

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 ones self
- 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

