



RESEARCH ARTICLE

ENHANCING THE COMPETENCIES IN ORTHO CARE “HAVE NO FEAR-  
THE ORTHOPAEDIC NURSE IS HERE”)

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ABSTRACT

A structured COE programme has paved the way to do the right practice, on the right patient, at the right time. Centre of Excellence [COE] Orthopedic focused campaign with the title “Have no Fear –The Orthopedic Nurse is here” was conducted in June 2018 as per the AOP (Annual Operating Plan) commitment of nursing department under the Clinical Differentiation. The campaign was planned, a tool kit was created encompassing all essential competency and carried out across the Apollo hospitals group by the Department of Nursing under the leadership of Group Director Nursing Capt. Usha Banerjee. The campaign was conducted across all the Apollo hospital but the campaign activities of the Apollo hospital Delhi is discussed here. A quasi experimental one group pretest posttest was conducted to assess the effectiveness of the program. The study has shown a significant difference between the pretest and posttest knowledge score of the staff nurses. COE aided nurses to leverage complexity of the current healthcare system, nurses who are initially well prepared and continue to develop professionally throughout their career are a key factor in obtaining positive patient outcomes and professional development is essential for excellence in healthcare.

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INTRODUCTION

Nursing every patient is a challenge to a nurse and no two patient respond in a similar manner to the same disease condition. Competence, knowledge and skills are the founding stone to the success of nursing care. With ocean of knowledge in existence and every individual doctor has his own way of work, nurses are always confused what to adopt and what not to. Nurses have increased workload and staff shortage. As a nurse one is expected to have appropriate skills and knowledge for safe, effective practice, and recognize to work within professional boundaries and levels of competency. It is a challenge for any organization to reorganize learning deficiencies of staff nurses and keep them updated with the latest advances in care practices for specific specialties.

Learning Enhancement and Development offers expert services to patient care, with the aim of supporting teaching and learning and providing the best possible educational experience for staff. Nurses have anxieties about keeping up-to-date and abreast of current research, policy and evidence-based practice related to their clinical and professional practice. Nursing is an

art as well as science. Keeping professional development continuous is science and the art of dealing with different patient with same disease condition is an art. Employees are constantly being assessed on their knowledge and skill, to stay on top of the game was the challenge faced by our organization keeping up-to-date with professional development can support customer delight. Like school and college workplace is equally intense and competitive learning environment. When one studies in a structured programme it is based on the curriculum and syllabus but in a working hospital one has little choice but to adopt to the working environment and colleagues and it is imperative for nurses to adopt to doctor/consultants /specialist. Hospital renders utmost importance to patient care and thus ongoing update and learning in mandatory in our hospital were we deliver customer delight to our clients. According to the 2012 Learning Survey by Niace, the adult learning organisation, there's a strong correlation between learning and sustained employment. Nursing is a constantly developing profession. COE program has help nurses to maintain confidence and remain open to collaboration and evaluation to attain the best patient care. Although there are number of online and offline

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courses, COE coursework provided an overview of the professional nursing role in our hospital set up. So, with this in mind, COE (Orthopaedics) was introduced to enhance learning and development among staff nurses. In busy working environment it's easy to lose sight of the changing needs of the job. Learning and development takes time and energy, and it will sometimes take one out of their comfort zone, but the reap of it is worth the sow.

**MATERIAL AND METHODS**

Orthopaedic Specialty was identified for the campaign owing to its requirement and implication across majority of our hospitals. Also the campaign took into consideration the wide spectrum of conditions, significance of pain management and the critical role of a nurse in ensuring positive clinical outcomes. Quarterly COE specific campaigns were committed as a deliverable under the Clinical Differentiation segment of AOP 2018 – 19.

**Research approach:** The study was conducted using quantitative research approach

**Research design:** Quasi - experimental one group pretest – post- test research design

**Sample and sampling technique:** The sample size is 56. Convenient sampling technique was used to select staff only from the units where orthopedic patient are treated.

**Tool:** The knowledge of the staff nurses before and after the certificate program was assessed with structured knowledge questionnaire. A customized tool kit was designed to serve as a guide for the COE activities of the month. The campaign was planned and executed by nursing head but there was extensive involvement and participation of Consultants, HOD's and other departments were invited. All relevant topics were planned as per calendar of activity that impact, clinical and service outcomes for the orthopaedic patient were identified and were placed in the calendar of activities. All senior consultant, HODs and vendors were informed about the session topics and based on the expertise and interest of the consultant their classes were organized. The focus was on imparting evidence based information so that nurses can update themselves with current strategy and unlearn old and obsolete practice. Multiple teaching methodologies were incorporated which included lectures, discussions, Case study, panel discussions, demonstrations, practical hands on session to ensure comprehension and learning. Nurses from ICU's and wards were sent to Operation Theatre to watch orthopaedic surgery so that they can understand the pathophysiology and anatomy to ensure appropriate care to their patients and understand the complexities of the surgical procedure. All the session formed part of a Certification Program for our nurses. Competency assessment for the staff was done with pre-test and post-test at the end of the scheduled one month programme was conducted to measure effectiveness across the group. Ortho Camps, Quiz, Workshop were also conducted. Embarking on COE (centre of excellence) specific clinical campaigns has provided our nurses the skills and knowledge related to area of practice, academic writing, critical analysis and accurate nursing diagnosis.

All these initiatives are testimony to the fact that at Apollo group of hospitals there are multifarious opportunities for

nurses to support their continuing professional development. There was improvement in the skills and knowledge of nurses after the completion of course and they were confident that they will be able to handle orthopaedic cases with much more buoyancy than before. There were challenges to adopt to the set schedules that were shared across the group, however unit head made it feasible to spare the staff for the set time (one hour daily).

