



Service Priorities and Programmes
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Evaluating organization infrastructure and initiative to enhance nurses' contributions to quality healthcare: a multi-site qualitative study

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Introduction

A nurse's continuing professional education is critical to keeping up with advances in nursing. It enables nurses to further develop their competencies in making reasoned decisions in providing safe and compassionate care. The New Territories East Cluster pioneered an innovative one-nurse-one-plan programme in 2006. It covers therapeutic skills, leadership skills, continuous quality improvement, risk management, and other areas of benefit that support nurses in their everyday practice. The programme also enables nurses to rotate to different specialty units to broaden their horizon. This evaluation was conducted seven years after implementation of the programme to determine its effectiveness.

Objectives

To explore the: (1) perception of the programme usefulness; (2) perceived needs regarding continuing professional development; (3) satisfaction regarding whether the perceived needs are being met; (4) barriers and facilitators in attending the training courses and participation in the job rotation.

Methodology

A qualitative descriptive study was conducted amongst a purposive sample of 34 nurse participants from three acute, three extended-care, and one palliative care hospitals in 2013. Participants included 18 registered nurses, five enrolled nurses, eight advanced practice nurses, two ward managers, and one nursing officer.

Result

Six focus-group interviews were conducted. Most agreed that the courses were well-structured and the content was practical. Participants across groups commented that the discussion of critical incidence and case scenarios was the most useful ways of enabling skills in managing care and communicating effectively with patients and carers. The mental health first aid input was useful to help colleagues who are

experiencing a crisis. The review of falls incidents fostered vigilant compliance with fall prevention interventions. However some reported that their working areas had difficulties releasing them to attend courses and contributed to their frustration. Most of them agreed that the clinical rotations enhanced their understanding of operations and management in a variety of clinical settings. Rotation of a 6-month duration was adequate. The Training and Development Subcommittee will look into the changes that might be needed and identify further opportunities for nurses to participate in the staff development and rotation programme.