

Recruitment & Retention of Health Professionals Return to Nursing Practice Education Programme

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Centre for Learning & Development
At Tallaght Hospital
A Teaching Hospital of Trinity College Dublin

Happy St. Patricks Day





Tallaght Hospital, Dublin, Ireland



Hospital Profile

- ▶ Public Voluntary Teaching Hospital
- ▶ Trinity College Dublin; Academic Partner
- ▶ 594 beds
- ▶ Headcount circa 2,800
- ▶ Catchment area is > 400,000 and growing serving southwest Dublin, West Wicklow and Kildare


Annual Activity :

- ▶ 25,324 Inpatient Admissions
- ▶ 34,434 Day case Admissions
- ▶ 265,749 Out Patient Department Attendance
- ▶ 76,574 Emergency Department Attendance

Nursing & Midwifery Board of Ireland (NMBI)



- ▶ These standards and requirements set out the educational standards and requirements for Return to Nursing Practice education courses.
- ▶ These are designed to provide guidance to education providers and healthcare institutions involved in the education of nurses in relation to the development, delivery and evaluation of return to nursing practice courses.
- ▶ <http://www.nmbi.ie/ECommerceSite/media/NMBI/Publications/return-to-nursing-practice-courses-standards-requirements.pdf?ext=.pdf>

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- ▶ The Return to Nursing Practice course aims to offer nurses who wish to return to practice an opportunity to upgrade their professional knowledge and clinical practice.
 - ▶ NMBI recommend that registered nurses that wish to return to practice after an absence of five or more years complete a Return to Nursing Practice Course.
 - ▶ While there is no legal requirement to do so, it is strongly recommended by NMBI, that employers insist that all staff returning to nursing practice after such an absence complete such a course.

Requirements NMBI



- ▶ Courses must be approved by NMBI.
- ▶ The duration of approval of the programme will be specified by NMBI but will be no longer than five years.
- ▶ Any significant changes to the course must be notified to NMBI.
- ▶ The course must be developed and co-ordinated by a Registered Nurse Tutor.
- ▶ Clinical placements must take place in a healthcare institution approved by NMBI for the education of nursing students/nurses.
- ▶ All clinical placements must be supported and supervised by Registered Nurses.
- ▶ Clinical placements in healthcare institutions not currently approved by NMBI for educational purposes must apply and receive such approval prior to commencement of a course.
- ▶ Records of course content, clinical placements and attendance must be kept in respect of each participant on the course for a period of no less than 3 months.
- ▶ An annual report must be submitted to NMBI by the providing institution.
- ▶ Specific courses to meet the needs of nurses returning to practice in the areas of general nursing, children's nursing, psychiatric nursing and intellectual disability nursing may be developed.

Course Aim



The aim of the programme is to assist registered nurses who wish to return to practice with an educational opportunity to develop further and to build on the requisite knowledge, skills and attitudes necessary for the integration of theory and practice in a changing healthcare environment



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Learning Outcomes

- Assist individuals, families and groups achieve optimum health, independence, recovery or a peaceful death in a professional and caring manner.
- Plan, provide and manage direct nursing whether health promotional, preventative, curative, rehabilitative or supportive to individuals, families or groups.
- Demonstrate a knowledge base and a level of competence in clinical practice skills necessary for safe practice, which are grounded in recent evidence- based nursing research.
- Explore, critically appraise and reflect on the application of nursing theory to practice.
- Identify, meet and evaluate the nursing needs of the individual, family and community in healthcare settings.
- Act as an effective member of a healthcare team and participate in the multidisciplinary team approach to the care of patients/ clients. (NMBI, 2015)

Course Structure and Content

The course is divided into two parts:

- ▶ **Part One:** Theoretical Instruction – 70 hours (2 weeks)
- ▶ **Part Two:** Clinical Practice – 156 hours (4 weeks)



Part One

Tallaght Hospital Programme :
Theoretical instruction embraces
three modules of study.

- ▶ Module One: The Art and Science of Nursing.
- ▶ Module Two: Professional Development in Clinical Practice.
- ▶ Module Three: Clinical Practice.



Theoretical content In summary

- ▶ Mandatory professional development (BLS, manual handling, hand hygiene, fire training)
- ▶ De-escalation techniques
- ▶ Assessing, planning, implementing and evaluating nurse care
- ▶ Scope of Practice
- ▶ Infection Prevention & Control
- ▶ Anaphylaxis
- ▶ Clinical governance
- ▶ Academic Writing
- ▶ Library Skills & eLearning
- ▶ An introduction to research and critical thinking
- ▶ An introduction to the roles of clinical nurse specialists and other team members
- ▶ Diabetes update
- ▶ Haemovigilance
- ▶ Tissue Viability
- ▶ Preceptorship
- ▶ Early Warning scores
- ▶ Medication preparation and administration
- ▶ Palliative Care
- ▶ Continuing professional development

Part Two

- ▶ Clinical areas have well established resources in place for supporting learners. A preceptor is assigned to support each participant for the duration of his or her clinical experience and the participant should work with the preceptor and/ or co - preceptor daily for the duration of the placement.
- ▶ Participants are supernumerary.
- ▶ As an adult learner, it is the participant's responsibility to negotiate his/her learning outcomes with the assigned preceptor.

