Clinical facilitation: Bridging the gap between nursing education institution and point of service delivery to patients

Batho Pele Learning Network for 2007
Bridgid Huddle
Presentation format

- The problem
- The investigation
- The proposed solution
- The project
- The outcomes
- The way forward
“If you always do what you always did, you always get what you always got”

Mark Twain
The problem

- Hospital level
  - Staff and skills shortage (quality)
  - Learner supervision/accompaniment

- Student level
  - Growing learner numbers
  - Difficulty in meeting learner objectives and procedures

- Education provider level
  - Theory – prac gap to service needs
  - Inadequate standardisation at CF level and services level
Findings following investigation

- Overall – poor communication
- Hospital level
  - Services needs exceeded curriculum teachings
- Student level
  - Lack of learning opportunities
  - Conflicting standards between varying role players
- Education level
  - Variations in CF competencies
  - Poor standardisation of CF practices, assessments & learner evaluations
  - CF dual reporting lines
Develop centralised CF model

Proposed Solution

Pilot: 1 group 1 region

Reallocate resources

Identify & cost resources reqd.
Expected Benefits

- Competent CFs working to national standard
- Decreased CF:Learner Ratios
- Quality clinical training for all learners (Hospitals will be able to utilise competent learners more efficiently)
- Quality theoretical training
- Improved standards of nursing
- Smaller gap between theory and prac
The Project
The Project Team

- Team leader identified
- Clinical facilitators x 3
- Education representation
- Regional management representation
- Liaison with finance and pharmacy
Integrated nursing training

What is Co-operative Education

Co-operative Education is an integrated model consisting of:

An Academic Learning Component
- Theoretical Studies
- Laboratory Work
  - teaching and learning
  - Evaluated
    - Tests/Assignments/Projects/Exams

An Experiential Learning Component
- Structured Learning
- Vocational Experiences
  - teaching and learning
  - Evaluated
    - Reports/Projects/Assignments/Orals

OUTCOMES
- knowledge
- skills
- attitudes

at the technikon

in industry

Source: SAQA bulletin volume 6, number 2
Guiding Principles

- All facilitators under one HOD
- Standards developed relevant to service reqmts.
- CFs to identify best practice
- CFs for learners roaming between hospitals with a centralised base in each region.
- 4-5 Clinical facilitators for students only.
- Groups of 20 students per facilitator.
Guiding Principles

- All facilitators trained re the teaching of the set standards. Learners and staff taught the same.
- CFs performance measured on set objectives.
- A three monthly evaluation of project to establish what is working and not working.
- All agreed procedures to be taught
- Core procedures to be evaluated
Guiding Principles

- Identify all needs of the learners
- Identify learning opportunities for learners
- Planning, preparation and presentation of clinical requirements, demonstrations and ongoing evaluation and assessment of learners
Some stumbling blocks

- Lack of space to accommodate student numbers in a single simulation setting
- Distance for students and facilitators to travel
- Varying competency levels of CFs
- Change management
“If you want to make enemies, try to change something.”

Woodrow Wilson
The Outcomes
Outcomes

- **Hospital**
  - Improved competence of learners in services
  - Learner:CF ratio did not improve

- **Learner**
  - Less confusion around different standards
  - Practical requirements met

- **Education provider**
  - Standardisation in practices improving
  - Theory-prac gap lessened

- **Communication – integrated team approach**
The Way Forward
“Problems will never be solved within the culture in which they were created”

Albert Einstein
<table>
<thead>
<tr>
<th>POSITION</th>
<th>OUTCOME</th>
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</thead>
<tbody>
<tr>
<td>National Training Manager</td>
<td>Integrated CF model</td>
</tr>
<tr>
<td>National Nursing Manager</td>
<td>Approved national standards</td>
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<tr>
<td>Regional Nursing Manager</td>
<td>Alignment of theory and prac</td>
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<tr>
<td>Regional Campus Manager</td>
<td>Developed national standards</td>
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<tr>
<td>Nursing Manager</td>
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<tr>
<td>Lecturers</td>
<td>Identification of best practice</td>
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<tr>
<td>Clinical Facilitators</td>
<td>Implementation of national standards</td>
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Way forward

- Roll out to other years of training
- Roll out to other regions
- Grow the CF competencies
- Improve cost efficiencies
Success: Team Effort
Thank you