



Service Priorities and Programmes Electronic Presentations

Convention ID: 172

Submitting author: Mr L F TSANG

Post title: Other(Please specify):, United Christian Hospital

Self-perceived competence-based training needs of registered nurses working in United Christian Hospital: A cross-sectional exploratory study

Tsang LF(1), Sham ASY(1), Law SL(1), Tang SK(2), Kong CY(3), Ho ISC(1), Wong PSY(4), Tarrant AM(5)

(1) Nursing Services Division, United Christian Hospital

(2) Department of Medicine & Geriatrics, United Christian Hospital

(3) Orthopaedics & Traumatology department, United Christian Hospital

(4) Nursing Services Department, Hospital Authority Head Offi

Keywords:

Competency

training needs

registered nurse

personal growth

professional and service development

Introduction

An increasing demand for quality of clinical service and safety of clinical procedures in hospitals has become a burden to healthcare staff. Allocation of resources specifically for training is always not adequate to fulfill the nurses' actual needs. Nurse planner is responsible to work out strategies for improving the nurse' competency and work performance as long as an increasing demand for quality of clinical service and safety of clinical procedures in hospitals.

Objectives

To explore self-perceived 1) competency level, 2) training needs of registered nurse towards three domains: personal growth, professional development and services development, 3) training needs perceived from their supervisors, and 4) formulate a competency-based professional development and training framework in UCH.

Methodology

A focus group was established to provide strategies and identify areas to be explored. A self-administered questionnaire that was validated using a content validity scale was developed. The study used a cross-sectional survey design to collect data from 3 to 23 August 2015. Descriptive data analysis was used for nominal variables and ordinal variables that were expressed in means and standard deviations reported for continuous variables, frequencies and per cents reported for categorical variables. The t-test was used for evaluating the difference of self-perceived performance and training needs in terms of year of experience with less than 5 from equal to or more than 5. A correlation statistical test was used to determine any association on competency and training needs. A Chi-square test was used to compare two groups

when data were categorized.

Result

The response rate of the study was 82.4%. The mean of functional, personal, people & team and organizational effectiveness competency were 2.62, 2.63, 2.49 and 2.48 respectively. The mean of training needs under functional, people & team, personal and organizational effectiveness competency were 6.65, 6.62, 6.23 and 5.95 respectively. Nurses with less self-perceived competency required a higher training needs on care management ($r=-0.9$, $p=0.008$). A professional development and training framework based on competency for registered nurse was developed. This study sheds light on the strength and direction of training needs and the significantly correlated perspective from senior level managers and RNs.