



# Gloucestershire Safety & Quality Improvement Academy

## New Nurses Induction booklet (Newly Qualified International Nurses)- Medical Division

✓ Learning   ✓ Improving   ✓ Sharing

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# The Safety Concern

- Newly Qualified International Nurses had Unexplainable delays in achieving core competencies specific to ward area.
- Waste of skills
- Impact on Nurses Confidence in doing the Job
- Patient safety

# The Aim

- For newly qualified international Nurses, to increase the competency achievement level by 30% within 12 months of gaining registration within wards 4b, 6b, 9A and FAS

# The QI Team

- Elizabeth Abraham(Practice Educator for International Nurses and TNA, Chief Nurse fellow)
- Karr J Garcia(Senior Sister, ward 6B, Chief Nurse Fellow)
- Newly Qualified International Nurses from wards 4B, 6B, 9A and FAS including their ward managers

# Driver Diagram

<p><b>Support</b></p>	<ul style="list-style-type: none"> <li>▪ Staff Knowledge</li> <li>▪ Timing of preceptorship</li> <li>▪ Lack of mentors</li> </ul>	<ul style="list-style-type: none"> <li>• Introduce booklet to ward areas prior to international nurse arrival</li> <li>• Discussion with ward managers to embed QI</li> <li>• Liaise with PEPs to organise preceptorship within 3 months of registration</li> <li>• Discuss with PEPs to increase mentor capacity of the trust .</li> </ul>
<p><b>Resources</b></p>	<ul style="list-style-type: none"> <li>• Existing Trust competencies booklet /theatres/gallery.</li> <li>• Trust competencies on intranet</li> </ul>	<ul style="list-style-type: none"> <li>• Visited theatres and Gallery ward to review their competency booklet which they had in circulation</li> <li>• Identified Core competencies specific to ward area for Newly registered International Nurses via intranet</li> </ul>
<p><b>Patient safety</b></p>	<ul style="list-style-type: none"> <li>▪ Staff confidence</li> </ul>	<p>Introduction of booklet where staff achieve core competencies within specific which enabled to perform tasks easily and safely.</p>

# Outcome:

- After introduction of booklet we did another survey on new cohort of international nurses, to measure the effectiveness - **14 participants out of 20** came back and said they used the booklet as a guideline to achieve their competency and they were successful in it- which was 70%

