



## Service Priorities and Programmes Electronic Presentations

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

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#### **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. A few study mentions the training opportunity for enrolled nurse (EN) and nurse planner is responsible to work out strategies for improving the nurse' competency and work performance.

#### **Objectives**

To explore self-perceived 1) competency level, 2) training needs of enrolled 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.

#### **Result**

The response rate of the study was 82.4%. The mean of functional, personal, people & team and organizational effectiveness competency were 2.77, 2.77, 2.84 and 2.74 respectively. The mean of training needs under functional, people & team, personal and organizational effectiveness competency were 6.71, 6.54, 6.58 and 5.87

respectively. ENs with less than 5 years of experience perceived more training needs under functional ( $t = 2.42, p=0.018$ ) and personal ( $t = 2.66, p=0.009$ ) category. Only people development competency was found a significant improvement cross their years of experience [ $F(2,117) = 3.32, p=0.04$ ] and working in UCH [ $F(2,116) = 3.2, p=0.026$ ]. Nurses with less self-perceived competency required a higher training needs on functional ( $r = -0.26, p=0.003$ ), personal ( $r = -0.26, p=0.004$ ), people & team ( $r = -0.2, p=0.031$ ), and organizational effectiveness ( $r = -0.18, p=0.043$ ) competency. A professional development and training framework based on competency for ENs was developed. This study sheds light on the strength and direction of training needs and the significantly correlated perspective from senior level managers and ENs. Training framework was developed for upcoming 3 years training plan based on the study findings.