



## Service Priorities and Programmes Electronic Presentations

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**Evidence-based nursing development: A way from novice to expert**

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**Introduction**

Evidence-based nursing (EBN) enables nurses to provide effective care based on best evidence rather than traditional practice. It is important for the assurance of quality and safety of patient care. EBN development in Pamela Youde Nethersole Eastern Hospital (PYNEH) can be traced back to 2003 when our Working Group was formed. Various EBN projects had been done previously to improve our nursing care. To keep the momentum and accelerate its development, an appropriate EBN training strategy is necessary.

**Objectives**

It is to develop a feasible strategy for a continuous and sustainable EBN training system in PYNEH.

**Methodology**

EBN requires the acquisition of a peculiar set of knowledge and skills through both didactic and experiential learning. Based on Benner's Theory of "From Novice to Expert", which recognizes the impact of practice in competency development, a 3-tier training strategy is formulated.

**Result**

First-tier training is a pre-EBN level which targets on general nurses for arousing their interest in EBN. In May 2012, a local expert was invited to conduct an EBN Seminar in PYNEH, which was highly appreciated by the audience with the mean satisfaction score of 5.08 out of 6. Second-tier training covers the novice to advanced beginners. Mode of training is workshop and tutorial to develop the learners' basic EBN knowledge and skills. Our first EBN Workshop and Tutorial in 2012 got a positive feedback from the participants (mean satisfaction scores were 5.22 out of 6 and 5.06 out of 6 respectively). Third-tier training caters for competent nurses or above who typically with 2-3 years EBN experience. As the Learning Pyramid by National Training Laboratories Institute for Applied Behavioural Science states, teaching is the

most effective method of learning. Train-the-trainer approach can thus be adopted to let learners participate in EBN teaching activities under supervision. Mode of training includes direct coaching by experts or advanced level workshops that aim at polishing the learners' EBN skills and nourishing their leadership in EBN. To foster the culture of EBN, a well-organized training effort is vital. A 3-tier strategy is generated according to Benner's Theory to guide our present and future EBN training.