



Service Priorities and Programmes Electronic Presentations

Convention ID: 181

Submitting author: Mr Man Chiu HO

Post title: Registered Nurse, Shatin Hospital

Clinical Competence Enhancing Program for Nurses 2016 in Department of Psychiatry of Shatin Hospital / Prince of Wales Hospital

Ho MC(1), Chau LS(1), Cheng PSP(1), Cheung HJ(1), Tam H MV(1), Wan SM(1), Chan SP(1), Lee NK(1), Tsang PL(1), Young CH(1), Ng K(1)(2)

(1)Department of Psychiatry, Shatin Hospital, (2)Department of Psychiatry, Prince of Wales Hospital

Keywords:

Clinical Competence

Introduction

Professional competencies of nurses referred to the expected standard of knowledge, attitudes, skills and values. With an increasing concerns and expectations towards health care systems in public, improvement strategies in competencies to provide high quality nursing care was expected. All nurses, regardless of rank and experience, faced the challenges to fulfil expected competencies within department. Also, department has additional requirement that training program should be 1) simulation based 2) related to clinical practice and 3) in line with departmental development trend (i.e. recovery model). Therefore, based on the successful experience of Clinical Competency Enhancing Program (CCEP) since 2014, a modified program CCEP-2016 was designed to enhance competencies and confidence for all psychiatric nurses working in Prince of Wales Hospital (PWH) and Shatin Hospital (SH).

Objectives

1. Participants shown improvement in clinical competencies.
2. Participants acquired the knowledge and skill after completing the training.
3. Simulation based training was implemented.
4. Systematization of CCEP was achieved.
5. Participants were satisfied with the training provided.

Methodology

10 experienced nurses (including 5 RN, 4 APN and 1 WM) were invited to conduct 24 seminars on 11 different topics. A pre- and post-test design with convenience sampling was adopted for evaluation by using the Competency Inventory for Registered Nurse (CIRN) developed by Dr. Liu M. and her team with prior approval. The CIRN validation version consists of 55 items with seven dimensions formulated using the International Council of Nurses (ICN) framework of competencies for generalist nurse.

Result

67 nurses from different ranks (EN to WM) and with different years of experience (0 to 36 years) were participated in the program. 45 of them have completed the evaluation. The response rate was 68.9%. The mean CIRN total score increased from 153.72 (SD 25.112) middle competency to 166.43 (SD 26.81) high competency after the program, indicated an improvement of 8.3% was noted and there was a statistically significant difference concluded in the dependent t-test ($t_{46}=3.013$, $p<0.005$). The subscale was also promising. An improvement of 5.97% to 10.02% were noted and all results were marked statistically significant (p-value ranged from 0.003 to 0.021) in seven dimensions of competencies. In conclusion, CCEP-2016 demonstrated an effective way to improve the core competencies of nurses.