



Service Priorities and Programmes Electronic Presentations

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Enhancing competency of newly joined nursing staff via Clinical Skills

Enhancing Program

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Introduction

To meet the increasing demands of professional nursing practice, newly joined nursing staff are the stars of the future development of psychiatric nursing. Different types of newly joined nursing staff are found, including the graduates from different universities or nursing schools as well as coming from NGOs or other hospitals. Every nursing staff has equipped with varied knowledge and clinical skills but discrepancy might be noted during clinical practice. All newly joined nursing staff were previously trained and coached by respective nursing supervisors but diverse training standards could be noted. A standardized training program was so derived.

Objectives

To standardize the training program provided for newly joined nursing staff
To facilitate better adaption of newly joined nursing staff
To enhance confidence of newly joined nursing staff to work in new environment
To facilitate future training and ongoing learning for newly joined nursing staff

Methodology

Essential topics were identified by Q&RM team and nursing supervisors, focusing on the handling of illicit substances, knowledge on common psychotropic medications and resuscitation medications, fire safety, fall prevention, management of missing patients as well as cardiopulmonary resuscitation. Experienced speakers were invited to prepare and present the respective topics with pre- and post- quiz preparation for all participants. All resources were posted onto iHospital of NTEC also for the future review and education for newly joined nursing staff. Data analysis of the quiz was done to evaluate the effectiveness of the program.

Result

Among all of the topics, positive improvement was noted with significant result found over the topic related to the knowledge of psychotropic and resuscitation medication, which could imply onto the enhancement over the medication safety. Moreover, participants were highly appreciated of the posting up of the resources of Clinical

Skills Enhancing Program onto iHospital as they could review the content on their pace of learning and a standardized content could facilitate ward learning for nursing supervisors.