# Process

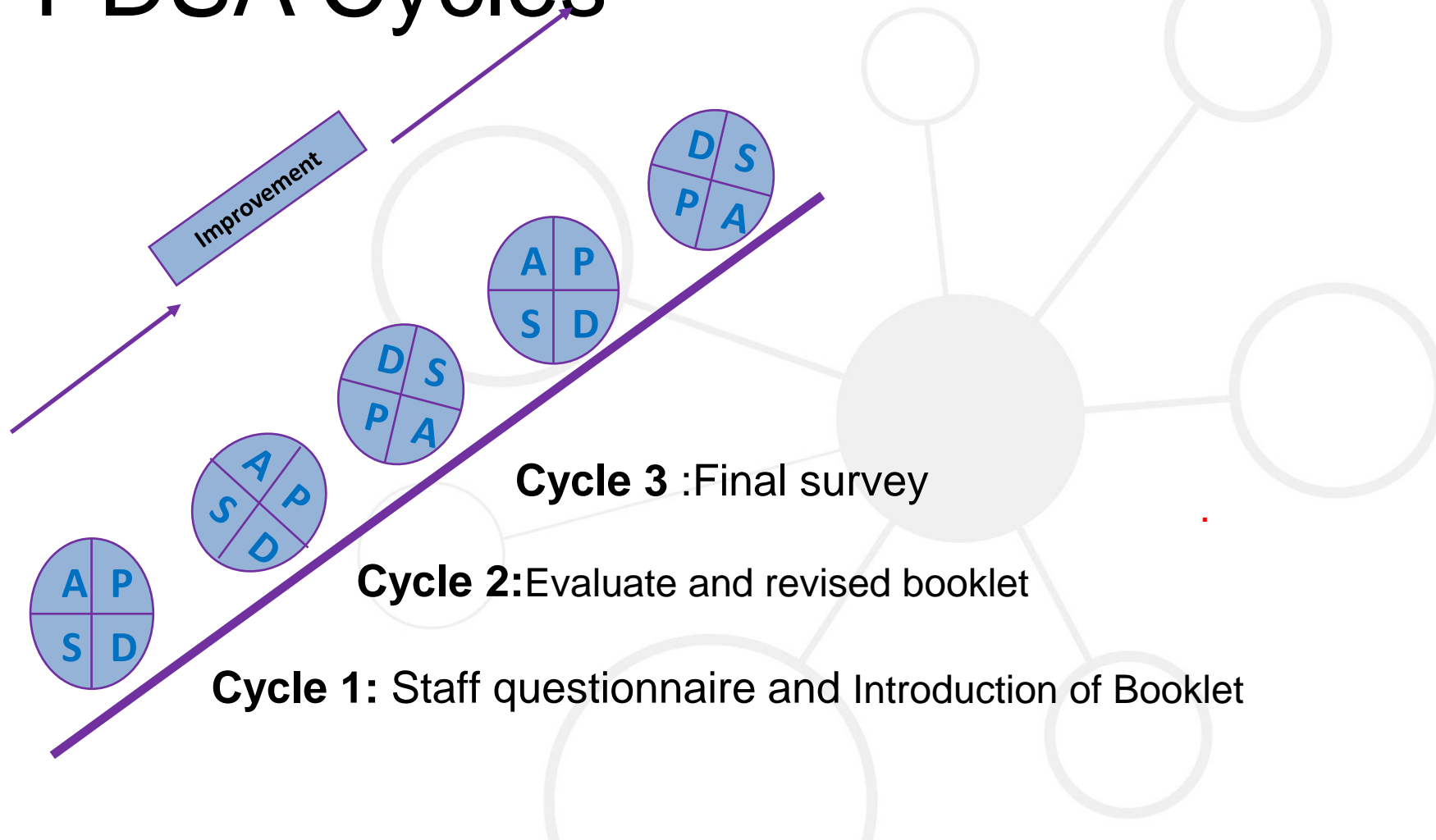
- Initial survey on **20 participants** from four wards to test their thoughts on competency achievement within 6 months' time frame and a booklet introduction- 100percent had trouble in achieving the competencies.
- Regular meetings with the ward managers who took the booklet to test in their areas which were our base wards to start with.
- Final survey after trial of booklet on 20 new participants of international nurses

# Balancing Measures

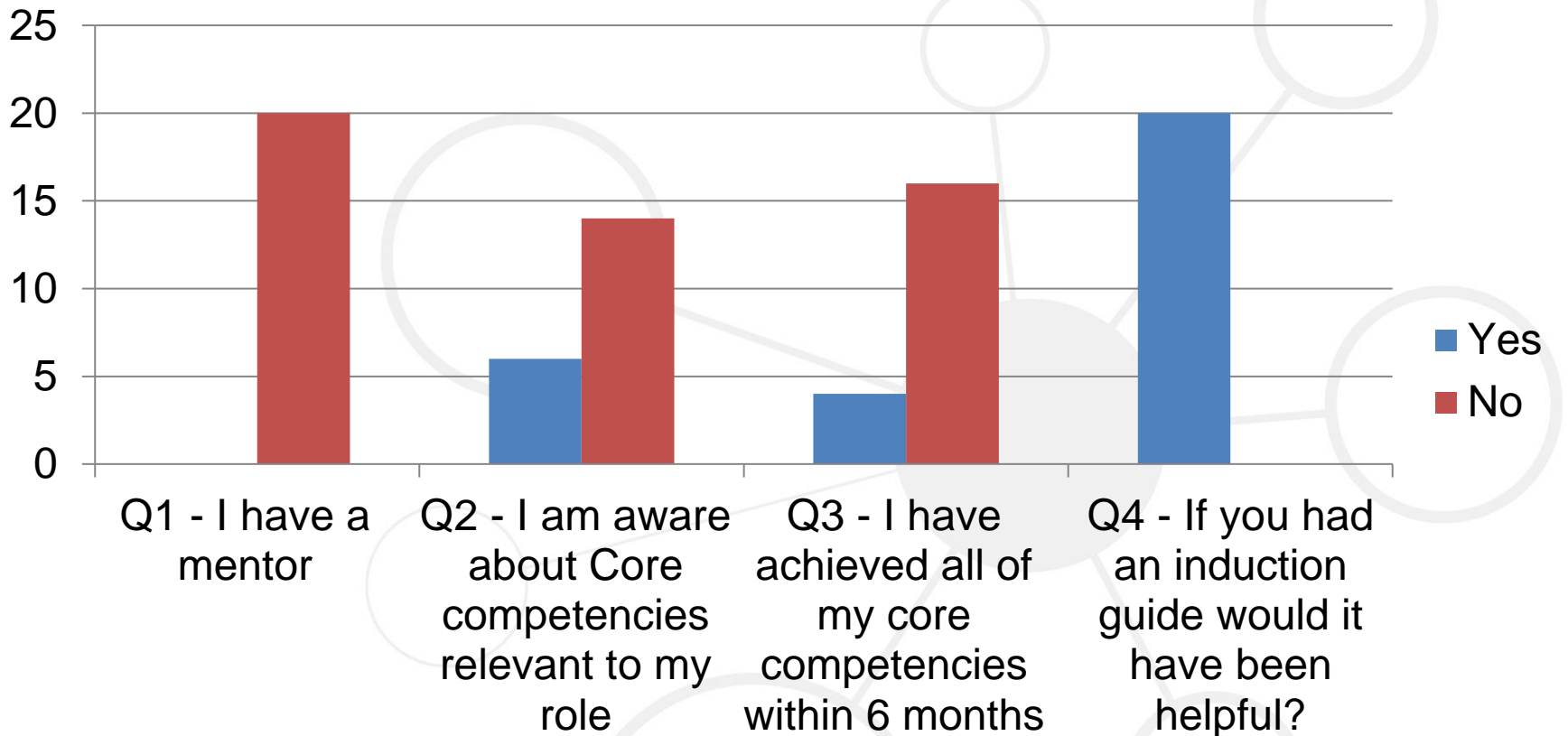
- Staff being able to put forward for training by mentors
- Quarterly Review by mentors on achieving competencies by the candidates .
- Staff being able to identify the required specific competencies



