Integrative Skills Workshop: 
An Interprofessional Approach to Novice Nurse Orientation in Labor and Delivery

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Presentation Objectives

1. To describe the development of the Integrative Skills Workshop designed for novice nurses in labor and delivery
2. To identify the organizational strategies used in order to plan and implement the workshop
3. To discuss the facilitators and barriers in the implementation of the workshop and future directions for education
Outline

- Overview of relevant literature
- Clinical context and impetus for the creation of Integrative Skills Workshop
- Description of implementation process
- Outcomes, Challenges & Future Directions

The Setting

- Jewish General Hospital
  - Acute care McGill University teaching hospital
  - 637 beds
- Maternal-Child Health
  - High-risk tertiary care referral center
  - ~ 4400 deliveries/yr
  - Family Birthing Center, Postpartum Unit, Ambulatory Clinics & NICU
Clinical Context

- High volumes, inadequate staffing
- Increasing complex care
- Focus on increasing safety through addressing improved communication
- Need to support incoming cohort of 10 nurses & provide support to expert preceptors

The Evidence /Literature

- Novice nurse in L&D
  - Transitional period: Stress, lack of confidence, performance anxiety
  - Vulnerable position within nursing hierarchy
  - Quality of transition from student role to new nurse impacted by interpersonal relationships
  - Little exposure to L&D in nursing school

- Educational formats
  - Didactic pedagogy may be ineffective
  - Increase the learner's participation in learning
The Evidence /Literature

• Interprofessional Education
  – Understanding the roles of other health care disciplines includes awareness of a discipline’s practices, expertise, responsibilities, skills, and values
  – Interprofessional education can enhance knowledge and competencies needed for collaborative practice

• Team training
  – Fosters collaboration & compassion for “the other”
  – Promotes critical thinking
  – Promotes common vision for individuals
  – Promotes culture of teamwork
  – Reduces errors by improving communication
  – Improves staff retention & job satisfaction

Family Birthing Center Orientation (Pre-Workshop)

• Hospital orientation (2 days)

• 9-12 weeks orientation period with Nurse-Preceptor
  ◦ Antepartum: 2-3 weeks (minimum)
  ◦ Birthing Center: 6 weeks (minimum)

• Orientation Package (Binder)
  ◦ Broad range of content on high-risk pregnancy and birth
Family Birthing Center Orientation (Pre-Workshop)

- **Theory Days**
  - Unit protocols and basic information on pregnancy, L&D and complications

- **Workshops:**
  - Neonatal Resuscitation
  - Fetal Health Surveillance
  - Diabetes & Preeclampsia
  - Breastfeeding

Objectives of the Workshop

- To provide hands-on case-based learning to help nurses integrate their knowledge into their skill set
- To create a positive, interactive learning environment
- To foster interprofessional collaboration
- To create an environment of patient safety
- To have fun!!
The Participants

- 10 CPNPs and 1 RN new to OBS
  - Started between May and October

- Three (3) additional RNs that had been with the team less than 1 year attended the Labour Support Workshop

- Removed from their clinical responsibilities to attend the workshop

- Majority of nurses had already received their Fetal Health Surveillance training

Interprofessional Learning Facilitators

- 14 OBS Nurses
- Head Nurse
- Director of Maternal Child Health & Coordinator of Nursing Recruitment
- 4 Clinical Nurse Specialists (Birthing Centre, Postpartum, NICU, Women’s Health)
- Perinatal Clinic Nurse
- Postpartum Nurse
- NICU Nurse
- 7 Obstetricians
- 3 Family Medicine Doctors
- Anaesthesiologist
- Psychiatrist
- Lactation consultant (IBCLC)
- Social Worker
- Art Therapist
- Infection Control Nurse
- Transfusion Safety Nurse
- 5 Doulas
Role of Facilitators

- To design clinical scenarios with specific teaching points that enable the nurses to retain important concepts
- To facilitate as part of an interprofessional team
- To guide participants in the use of mannequins
- To use role play to act out scenarios
- To use real cases and near misses to exemplify their points

Topics Covered

- Patient Safety
- Infection prevention and Control
- Art Therapy
- Admission Assessment
- Hepatitis B/GBS/ Blood Group
- Smoking Cessation
- Substance Abuse
- Abuse Screening/Substance Abuse/Vulnerable women
- High Risk Patient
- NICU and preterm infants
- Charting Safely
- Medication Administration
- Epidural Management
- Labor Induction
- Postpartum Depression and Mental health
- Shoulder Dystocia
- Cord Prolapse & Stat C-sections
- Labor Management
- Blood Transfusion and Products
- Postpartum Hemorrhage
- Case Studies with tracings
- Perinatal Loss
- Instrumental Delivery
- PET/ Diabetes Workshop
- Twin Vaginal Delivery
- Breastfeeding, Immediate Postpartum care & Neonatal Assessment
- Third Stage Management
### WEEK 1

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<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
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</thead>
<tbody>
<tr>
<td>8h00-9h30</td>
<td>INTRO</td>
<td>Smoking Cessation</td>
<td>Charting Safely &amp; TNP</td>
<td>Case studies with tracings</td>
<td>Labor Support Workshop</td>
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<td>Patient Safety</td>
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<td>Epidural Management</td>
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<td>10h00-11h00</td>
<td>Infection Control</td>
<td>Social work / Abuse Screening</td>
<td>Medication Administration</td>
<td>Skills Drill</td>
<td>Soulder Dystocia</td>
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<td>11h00-12h00</td>
<td>Art Therapy</td>
<td>Vulnerable Women</td>
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<tr>
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<td>Admission Assessment</td>
<td>High Risk-Patient (incl. Preterm Labor)</td>
<td>Labour induction</td>
<td>Emergency Management</td>
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<td>14h00-15h00</td>
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<td>Perinatal Loss</td>
<td>Twin Vaginal Delivery</td>
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<td>15h00-16h00</td>
<td>Skills Drill</td>
<td>Diabetes in Pregnancy</td>
<td>Immediate PPT Care</td>
<td>Neonatal Assessment</td>
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### WEEK 2

