



## Service Priorities and Programmes Electronic Presentations

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### **Bridging theory-practice gap by clinical skills enhancement workshop for novice nurse learners**

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Staff empowerment

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#### **Introduction**

With bombardment of the complexity in client conditions and changing clinical situations, many novice nurses showed reality shock. Effective knowledge delivery in the schools may not adequately equip learners with the competence to react to the multifaceted, changing clinical environment. In response to the growing demand in clinical services, more support on clinical competence and psychological wellbeing would aid in better role adaptation by novice nurses.

#### **Objectives**

The workshop aims to facilitate nurse learners in integrating learnt theory into practice, and applying different skills to tackle with the complex and changing clinical environment.

#### **Methodology**

A 12-hour Clinical Skills Enhancement Workshop based on multiple case scenarios had been arranged for novice nurse learners without clinical experience. Upon acquiring basic skills with theoretical basis, nurse learners were provided with scenarios with real clinical data in a low-fidelity simulated environment at the end of their first year of study. Before the Workshop, critical elements in each basic skill were highlighted to refresh their memory. Learners were then facilitated to apply interpersonal and critical thinking skills, on top of different nursing procedural skills, in tailoring care for clients with mixed needs. Constructive feedback was provided during debriefing, with emphasis on nursing standards, client comfort, risk management, and clinical competence.

#### **Result**

Narrative results showed that novice nurse learners perceived the experience in simulation workshop empowered them with more confidence in safe and quality clinical practice. They reported increased competence in task prioritisation and

knowledge/ skills application in different client situations. The use of multiple short scenarios improved their holistic care for clients with different needs. They also reported improved understanding in client documentation and reporting.