

Developing clinical competence

Across a diverse skill mix with a
Professional Recognition Program

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Introduction

Skill Mix

- * Mix of health care occupations within an organisation
- * Casualisation of the nursing workforce
- * Movement of staff due to clinical rotations
- * Unfamiliarity with clinical areas

Current Issues and Challenges in Nursing

Recruitment and Retention

- * Aging workforce
- * Critical nursing shortages
- * Nurses leaving the profession
- * Disheartened and overworked

Current Issues and Challenges in Nursing

Educational Issues

- * Undergraduate preparation
- * Clinical teaching
- * Transfer of knowledge to skills
- * Life-long learning

Current Issues and Challenges in Nursing

Practice Issues

- * Personal *and* organisational levels
- * Changes to management, funding and perception
- * Changes in scope of practice
- * Increased patient acuity

Current Issues and Challenges in Nursing

- ← Leadership skills
- ← Lack of development
- ← Poor skills acquisition
- ← Potential leaders - identify, nurture and opportunities
 - (Basu & Gupta, 2018)

Professional Recognition Program

Documentation and measurement of competence

Pathway for development of higher skills

Rewards and Recognition

Professional Recognition Program

To support the continued professional development of nursing staff at Sydney Adventist Hospital

To reward and recognise nurses who provide excellence in direct patient care

To provide a structured program to assist nurses to develop their clinical practice and recognise available opportunities.

To promote job satisfaction

List 1 (Value of \$200)		List 2 (Value of \$100)
Choose 1	OR	Choose 2
<ol style="list-style-type: none"> 1. E xtra Conference Contribution 2. M emory Stick (\$200 value) 3. i Pod Nano 4. \$ 200 towards lap top (see Laptop Policy) 5. H oliday escape (one night for two with complimentary breakfast) <p>VOUCHERS:</p> <ol style="list-style-type: none"> 1. C oles/Myer (incl. Kmart, Target) 2. D avid Jones 3. W ish Cards (Caltex, Woolworths, Dick Smith, Tandy) 4. D ay Spa of your choice 5. R e d Balloon (ultimate adventures) www.redballoondays.com.au 6. M ovie Money (Greater Union, Birch Carroll & Coyle, Gold Class) 7. T i cketek 8. B u nnings Warehouse 		<ol style="list-style-type: none"> 1. E xtra Conference Contribution 2. M emory Stick – for computer files (\$100 value) 3. i Pod Shuffle 4. P restige Medical Quartz FOB Watch <p>VOUCHERS:</p> <ol style="list-style-type: none"> 1. C oles/Myer (incl. Kmart, Target) 2. D avid Jones 3. W ish Cards (Caltex, Woolworths, Dick Smith, Tandy) 4. D ay Spa of your choice 5. R e d Balloon (ultimate adventures) www.redballoondays.com.au 6. M ovie Money (Greater Union, Birch Carroll & Coyle, Gold Class) 7. T i cketek 8. B u nnings Warehouse

Why Competencies?

ANMC National Competency Standards

Practice requirements

Competency based registration requirements

Essential Elements of Competencies

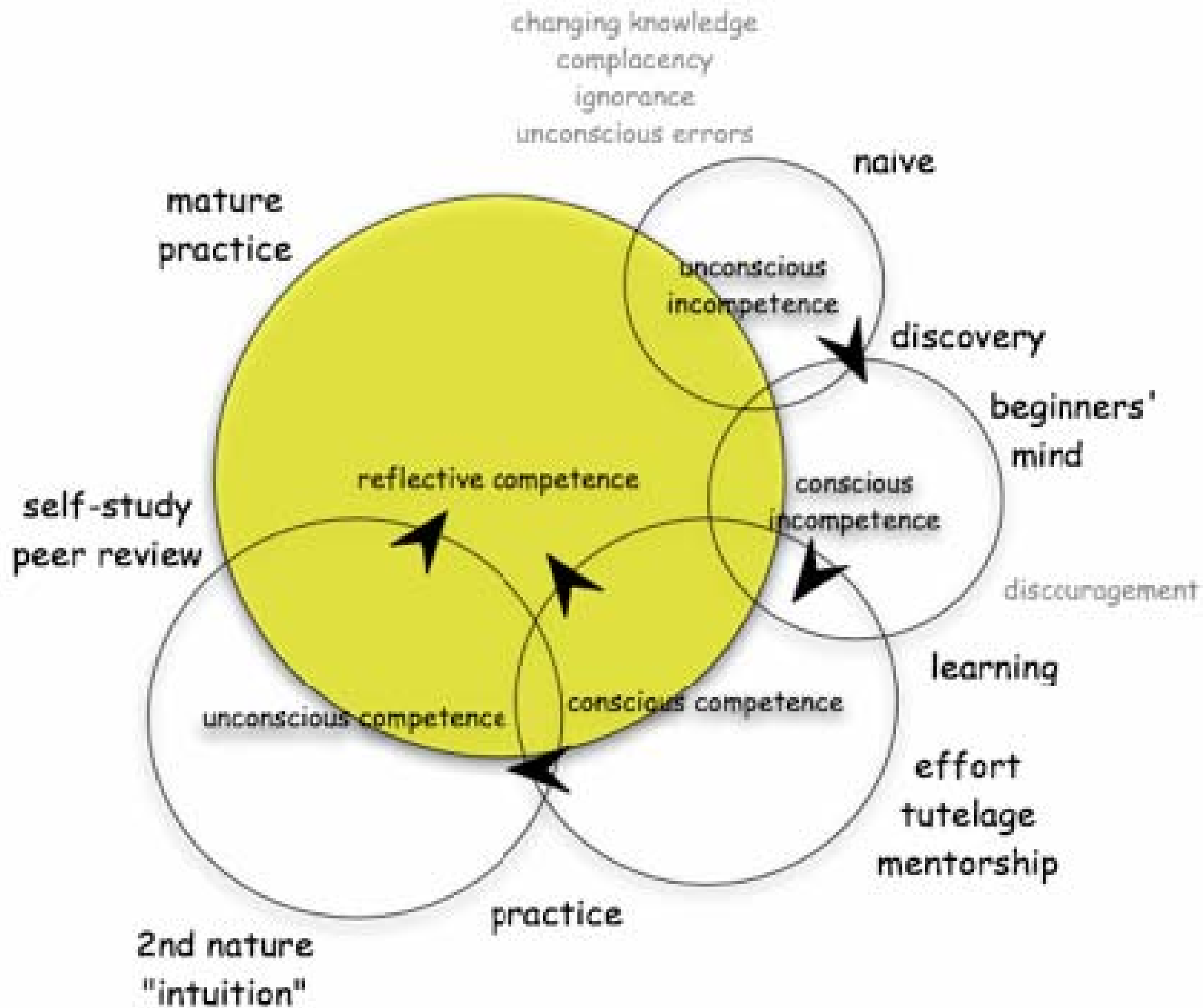
Reflect positive attitudes and behaviors

