

Physician's Role in Nursing Education

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Nursing Education

- Skilled nursing care is essential to any ward but has far reaching impact in the paediatric oncology ward setting
- Nursing education is therefore a priority for both nurse and clinicians who manage these wards

Nursing Education

- Nurses training nurses is ideal
 - With communication between medical colleagues about shared priorities.
- Not always possible in developing countries
 - Severe nursing shortage - especially senior nurses
- Who is available if no experienced nurse teachers?
 - Physicians as educational leaders

Components of Strong Nursing

- Nurse input into training
- Identify professionals who can help with teaching
- Job descriptions
- Standardized nursing care
- Continuing nursing education
- Respect for nursing skills

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Nurses Input for Training



Nursing Input for Training

- Have nurses perform
 - SWOT
 - Strengths, weaknesses, opportunities and threats
 - Allows nurses to invest in training
 - Allows Physician Education Leader to learn what nurses think the problems are by priority
 - Helps nurses and Physician Leader to identify what can and what cannot be changed or affected by the local team

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Other Professionals Help to Train



Identifying professionals

- Make a list of priorities for training
- Identify - who other than the physician can help with the necessary training?
 - Pharmacist
 - Psychologist
 - Nutritionist
 - Social worker
 - Laboratory supervisor
 - Respiratory therapist
 - Infectious disease physician

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Job descriptions

- Many nurses in developing countries are vague about the scope of their practice
- Develop WITH the nurses a specific written job description for professional nurses and separately for nursing assistants
 - Clear job responsibilities
 - Clear description of qualifications required

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Nursing Standards of Care



Chemotherapy Safety?



Nursing Standards of Care



Nursing Standards of Care

- One written standard of nursing care for each nursing activity, i.e.,
 - Accessing a patient for a peripheral IV
 - Bathing a patient
 - Preparing and administering an IM injection
 - Preparing and administering IV chemotherapy
 - Speaking with a family about a diagnosis or treatment plan
 - Preparing a patient for discharge from the hospital

Nursing Standards of Care

- Start with one critical standard of care
- Assign a nursing group to write the standard
 - Then work with the nurses to ensure it is accurate and practical
 - DATE the nursing standard of care for follow-up
 - Ensure that ALL nurses (& doctors) have read and signed and been observed performing the standard of care
 - All Standards of care must be available on the unit in a binder for reference

- Log achievements:

- E.g. Number of nurses trained in each procedure each month
- Number of medication error reductions
- No of inappropriately disposed sharps/needle stick injuries

- In this way improvements can be documented and tracked

Consequences & Nursing Management



Nursing Standards of Care

- Ensure that patients receive the best nursing care available in the local setting and not nursing care “invented” by individual nurses
- Make it easier to track nursing care problems
- Do not simply adopt nursing standards of care written in developed countries
 - inappropriate to the local setting – but may adapt these if necessary

Chemotherapy for Child in Bed 5?



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International Conferences



Professional nurses from Nicaragua and Guatemala at APON conference in US

International Collaboration



Continuing Nursing Education

- Critical to improving nursing
- Updates experienced nurses
- Motivates experienced nurses
- Attractive to recruiting new nurses
- www.cure4kids.org
 - Spanish, Portuguese, Russian, Chinese, French & Arabic
- www.aphon.org
- www.ons.org
- <http://www.cancer.gov/>
 - - Spanish

Continuing Nursing Education

- Provide “protected paid” time for continuing education
 - Learning while delivering patient care
 - Only one component of continuing education
- Nurses recognize the priority for nursing competence
 - Can be one hour a month - but mandatory attendance
- Make nurses themselves also responsible for continuing education curriculum
 - Assign topics to nurses and access to information
 - Internet sites, textbooks, email to experts from developed countries
 - Have nurses present to nurses
 - Have nurses partner with other professional experts, pharmacists, psychologists, etc. in presentations

Nursing Continuing Education

■ Evaluate interventions

- Have nurses videotape themselves performing important nursing tasks
 - The ones you have written nursing standards for
 - Have nurses view videotapes for POSITIVE feedback
 - Were appropriate materials assembled?
 - Were correct steps taken to do task?
 - Was the standard of care followed?
 - What problems (if any) are seen and how can they be addressed?
 - Nurses building strategies to solve nursing problems

Nursing Continuing Education

■ Videos

- Can be used to train
 - Medical students
 - Residents
 - New nurse recruits
- Useful to determine what nurses think “best practice” is
- Nurses can make videos to teach families
 - Handwashing
 - Tooth brushing
 - Nutritional care of patient on treatment
 - Wound care

Nursing Continuing Education

- Evaluate interventions
 - Have nurses evaluate continuing education
 - Weekly team meetings
 - Focus group
 - Written questionnaire
 - Important to identify what was GOOD as well as what could be improved
 - Stepping stone to next continuing education intervention
 - Nurses' reflection on continuing education is important
 - ensure it is a meaningful experience and not just another obligation for overworked and underpaid staff

Specialized Nursing Procedure



Components of Strong Nursing

- Nurse input into training
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- Job descriptions
- Standardized nursing care
- Continuing nursing education
- **Respect for nursing skills**

Respect for Nursing

- Clear division between what nurses do and what physicians do
- Nursing staff should stand in an equal but separate organizational chart in an oncology unit
 - Medical students and residents should stand in a separate “medical” organizational chart
- Post organizational charts - clear to all staff

Respect for Nurses

- Respect for nurses that is modeled by the physicians will
 - demonstrate to physicians in training that there is a separate and equal role for nurses in curing children and adults with cancer
 - send a message to families that nurses are valued on oncology units and critical to cure
 - be a powerful inducement for nurses to stay in jobs that are very difficult

Thank you!

