



Use of Low-Fidelity Simulation to Evaluate Advanced Practice Competencies in Home Health Nursing

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VHA Home HealthCare

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All Services:

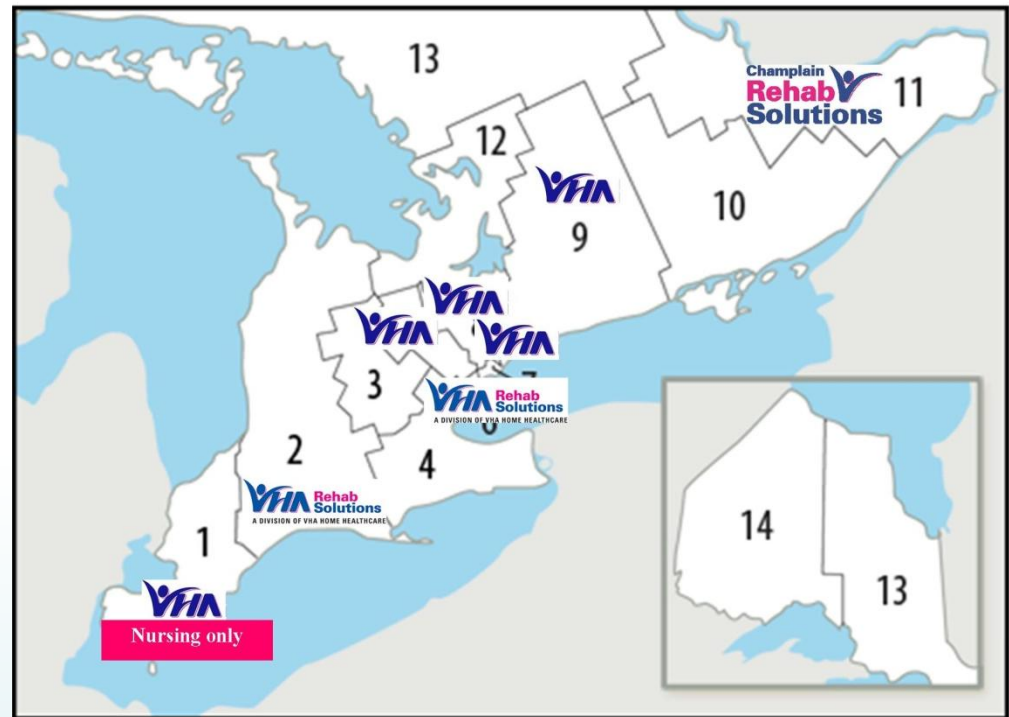
- Toronto Central
- Central East
- Central West
- Central

Nursing Only:

- Erie St. Clair

Rehab Only:

- South West
- Mississauga Halton
- Champlain



Objectives

- Understand one organization's experience in developing low-fidelity simulation model for evaluation of high risk nursing competencies
- Explore the process of developing skills competency checklist
- Discuss opportunities and challenges that can influence uptake and success of a similar initiative

Why Low-Fidelity Simulation?

- Increases nurses knowledge, skill and confidence in their role
- Increases critical thinking ability
- Nurses are satisfied with low-fidelity simulation as a method of evaluation



In the Beginning...

- In previous years it was felt that the process was:
 - time consuming
 - There was a lack of space and equipment to complete the evaluation
 - There was a lot of teaching and not necessarily effective evaluation
- We knew that we wanted to proceed with a low-fidelity simulation model
- Approached a local community college with a new state of the art high and low-fidelity simulation lab
- The team toured the facility to determine fit and equipment needs

Stations

- The Best Practices, Research and Education (BPRE) Team in collaboration with the Nursing Supervisors identified the skills to be tested.
- 24 in all
- Selected the method of evaluation
- Discussed using Jeffries (2006) framework for designing, implementing and evaluating simulations