Assessment

- ▶ A written assignment assess the theoretical component of the course. The written assessment consists of a nursing care study related to clinical practice (2,000 words).
- ▶ Each participant is required to achieve a minimum of 50% to successfully complete the theoretical aspect of the course.
- ▶ Participants' competence in clinical placements will be assessed using a competence tool (NMBI, 2015). In addition to this, course participants will have the responsibility to keep a learning record.
- ▶ The assessment strategy does not allow for compensation between theoretical and clinical components.

Clinical Assessment

▶ **First week of the period of clinical practice**

- Initial Meeting is held.
- The Return to Practice Nurse and Preceptor discuss and plan how the competencies are to be achieved.
- The Return to Practice Nurse engages in reflective practice and records learning in learning log.

➤ **Mid-way during the period of clinical practice**

- Intermediate meeting is held and Return to Practice Nurse is formally assessed.
- The Return to Practice Nurse, Preceptor and Verifier (if applicable) discuss progress to date and develop an action plan to promote achievement of competencies if applicable.

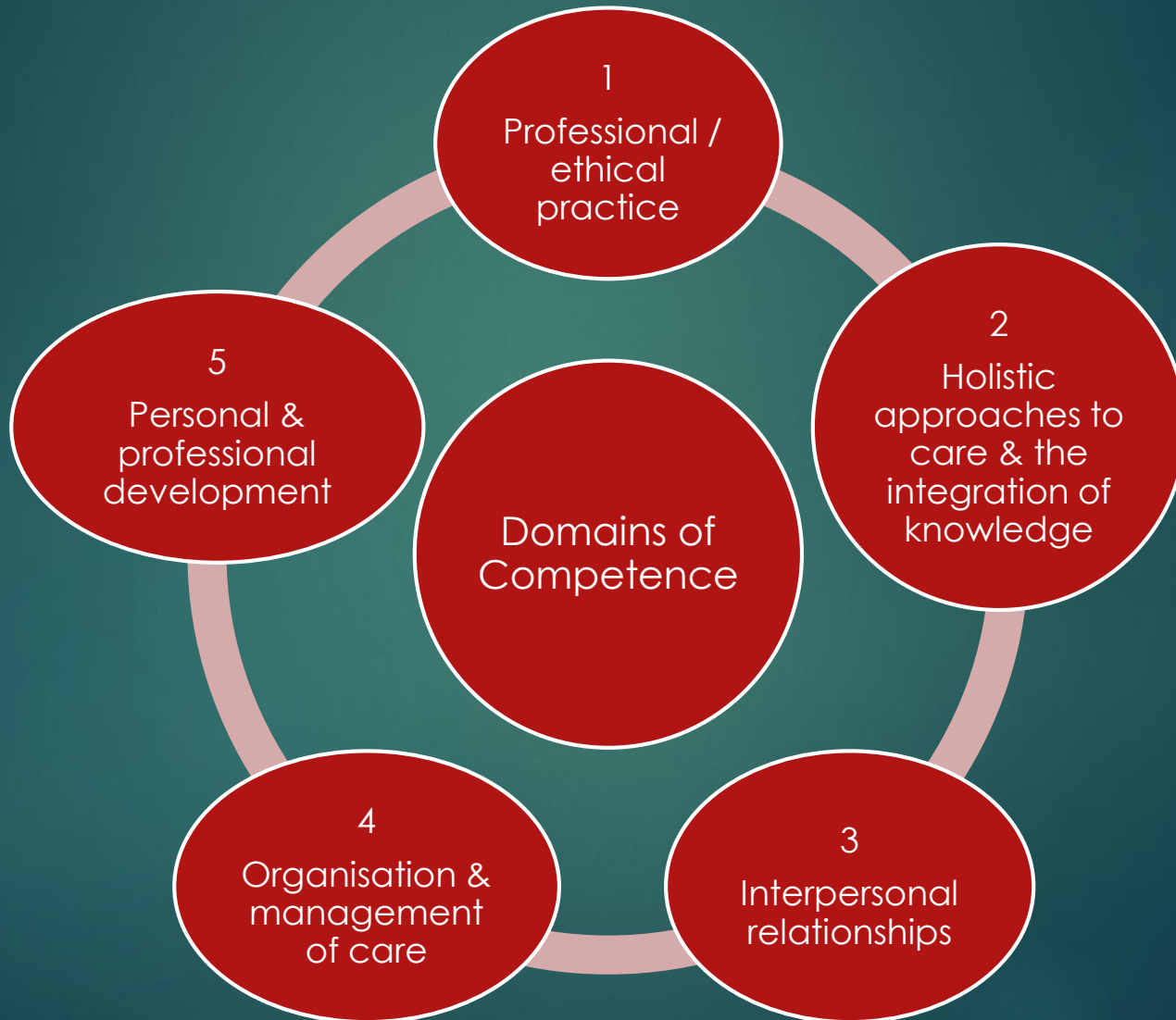
➤ **Final week of the period of clinical practice**

