

# Implementing a framework to support nursing competence



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# The issue

- Quality care requires competent healthcare providers
- There is little evidence to support a particular approach to enabling development of competence



# One organisation's approach

- Competency Framework introduced in late 2010
- Core components
  - Defined period of supernumerary time
  - Meetings with Nurse Manager and Educator
  - Allocation of preceptor
  - 10 week familiarisation period
  - Ongoing review

# Method for evaluation

- Participants
  - Graduate nurses, Preceptors, Nurse Managers, Nurse Educators, Nursing Executive
- Data collection
  - Questionnaire, Focus Groups, Audit
- Focused on
  - Attainment of core components as outlined in the framework
  - Enablers and barriers

# Findings

- All graduate nurses received supernumerary time with 90% satisfied
- Frequency of meetings variable
- 90% allocated preceptor
- Wash up competency 100% complete
- Smart move smart lift 66.7% complete
- Av 24.5 competencies completed
- