

Learning during weekly huddles to improve nurses' knowledge and critical thinking

Problem Statement

Continuing professional learning is crucial to nurses' lifelong learning and their skills up-to-date. A survey was conducted in a oncology rehab ward and found that nurses' confidence in caring for oncology patients was impacted by a gap in their knowledge and skills.

To bridge this gap, creating a routine of sharing of knowledge during huddle among the nurses is important. Hence, the ward manager along with senior nurses proposed to conduct an on-site huddle learning weekly. The advantage of on-site huddle help learners to develop expertise.

Project Aim

1. To increase staff's confidence level in caring for their patients.
2. To achieve at least 20% increase in the number of staffs' self-rating on their knowledge after 3 months.
3. To achieve at least 20% increase in the number of staffs' self-rating on their confidence level after 3 months.

Lessons Learnt

Learning lessons and sustainability are as follows:

- Sharing sessions will be scheduled on different days and recorded to accommodate those who are unable to attend the first session because of shift work.
- Video the session to make it into e-learning session for those who are away or future new staffs who join the ward or to share to other wards colleagues as part of learning resources.
- Assigned staff to be rotated to do sharing regardless of their designation. During this rotation, the staff expressed that they had experienced more benefits and they had gained confidence to actively communicate with their colleagues.

Potential Solutions

In the implementation phase, the team adopted a 4-step approach, as follows.

1) Conduct eaning needs survey and sensing on the ground

2) Discuss real patient cases on how to manage during handover timings at least 1 x week