Simulation Framework

Step One: Developing the Blueprint

Step Two: Procuring the Bill of Materials

Step Three: Assembling the Structure

Step Four: Finishing the Project

Development of Skill Checklists

- Many previously created
- Revised to reflect best practices, agency policy and procedures
- Each checklist referenced the applicable P&P
- Links (written, audio, video) as to how to perform the procedure was embedded into the checklist if applicable



Competency Skill Checklist



PICO Checklist

Name (Please Print):

Preparation: PICO Manufacturere Manual	Demonstration	Competent	Marginal Demonstration
States the reasons for PICO Negative Pressure Wound Therapy System: promotes healing by removing of low to moderate levels of exudate and infectious materials			
Describes contraindications for using PICO, such as: malignant wounds; Osteomyelitis; necrotic tissue with eschar; exposed arteries, veins, nevers, or organs; pleural, mediastian and chest tube drainage; surgical suction; drainage amount.			
Checks orders or nurse initiate based on nursing judgement and assessment, then notify physician if nurse initiates			
Explains the type of education client should receive when using PICO – activities of daily living; associated risks (bleeding); no petroleum products on skin underneath the dressing			
States how long the PICO system can be left in place for (7 days)			
Explains procedure to client/obtains implied consent			
Demonstrates appropriate preparation of skin/wounds			
Properly applies the PICO dressing			
Connects dressing port tubing			
Starts the machine and secures the borders of dressing			
Assesses client's comfort level			
Makes sure client has phone number for getting assistance at any time of day			
States and demonstrates appropriate documentation			

Education and Resources

[VHANet](#) > [Nurses](#) > [Education and Resources](#) >

COMPETENCY VALIDATION 2014

Chest Tubes

Video on Pleurx

<http://www.youtube.com/watch?v=nd3egTe-7tl>

[Pleurx drainage DFU](#)

Medication Management

[CleoTraining Guide Itr\(19742\)](#)

[Cleo Infusion set pkg. instructions](#)

[Fragmin product monograph](#)

[Insufion Brochure insulin](#)

[Lovenox product monograph](#)

[Novolin Pens](#)

IV Pumps

[Baxter Elastomeric Pumps Clinician Guide11](#)

[BodyGuard323 Patient Guide](#)

[Flo-Gard 6201 manual](#)

[Infusion Therapy Manual](#)

CADD Legacy PCA

[CADD Legacy PCA 6300 LLO Quick Reference Card](#)

[CADD Legacy PCA Training Guide](#)

CADD Legacy Plus

[CADD Legacy Plus Quick Reference Card](#)

[CADD Legacy Plus Training Guide](#)

[CADD Legacy Plus](#)

