A Triad of Opportunities – A Nursing Competency Framework

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Evaluation

• Both pilot & final program evaluation data were collected using 2 instruments:
  – Questionnaire
    • 47 questions with 4 point Likert scale
    • 11 narrative open ended questions
  – Focus groups/interviews

• The questionnaire was internally validated ensuring testing for reliability, specifically addressing cultural & language differences

• Ethics approval was obtained for the project
### Evaluation

#### Pilot Results 2011/12
- Number questionnaires: 49
- Response rate: 81.6%
- Focus Groups: 20

- Overall satisfaction with program:
  - Mean: 3.16
  - SD: 0.79

#### Final Results 2012/13
- Number questionnaires: 76
- Response rate: 50%
- Focus Groups: 18

- Overall satisfaction with program:
  - Mean: 2.81
  - SD: 1.0
Comments from Participants

- Empowerment, expansion of knowledge, develop confidence
- I feel disappointed as I was doing a lot of teaching and now they want to check if I am confident
- Need more mentors
- Education should be mandatory
- It helps professional development and confidence to challenge oneself
- Creates a positive learning environment
- Now I feel it was a good experience
Future Directions

• Whether to link completion of competencies to appraisal/promotions
• Positive development for staff
• Using this framework for future development of staff:
  – Identification of future stars
  – Over 40 international conference papers presented each year by nursing staff for the last 3 years
Conclusion