The course started with enthusiasm among the group members and the Doctors found it to be an effective platform to share their knowledge and also they were able to put across the table exactly what they expected from staff members which enhanced the establishment of work environment that has helped in the creation of an ideal climate that is patient centered.

COE	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
O						1	2
	Ortho specific: TLC Celebration-To be done throughout the month-First Pain free day/Birthday/Anniversary/1 <sup>st</sup> mobilization etc.						
R	3	4 Launch Ceremony	5 Case Presentation By Dr. Chander Shekhar	6 Preparation of patient for Orthopedic surgery By Dr. Vikas Ghal	7 Musculo-Skeletal System: 8 Common Ortho. Condition By Dr. Hemantkumar	8 Ortho Camp	9 Ortho Camp
T	10	11 Cerebral palsy By Dr. DR. Ramesh Narasimhan	12 Wound Care & Dressing By SM	13 Joint Replacement Surgeries & Post Operative care By Dr. Anil Agrawal	14 Prevention of HAPU By Mr. Shaibu	15 Pain Management	16 Word Wise Activity
M	17	18 Developmental Dysplasia of the Hip By Dr. DR. Ramesh Narasimhan	19 Dietary Requirements	20 Care at home Mr. Clara	21 Management of Trauma & Spinal patients By Dr. Hemant Kumar	22 Ergonomics for Staff & Lifting/Lowering/Moving By Physiotherapist	23 Ortho Quiz
O	24	25 Session for OT Nurses (Preparation/Instrumentation and care in the OT) By Dr. Tejashree Singh Tawari	26 Consultant Feedback- Action Items (Presentation to Doctors)	27 Case Presentation By Dr. Hemant Kumar	28 Anatomy and a list of other bone and muscle related problems and degenerative diseases By Dr. Hemant Kumar	29 Collect feedback from individual Ortho Doctors	30 Closing Ceremony

**Tool kit planned for one month**

Tool kit Showing Orthopedic nursing toolkit of activities

**Opening Ceremony:** The Orthopedic COE started with an opening ceremony. Orthopedic Doctors/ Unit Head/ HOD's/ Nurses from relevant areas/ Nursing leadership team were invited. The calendar of activities of the month was showcased. Pre-test was conducted to all the participants.

Case study was presented to get a broad view of how to go about with the clinical conditions by consultants.

Preparation for Orthopedic surgery is the basic requirement for orthopaedic conditions which was discussed in length for the safety and early recovery of all surgical conditions.

Anatomy and physiology muscular-skeletal and common orthopaedic conditions were discussed.

Orthopedic camp was conducted to elevate common orthopaedic condition and guide common public on appropriate line of management on the same nurses and consultants.

Common disease conditions cerebral palsy, trauma and spinal injury, arthritis, etc was discussed and dressing demonstrated by orthopaedic consultants.

Joint replacement and prevention of HAPU (hospital acquired pressure ulcers) which is common and vulnerable for orthopaedic patients was discussed and demonstrated.

Pain management which is vital for these patients was imparted by anaesthetist.

Dietary management for sustenance and early recovery was and important aspect for early recovery for the patients was cultivated as a routine observation and feeding patients was discussed and meal pattern demonstrated by our dietary consultant.

Managing patients at home experts from home care nursing discussed and enlighten to help patient and attendants to help patients for early recovery and independence.

Operation theatre the group that were undergoing the programme were taken in small batches to witness surgery to enhance ideal care for orthopaedic patients.

Ergonomics for staff for lifting turning and moving patients and also maintain body mechanics of staff as well.

Feedback from consultants and staff were taken which was encouraging and both ways the consultant and staff were benefitted ensuring best patient outcomes.

Closing ceremony was felicitated for all participants with certificates and the participants who scored highest in pre& post-test were given a token of appreciation.



## RESULT

COE aided nurses to leverage complexity of the current healthcare system, nurses who are initially well prepared and continue to develop professionally throughout their career are a key factor in obtaining positive patient outcomes and professional development is essential for excellence in healthcare.

Nursing is a constantly developing profession. COE program has help nurses to maintain confidence and remain open to collaboration and evaluation to attain the best patient care. Although there are number of online and offline courses, COE coursework provided an overview of the professional nursing role in our hospital set up.

COE campaign has Improved Nursing Skills in Many Areas the entire nursing staff have greatly improve their clinical nursing skills in an effective manner with evidence-based resources provided in campaign.

Collaboration of multiple Resources to Improve Nursing Skills, Nursing Documents, provided an overview of a procedure or skill, the desired outcome, facts, step-by-step instructions and information on what needs to be communicated to the patient and the patient's family. Experts from various fields and specialties helped develop nursing competency, critical thinking skills and communication skills.

Nurses have expanded their knowledge on drug information containing precautions, side effects, interactions, dosage instructions, potential nursing diagnoses, patient/family teaching and more

## DISCUSSION

Nurses mostly rely on experience based on their clinical experience, information obtained from protocols and guidelines during basic education and courses attended to enhance their knowledge. Nurses need to develop a habit to update and enrich their knowledge by reading articles published in nursing or medical journals. The self-completed closed question questionnaire on specific subject that was administered to the nursing personnel has cleared all their routine queries in day to day work in hospitals. All nurses who attended the course got exposed to knowledge and education.

## CONCLUSION

COE has enhanced performance in the orthopedic unit set up, it has created a bench mark in the group of hospitals and we have a regular inflow of patients for orthopedic problems.

Enhancement of knowledge, developing softer skills as per patient requirement, and managing people with different age, experience, skills in a multi –specialty hospital set up has always been a challenge COE has bridged the gap for best outcomes.

## Acknowledgment

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