- Return to Practice Nurse, Preceptor and Verifier (if applicable) hold a final meeting.
- Final assessment is carried out and documentation is completed, signed and submitted to the Course co-ordinator

Competence Assessment Tool

- ▶ The competence of each participant should be assessed using the Competence Assessment Tool developed by NMBI.
- ▶ The Preceptor will consult with colleagues in determining the Return to Practice Nurses' competence.
- ▶ Return to Practice Nurses are deemed to be either competent or not, and where competence has not been achieved, the nurse will be given opportunities to develop competence through an action plan. There are no ratings in the verification of competence.

Domains of Competence



Entry Requirements

- ▶ The participants must be on the Active Register maintained by NMBI prior to commencement of the course.
- ▶ Participants must have not practiced as a nurse within the previous 5 years.
- ▶ Police clearance
- ▶ Health clearance
- ▶ Other local requirements



Return to Nursing Practice Programmes Delivered in Tallaght Hospital

Year	Month	Number of Participants
2001	September	9
2006	January	16
2006	September	11
2007	May	8
2008	May	6
2009	January	13
2009	November	17
2011	March	23
2015	May	13

Resources

- The appointed Course Co-ordinator will be a Registered Nurse Tutor.
- Classrooms & clinical teaching rooms are located at the Centre for Learning and Development at Tallaght Hospital.
- Library access will be made available in the Centre for Learning & Development Tallaght Hospital.
- Blended learning suite available for completion of eLearning programmes
- Administrative support will be made available for the co-ordination of the course.



Evaluation of 2015 Programme

- ▶ Participant's evaluation of the programme; Overall participants highlighted the intensity of the programme both in terms of the assessment and attaining clinical competency. They identified that further clinical support would have been of benefit.
- ▶ Example of qualitative responses to evaluation;

- ▶ Meeting the *other members of the course*. Refreshing skills e.g. CPR/BLS. Becoming orientated to the ward I was assigned to. Becoming independent on the ward. Being recognised as a 'go to' member of staff by the MDT Gaining competency in the med's, iv's NG feeds etc.
- ▶ Having the opportunity to *refresh and up skill* and making use of these skills.
- ▶ Loved being *back with patients*.
- ▶ Having the *support of new friends and tutors*.
- ▶ I enjoyed the group dynamic, I like *learning in groups* – the social aspect and I felt we learned a lot from each other.
- ▶ The *tutors were very approachable* and any queries I had were answered promptly. I felt supported in the class and on the ward.
- ▶ I found that I enjoyed the *eLearning*, the fact that you can work at your own pace.

- ▶ I was completely unprepared for the *amount of time required* to complete this and therefore ended up turning in an assignment that I was not satisfied with.
- ▶ I found the *assignment challenging*, fitting in to the ward dynamic was difficult at times.
- ▶ The most alarming /disappointing aspect of this experience has been witnessing the *shortage of staff* in acute areas. The atmosphere on the ward is always tense & stressful. The staff, while all welcoming and helpful as time allowed, are stretched to their limits.

Financial Support for Nurses/Midwives Returning to Practice

- ▶ Health Service Executive Ireland (HSE) Circular 14/2005
- ▶ HSE Circular 026/2015
- ▶ The Nursing and Midwifery Planning and Development Units oversee the administration of the NMBI approved return to nursing/midwifery practice course, which is delivered by the local Centres of Nursing and Midwifery Education.
- ▶ A non- means tested grant of €1,500 towards the overall costs involved in attending the course is provided to participants at the end of the return to practice course. Any participant who fails to fully complete the first six weeks will not be entitled to payment.
- ▶ Nurses/Midwives who successfully complete the return to practice course and who complete 12 months full time employment or equivalent within 3 continuous years within the public health service will be entitled to receive a further bursary of €1,500.

Conclusion

- ▶ Further research required to ascertain actual continued retention of nurses post completion of programme.
- ▶ Clinical component of the programme requires to be extended due to increase acuity of patients.
- ▶ To provide a dedicated clinical facilitator for this programme in order to provide support both to the Return to Nursing Practice participant and the preceptor.

Go Raibh Maith Agat / Thank you



- ▶ Any Questions ?
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