



Service Priorities and Programmes Electronic Presentations

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From Novice to Expert on Medication Safety by Competency-based Learning in IPMOE Era

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Introduction

Medication safety is top priority promoted in PMH. Different AOM safety measures and training are being used in M&G department. Moreover, IPMOE system has been reduced existing human errors in medication incidence but it also produces new problems such as system bugs and setting problems. Therefore, standard and special trainings are needed before using. However, hand-in-hand training is difficult to perform in busy ward situations. Thus, systematic electronic learning program is implemented to increase frontline staff's self-awareness and compliance on medication safety.

Objectives

- 1.To align and integrate reinforcement medications safety measures in M&G Department;
- 2.To standardize drug administration practice and workflow in IPMOE system;
- 3.To develop a comprehensive and self-accessible drug safety monitoring and training system

Methodology

Department wide staff survey on AOM safety:

Pre and post validated questionnaires distributed to reflect nurses' knowledge, attitudes and comments in AOM practices and training. Documentation review and site visit were implemented to collect staff's preference on learning. According to ACHS guide on medication safety, strategies are formulated after pilot study in following aspects.

- 1.M&G Department reinforcement measures on drugs handling:

Standardize and streamline current practice, department guides on medication reconciliation, private and discharge medication management, high risk medications, drug allergy handling, documentation samples were available in M&G AOM website.

- 2.Intensive and continuous in-service AOM training:

AOM website was designed in user-friendly sequence for easy information searching on AOM practice and knowledge. All mandatory training can be completed at one

point. New AOM learning kit was created as a proactive learning platform to obtain basic AOM knowledge. All specific risk elimination guidelines and procedures are included. Preceptors can use this as a guide in performing mentorship.

3. Staff's awareness through basic and IPMOE training:

Short cuts on basic AOM and IPMOE training were developed, practical tips in using IPMOE system and MI & near miss cases sharing were provided.

Result

Program was commenced since August 2016. Regular site visit and web site update were performed. 70 evaluation forms were distributed to M&G wards and the return rate was 100%. All respondents reflected teaching materials were intellectually stimulating; over 94% of staff expressed web site information was comprehensive and useful especially in performing staff mentorship. Learning curve was shortened. Program objectives were achieved.