# PDSA Cycles

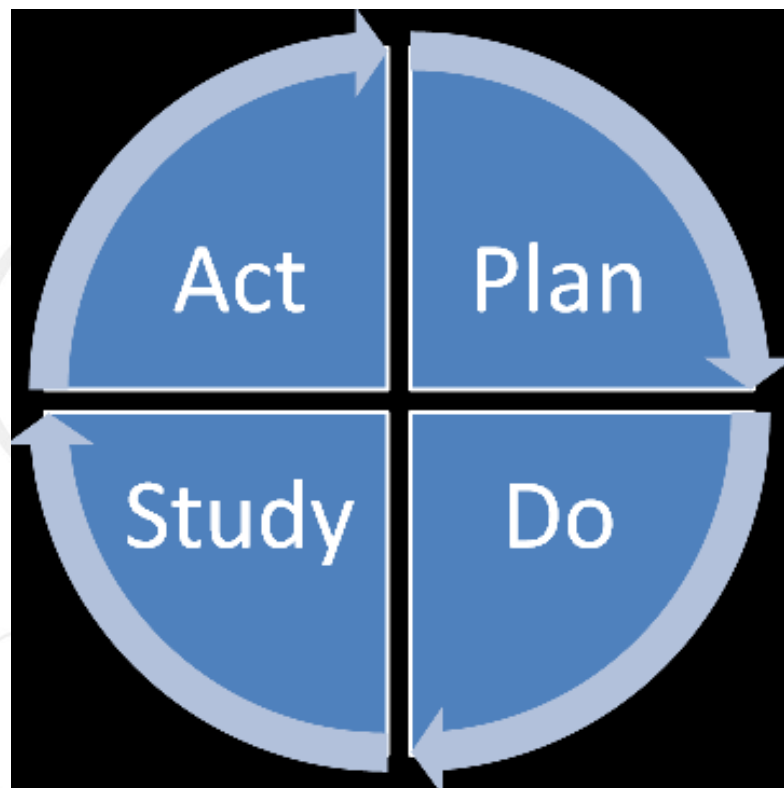


# Results of First Survey



Develop and introduce a booklet including ward specific core competencies and time frame to achieve it.