Staffing

Members of the BPRE team

Nursing Supervisors

Nursing Champions within the organization



Simulation Lab

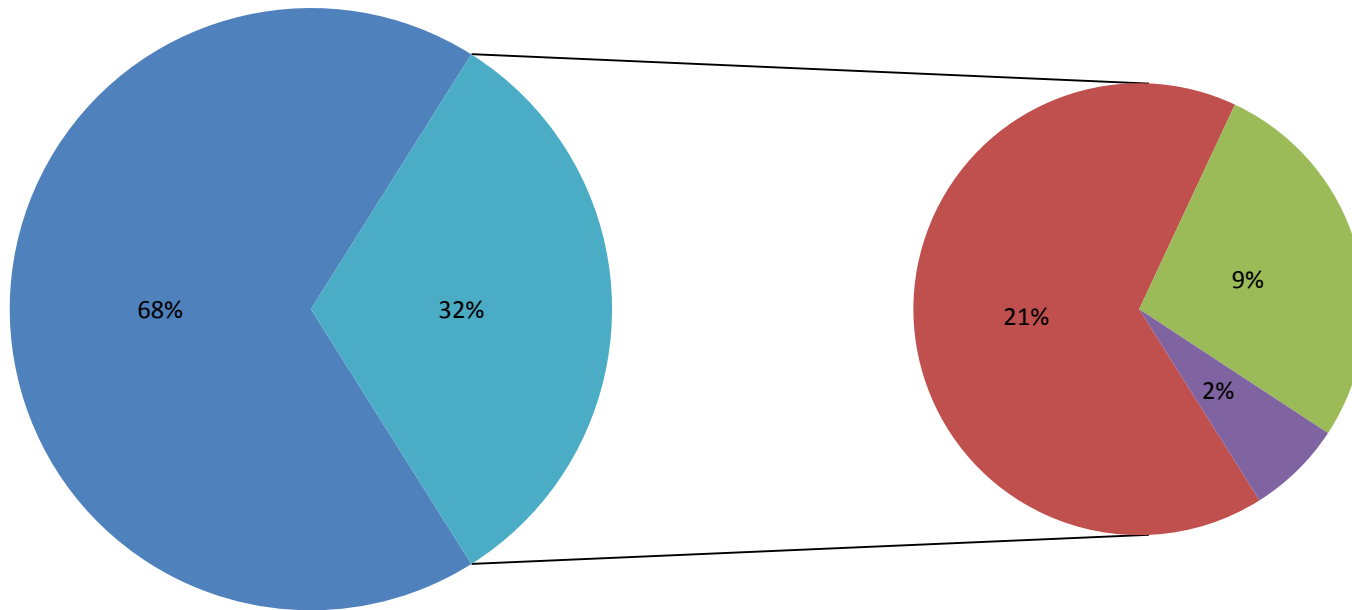


Quick Facts

- **Total Nurses Tested:** 140
- **Area:** Adult and Child and Family nurses in Toronto, Toronto Central
- **Location:** George Brown College – Waterfront Campus
- **Dates:** May 28, 30, June 4, 6, 7, 11, 13, 18, 20, 2013
- **Average time:** 2.5 hours (range 0.5 – 5.5)

Success Rate

- Successful
- Remedial - 1 Competency
- Remedial - 2 Competency
- Remedial - 3 or more Competency



Survey Results: 9 responses

Supervisor/Champion

- Satisfied with the overall experience and support provided throughout the process.
- Everyone believed it was a successful process
- Equipment was consistent with practice
- All felt prepared and most (8 out of 9) had enough time to check competency at each station
- Most agreed that this year was less time consuming
- The evaluation method was rated as a 'good match'
- No one was satisfied with the registration process.

Survey Results: 63 responses: Nurses

- 82% were satisfied with the overall experience
- 74% knew of the practice session; 88% indicated they had access to P&P's & checklists; 72% did not attend the practice session
- Approx. 80% indicated that this year was more stressful and time consuming
- Almost 90% said this evaluation method was a 'good match' to their learning need/styles and fair

Lessons Learned

- More explicit expectations and standards for the evaluators
- Organize a practice run and better scheduling
- Reinforcing the need/purpose for annual competency review
- Limited Staff awareness of P&P
 - Was suggested supervisors discuss as part of annual PA
- More time/station
- Administrative help and navigator
- Consistent equipment to that of the home care environment

Resources Nurses Would Like Available for Future Sessions

- Internet sites
- Books/texts on nursing skills
- Practice equipment available in advance and more practice sessions
- Inservices
- RNAO education website
- reading materials from a hospital in GTA and internet.
- Videos, and recent research on the skills tested
- Closer testing location to the office and free parking
- Written instructions for all the pumps
- Intranet review

Thank You

VHA Home HealthCare (VHA)—a not-for-profit charity—has provided care since 1925. With over 1,900 staff and service providers VHA offers home and community services that support Ontarians' independence including: **homemaking, nursing, personal support and rehabilitation services.**

VHA is:

- Accredited with **Exemplary Standing** by Accreditation Canada
- An RNAO **Best Practice Spotlight Organization** candidate and;
- A founding member agency of **United Way Toronto.**

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