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Nadine McGowan RN

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CARE Unit RN Competency Evaluation for High-Risk Low Volume Procedures

Nadine McGowan, BSN, RN
Baystate Medical Center, Springfield MA



Background

- On a 20-bed cardiac and neuro interventional procedure unit called the CARE Unit, there has been no formal nurse educator for 1.5 years.
- Due to lack of an educator, there is an identified need for a clinical nurse with expertise in the care of the cardiovascular patient, a Clinical Nurse Expert, to develop a competency plan for staff.
- This is especially important for new hires into the unit. Assuring nurses are competent in providing care to the cardiac and neuro interventional patients is critical to their role function.
- An educational gap assessment of staff revealed that three high risk low volume procedures of groin management, retroperitoneal bleed and McKesson charting were a top priority.

Purpose

- The purpose of this project is to develop and implement a plan for a Clinical Nurse Expert to provide education to CARE Unit staff nurses on groin management, retroperitoneal bleed, and McKesson charting in a cardiac and neuro interventional procedure unit lacking a dedicated educator.

Goals/Objectives

Goal 1: Establish a Structured Educational Program

- Objective 1: Identify the specific educational needs of staff nurses.
- Objective 2: Develop training materials and resources tailored to these needs.

Goal 2: Implement Training Sessions

- Objective 1: Identify and assign a clinical nurse with expertise in cardiovascular care, a Clinical Nurse Expert, to lead the training sessions.
- Objective 2: Conduct didactic and interactive learning as well as case studies for staff nurses on groin management, retroperitoneal bleed, and McKesson charting.

Goal 3: Evaluate the Effectiveness of the Educational Program

- Objective 1: Develop assessment tools to evaluate the knowledge and skills of staff nurses after training.
- Objective 2: Analyze training outcomes to measure improvement.

Methodology

- This project was conducted from March through June 2024 on the CARE Unit
- Meetings were held with the hospital Central Nurse Educator to create the educational material for staff.
- A Clinical Nurse Expert provided education during weekly training sessions using the Donna Wright Model to Care Unit nursing staff on the top three high risk low volume procedures.
- All nurses were encouraged to participate.
- Education included didactic and interactive learning as well as case studies:
 1. Groin Management: PowerPoint presentation, review of the pacemaker reference guide by Medtronic for temporary external pacemaker.
 2. Retroperitoneal bleed: case study presentation was provided to staff.
 3. McKesson charting: review of documentation job aid and post education chart audit
 4. A post-test was given to evaluate knowledge retention.
- Competency on Groin Management and Retroperitoneal bleed was evaluated in June 2024, via post-test. McKesson charting was evaluated by chart audits to confirm nurses’ understanding of the process.

Outcomes

- A total of 14 nurses received the education and took the post-tests.
- All 14 staff passed the post tests with 100% success
- McKesson chart audits were completed, and proper documentation was present in 100% of audits.

Conclusions

- This program was developed to fill a gap in the unit-based education.
- The program was deemed a success because staff have demonstrated competence with groin management and identification of post procedure complication of retroperitoneal bleed.
- Since the education was provided, staff have stated that they feel confident in managing the care of a patient with retroperitoneal bleed.
- To ensure continued success of this program in the absence of a formal nurse educator, the goal would be to create a continuous education plan that includes regular updates and refresher courses yearly; to develop a mentorship program where trained nurses can further guide their peers and new staff in cardiovascular patient care; and to monitor ongoing competency of staff nurses in performing the three key procedures through periodic evaluations.

References

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