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<tr>
<td>8h00-9h30</td>
<td>Labour Management</td>
<td>Case Studies with tracings</td>
<td>PET Workshop</td>
<td>Case Studies with tracings</td>
<td>NRP</td>
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**Format of Sessions**

- Focus on interaction and hands-on skills
- Mix of theoretical material and emergency management drills
Celebrating Success

- Awards ceremony to congratulate them on their accomplishments
- All facilitators received Thank-You cards
- In addition, the Nurse-Preceptors received a small gift for the commitment to training new staff

Evaluations: What did they like the most?

- How to react in emergency situations
  - Shoulder Dystocia and Cord Prolapse
- Epidural management
- Labour support workshop
- Tracing interpretation
- All the hands-on - Acting out skills and situations
- Pre-eclampsia & Diabetes workshop
- Neonatal assessment
- All of the professionals involved
Evaluations: What could we have done better?

- Even more hands-on and interaction
- More time for discussion & reflection
- More EFM tracings analysis
- More discussion of ultrasound reports/results
- More time for Perinatal Loss

What was the impact of the workshop?

- Nurse-Preceptor Feedback:
  - “The best prepared group of newly graduated nurses that we have had in a while”
  - More prepared
  - “They know what I am talking about”
What was the impact of the workshop?

- Increased acknowledgement of expert nursing knowledge and expertise of preceptors
- Recognized physicians as partners
- Increased understanding of the role of other health professionals to improve resource utilization

Secondary Outcomes

- Cohort formed a supportive peer group
  - Strong bond
  - Support each other in the care of their patients
  - Support each other when there are difficult outcomes (e.g. Perinatal loss)
One-Year Follow-up

- Based on experiences of the past year, workshop was “very helpful”
  - Confidence (100%)
  - Clinical knowledge (100%)
  - Relationship with other novice (junior) nurses (100%)
  - Safety of patients (100%)

- Mixed reviews on the following (ranged from “Neutral”-“Very helpful” 33% each category):
  - Relationship with senior nurses
  - Relationship with physicians
  - Relationship with other health professionals

Data current as of October 2011
One-Year Follow-up

- **Strengths of workshop**
  - “It was really nice to have a good handle on all of the high risk situations. Both the theory and practical classes helped. Having group hands on practice really helped put you in the moment.”
  
  - “… very comprehensive. Initially, it was challenging and stressful to be in all the real life scenarios we had learned about but the workshops were helpful in getting over that pretty quickly”

Data current as of October 2011

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One-Year Follow-up

- **Peer Support**
  - “I feel that the knowledge I learned and the bonds I made with fellow nurses during my orientation really helped me have more confidence on the unit. As a result I wasn’t shy to ask questions and my practice improves more and more everyday because of it.”
  
  - “being able to share the experience of being a junior nurse with other junior nurses was helpful in feeling more integrated into the unit of many senior nurses.”

Data current as of October 2011
One-Year Follow-up

- Better to have sessions more spaced out
- More basic knowledge & documentation review

- “If I had to choose, we probably didn’t need a full day of labour support with the doulas. That info was great but in our unit it’s something that can be picked up on the ward as well. Having a basic understanding of some coping mechanisms was great but I don’t think we needed a full day.”

- Je pense juste qu'au lieu d'avoir 2 semaines en bloc pour cette formation, il est mieux de l'avoir pendant ce training je pense qu'il est regalement important de passer au travers du dossier de maman et de celui de bébé …. je pense qu' au fur Et a mesure que l'on gagne de l'expérience sur Le plancher.

- « Le workshop sur l'art thérapie »

Data current as of October 2011

Facilitating Factors

- Involvement & commitment of strong leadership team

- Involvement of facilitators

- Rooms to hold sessions

- Last-minute troubleshooting!!
Challenges & Ongoing Questions

- Preparation time
- Last-minute changes
- Is 2 weeks too long? Spaced-out sessions?
- Original vision of more practice with:
  - Documentation
  - IV insertion

Future Directions: What’s next?

- Use participant feedback to improve sessions
- Integration with Theory Days
- Consider impact of allowing more time for reflection between sessions
Future Directions: What’s next?

- Increased interprofessional education
  - e.g. Orientation for medical students

- MOREob Program
  - Integrate clinical chapters, emergency drills more fully into orientation
  - Continuing to highlight importance of interprofessional collaboration, mutual respect and patient safety

- Skills stations

- Formal evaluation (quizzes)

Future Directions: What next?

- Continuing Education
  - Skills drills and Emergency situation preparation

- Continued follow-up of Novice nurses
  - Reserved days to discuss challenges faced on the unit

- Planning for next fall!
Acknowledgments

- Frances Cox, Former Head Nurse
- Maternal-Child Health Nursing Leadership Team
- Novice Nurse orientees
- Facilitators of the Integrative Skills Workshop
- All Nurse-Preceptors who participate and contribute to the successful orientation of Nurses in the Maternal-Child Health Division of the Jewish General Hospital
- All staff of our Family Birthing Center

Questions?

Thank you !!
References


For more information, contact us!

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