017 in PMH.

Objectives

1. To promote both professional and personal growth of nurses in the workplace. 2. To define the approach and framework of IDP which specify the methods and time frame for obtaining specific skills and strengths. 3. To standardize IDP guiding materials for facilitating effective communication between nurses and supervisors.

Methodology

In order to provide a framework for communication and tailor made IDP for staff engagement, sets of IDP guiding materials were developed after consolidating stakeholders' feedback. Briefing sessions were conducted to introduce the IDP and delineated the roles and responsibilities of nurses and supervisors. The IDP process comprises 5 steps: 1. Pre-planning stage: nurses and supervisors carried out pre-meeting personal evaluation with the use of self-assessment tools. 2. IDP Meeting: identify the strengths, areas for improvement, interests and career goals. 3. Preparing IDP: formulate a plan for individual development. 4. Implementation and regular reviews. 5. Evaluation: evaluate the usefulness of IDPs and address any problems

encountered.

Result

From October 2017 to January 2018, 15 nurses from Department of O&G, M&G, OT&TSC, Oncology and ICU participated in IDP. The overall comment was very good. The percentage increase of “long term goals for career advancement” with 90% for RNs and 50% for APNs was the greatest among all ratings, reflecting that IDP was an effective tool for setting long term goals, facilitating their learning and professional development and improving professional practice. Moreover, the percentage increase of “proper communication channels with supervisor” for RNs was also high (73%), indicating that IDP facilitate communication between staff and supervisors. Training roadmaps from different specialties were helpful for refining IDP. IDPs enhance nurses’ knowledge and skills, stimulate self-reflection, improve competencies and help achieving personal and career goals. Further refinements are required to facilitate the success of IDP. A task force was set up for further promulgation to other departments.