Sigma Theta Tau International's 23rd International Nursing Research Congress

Evolution of Nursing Credentialing System at Aga Khan University Hospital, Karachi

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A health care organization needs an appropriate variety of skilled, qualified people to fulfill its mission and to meet patient needs.

It is particularly important to carefully review the credentials of medical and nursing staff, because they are involved in clinical care processes and work directly with patients.
Since inception in 1985 The Aga Khan University Hospital, Karachi has stressed upon continuing nursing education activities and credentialing of nursing staff working at the bedside. However, it was realized in 2002 that there is a lack of system placement for monitoring of re-credentialing of nursing staff in order to check for its validity.
JCIA Standards
Staff Qualification and Education

• SQE.12 The organization has an effective process to gather, to verify, and to evaluate the nursing staff’s credentials (license, education, training, and experience).

• SQE.13 The organization has a standardized procedure to identify job responsibilities and to make clinical work assignments based on the nursing staff member’s credentials and any regulatory requirements.
Literature Review

• Certification has played a role in reducing adverse events, work-related injuries, and disciplinary events and yielded higher patient satisfaction (ANCC, 2000; Byrne, Valentine, & Carter, 2004).

• National certification recognizes nurses, specialized knowledge, professional practice, and expert clinical judgment. It is the hallmark of excellence in clinical practice (Bekemeier, 2007).
The Process

Problem Identification

• Internal Audits
• Inconsistency in practice
• Unavailability of policy
The Process

System Development

• Search for Best Practice
• Consultation
• In-house system development
• Online access
The Process

Required Credentials/Certifications

• Licensure
• Orientation
• Basic Life Support
• Medication Administration
• Peripheral intravenous Cannulation
• Specialty based certification
• Renewals
The Process

Policy Development

• Discussion with staff development educators
• Criteria Setting
The Process

Evaluation

• Internal Audits
• Quarterly reports
The Quality Journey

Nurses' overall credentialing and certification status

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References


References