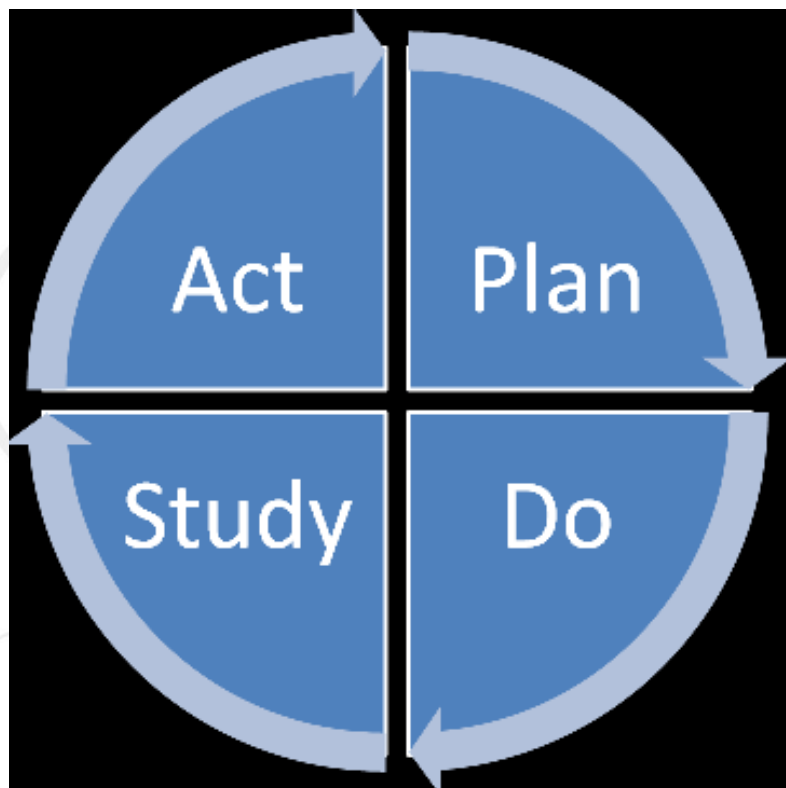
20 international nurses were included in questionnaire and zero had awareness on what are the core competencies how to achieve them



Aiming for international nurses to achieve core competencies without delay from start of employment

Initial questionnaire to highlight issues regarding achieving competencies

Revised booklet and re introduced for 6-12 months



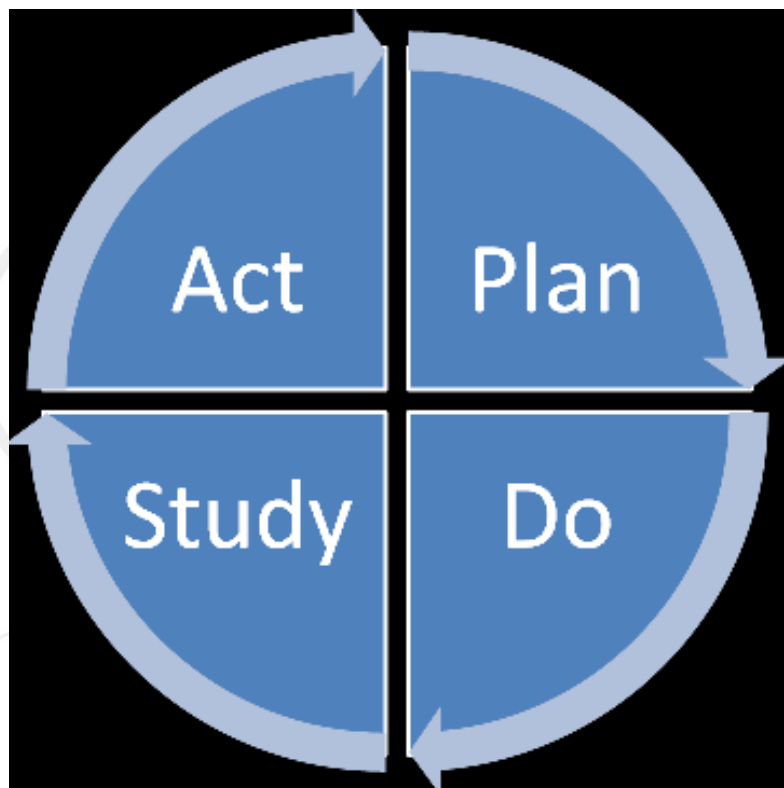
Three months trial of the booklet

Overall positive feedback from managers and international Nurses. However competencies needed relooking specific for medical division

Evaluate booklet Outcome

Embedded in departments  
and aim to circulate trust  
wide in the next 12 months