Meet departmental, organisational and legal requirements

Specific

Measurable outcomes

Show purpose and relevance



How do we evaluate competencies?

Current, fair, flexible and reliable

Was the purpose achieved?

Was their sufficient support for the candidate?

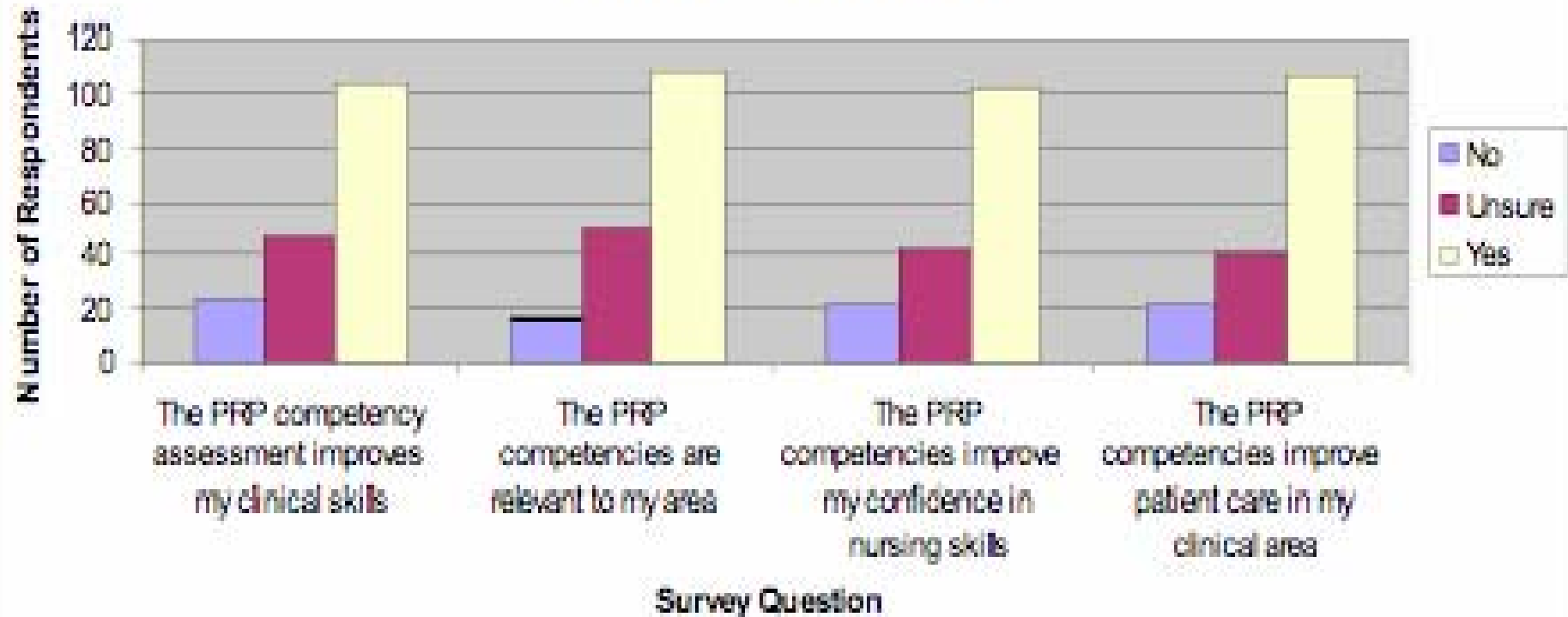
Was there sufficient evidence?

Was there access to sufficient resources?

Were results recorded and records kept?

Feedback

Staff Survey Results June 2006



Conclusion

The Professional Recognition Program at Sydney Adventist Hospital is:

A method of ensuring competence

Recognises and rewards skills and knowledge

Encourages ongoing professional development

Maintains high standards of care

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Thank You

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