4) Initiate the seniors nurses to lead and prepare training

3) Shared links and literature for self directed learning



Fig 1. Sharing by Nurse Manager

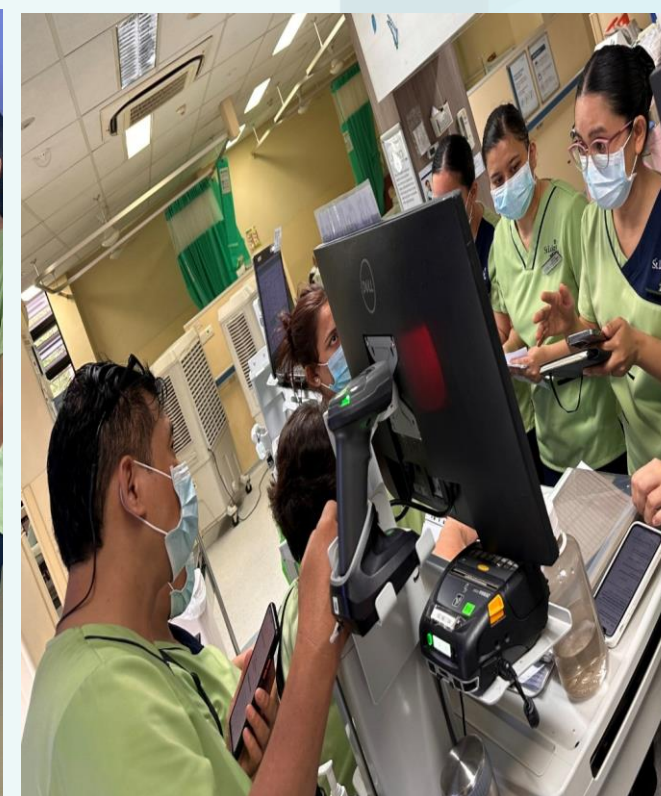


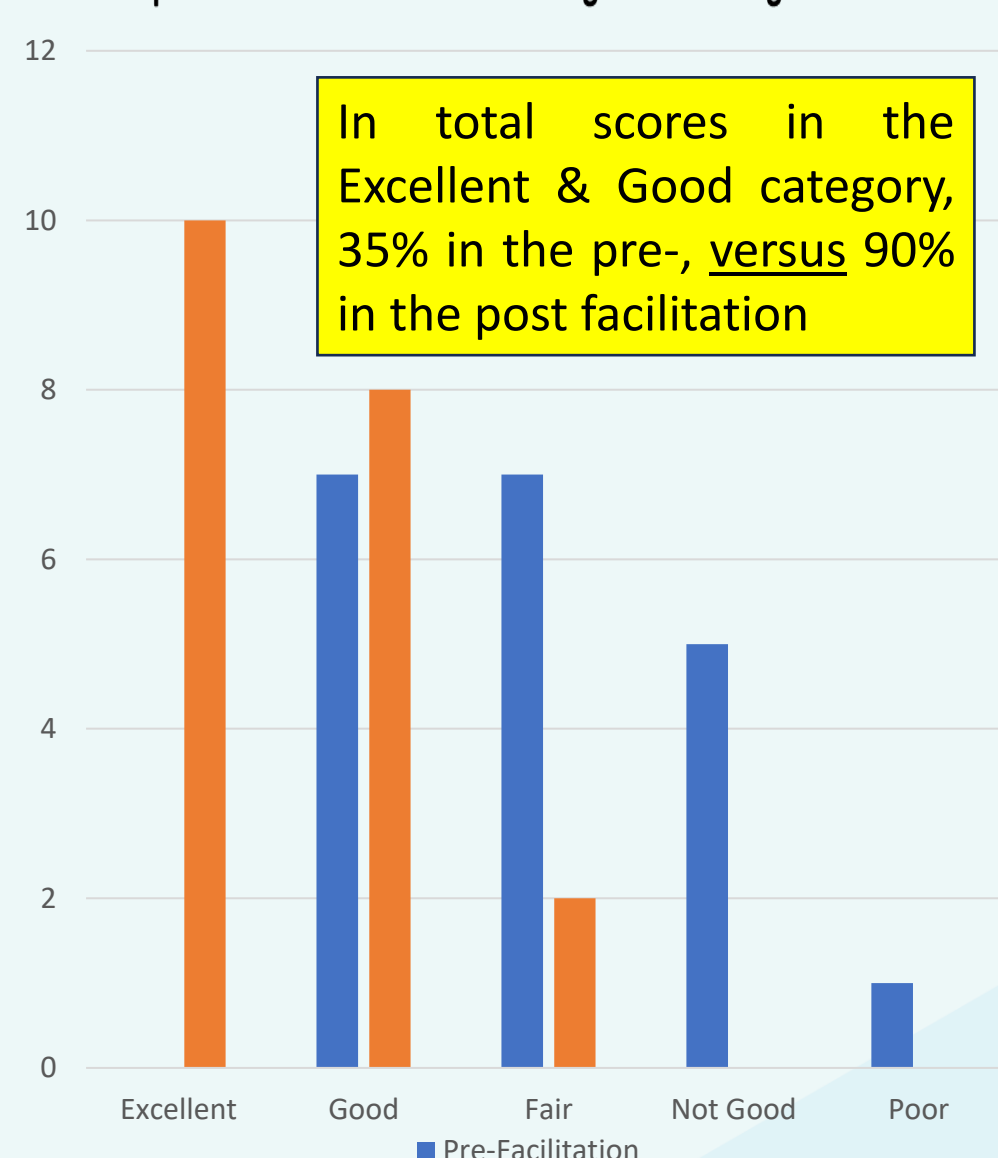
Fig 2. Sharing by Nurses



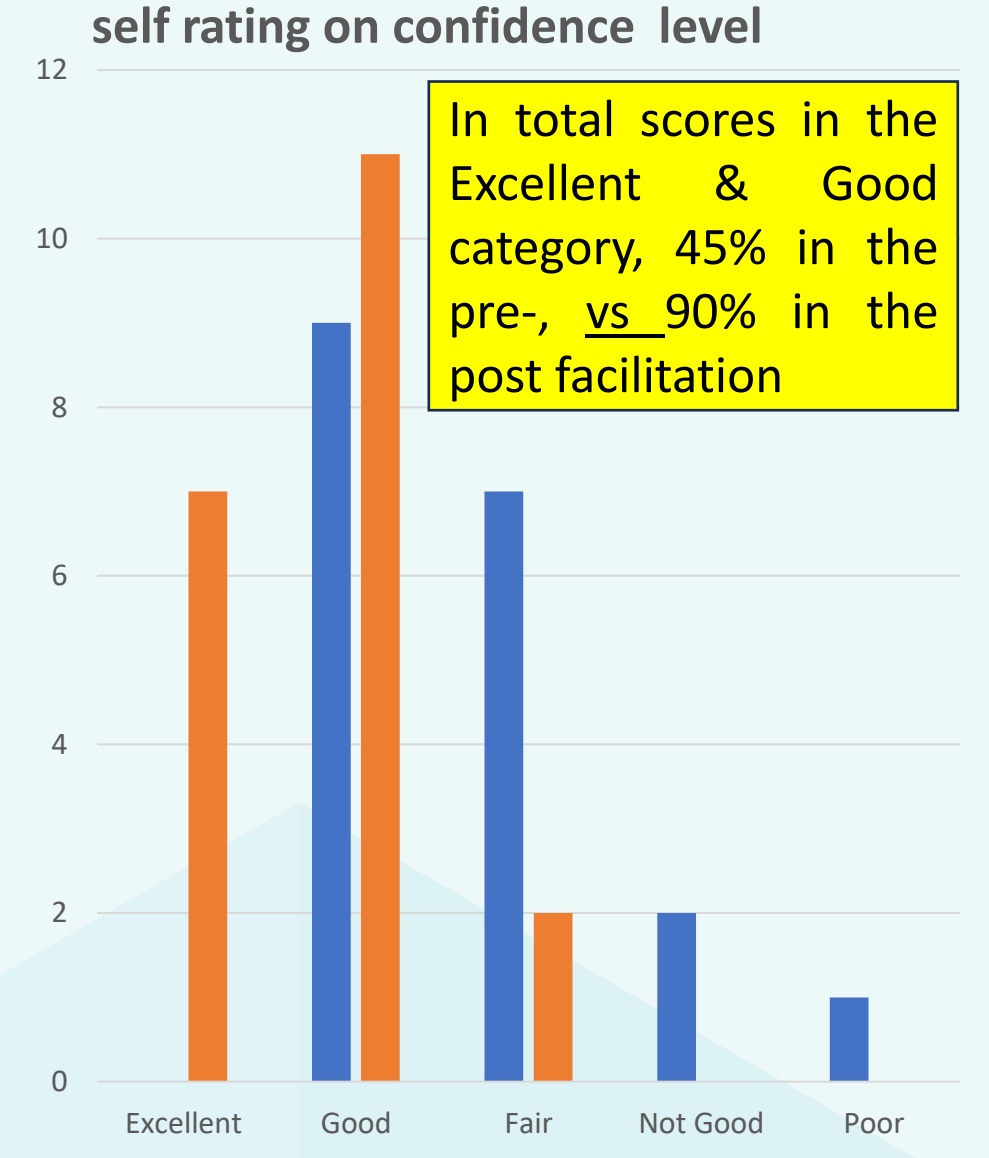
Fig 3. Sharing by NYP Stds

Outcomes & Impacts

Pre and post facilitation : Staff self-rating on knowledge and Skill level



Pre and post facilitation : Staff self rating on confidence level



Results showed that there was a significant increase in self-rating among the staff on their knowledge and skills, and confidence level after the implantation of clinical facilitation. 100% of them indicated that after the clinical facilitation, they preferred more facilitation during clinical handover. The facilitation increases the nurses' motivation and keenness to learn, and conduct sharing sessions.