



Service Priorities and Programmes Electronic Presentations

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Creating a Culture of Professional Development By Establishing Nurse Milestone Pathway in Intensive Care Unit

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Introduction

Professional development is significantly important for nurses to strengthen their knowledge and skills necessarily to provide quality patient care, especially in Intensive Care Unit (ICU), where nurses need to manage sophisticated technology as well as scientific changes that are occurring. Literatures have already suggested that professional development could also enrich nurses' job satisfaction and therefore providing quality, safe and cost-effective patient care. Furthermore, establishment of a meaningful professional development opportunities offered at nurses' places of employment would increase nurse retention so as to solve the problem of manpower shortage. "NDH ICU Nurse Milestone Pathway" was developed in our department to structure the training needs and opportunities that already exist, hence to enhance the professional development of nurses. It helped to create a culture in which nurses felt encouraged to grow professionally and help nurses to meet their goals according to departmental needs.

Objectives

- To create a culture for ICU nurses to grow professionally according to departmental needs and personal goals
- To enrich ICU nurses' job satisfaction and staff engagement to department
- To provide high quality, safe and cost-effective patient care

Methodology

The "NDH ICU Nurse Milestone Pathway" was designed according to HA career progression. Nurses will be offered related training and opportunities to exposure to relevant area, which allow nurses for preparing for career advancement. It was categorized into six levels, including Novice (ICU RN 0-1 year), Advanced beginner (ICU RN 1-3 years), Competent (ICU RN 4-10 years), Proficient (ICU RN >10 years), Expert (ICU APN 1-3 years) and Management levels (ICU APN >4 years, WM). Each level contains respective development goals, which consisted of related courses, program and specific roles in ICU. Each nurse will be provided a "Nurse Milestone Pathway Individual Record", where the goal set, training and role assignment record, and marked achievement will be documented. This record will be used for evaluation of yearly Staff Development Review (SDR).

Result

The “NDH ICU Nurse Milestone Pathway” was implemented and feedback from staff will be collected. Direct supervisor will continuously evaluate the staff performance according to “Nurse Milestone Pathway Individual Record”. Yearly Staff Development Review (SDR) will also be used for evaluating the achievement and future professional development of nurses.