

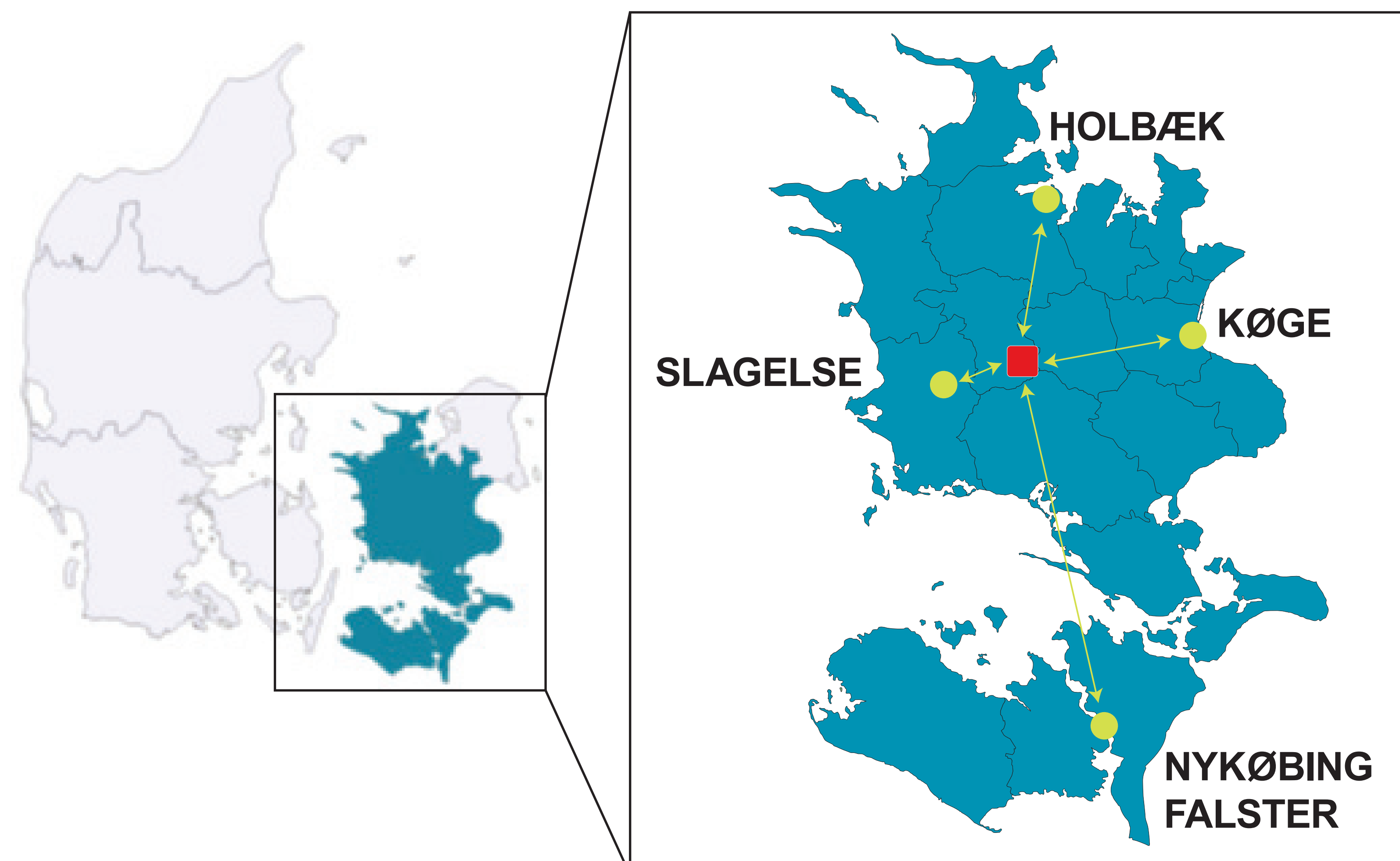
DEVELOPMENT OF A COLLABORATIVE COMPETENCY-BASED EMERGENCY NURSING EDUCATION PROGRAM IN REGION ZEALAND, DENMARK

Region Zealand, Denmark¹ • Harvard Medical Faculty Physicians at Beth Israel Deaconess Medical Center²

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Project Background & Purpose

Despite best efforts, emergency nurse competency-based education and training in Region Zealand, Denmark, was inconsistent between four regional emergency departments (EDs). This resulted in significant variability in nursing practice and resources available for education. Regional ED nurse leaders partnered with nurse specialists from Harvard Medical Faculty Physicians at Beth Israel Deaconess Medical Center to form a task force to develop and implement a standardized approach to regional ED nurse competency-based education. The AACN Synergy model would be used as a framework.



Method

In May 2015, 290 nurses completed a survey ranking their level of experience and comfort in 202 emergency nurse skills/ assessments. Four leadership teams also completed the survey ranking their perception of staff's experience and comfort levels. The skills/assessments were rated on a scale of 0-4, 0=No prior theory and/or experience; and 4=Expert, able to teach or supervise.

Results

- 240/290 Nurses responded to the survey, an 82.8% response rate.
- 80% of staff had been a nurse ≥ 5 yrs. Only 50% of staff had been an ED nurse ≥ 5 yrs.
- Nurses scored themselves proficient in 20.8% of skills.
- Leadership scored their nurses as proficient in 30% of skills.

Interventions

- Based on the regional survey results, 34 skills/ assessments were selected for education in 2016.
- The education modules, trainer tools, and competency stations were developed collaboratively by nurse educators from the 4 regional hospitals. Collaboration in development of the learning materials ensured high-quality education materials and consistency in the training material.
- Starting January 2016, each hospital is running 6-8 competency-based education days.
- Competency days are run by nurse educators; stations delivered by educators & expert staff.
- A regional train-the-trainers course was provided for 32 nurses, educators, and expert staff.

Nurses rated themselves least proficient in these categories:		Leaders rated nurses least proficient in these categories:	
NURSES		LEADERS	
Reproductive/Gyno	1.33	Reproductive/Gyno	1.46
Maxillofacial	1.87	Cardiovascular	1.86
Cardiovascular	2.01	Orthopedic	2.07
Environmental	2.16	Maxillofacial	2.07
Discharge, Legal, Ethical	2.27	Airway	2.11

Next Steps

- Evaluation of 2016 survey data & staff feedback.
- Begin planning for 2017 competency days.
- Discuss opportunities to partner with other areas of the hospital.

Implications

- The BIDMC-Region Zealand collaboration has provided an innovative approach to standardizing emergency nursing (EN) education and its delivery in the region.
- The collaboration has ensured consistency in emergency nursing education throughout the region and reduced the workload of any one hospital developing independent education and programs.
- Based on preliminary feedback and survey results, we believe that consistent EN education can impact staff retention and satisfaction.
- Emergency nurses in Region Zealand will continue to expand their practice, provide high-quality care, and impact patient outcomes with consistent standardized education delivery.