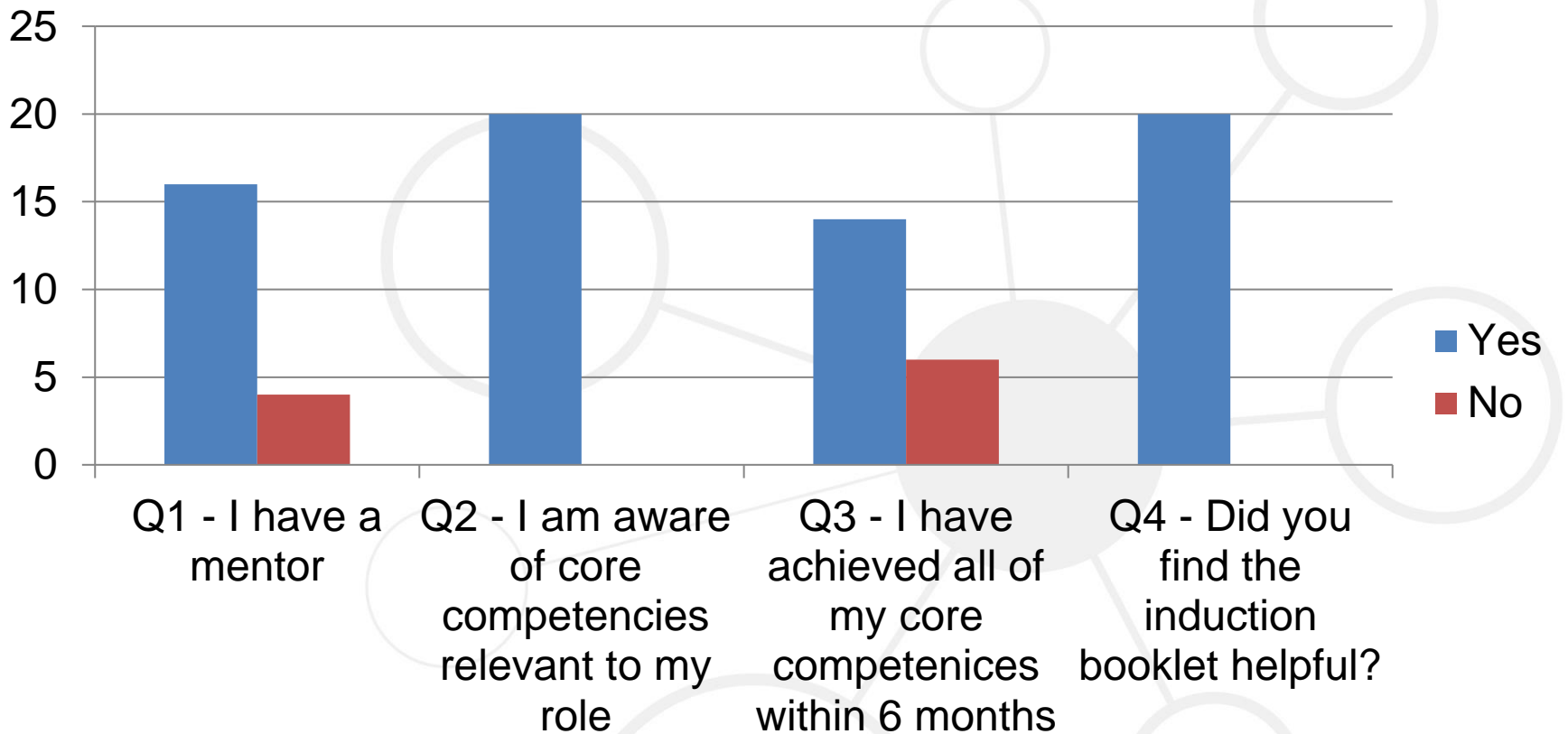
Result showed participants  
achieved 70% of the  
competencies in required  
time frame



6-12 months trial of the  
booklet

Evaluate booklet Outcome  
through Survey

# Results of Second Survey



# Measurements & Key Results

- Newly qualified international Nurses, has gained increase in the competency achievement level by 70% within 12 months of gaining registration (we originally aimed for 30%)

# Next Steps

- We are happy for the project to be ongoing and we are looking to adopt excellence pathway to the project in the coming future
- To implement the same initiative in other divisions too.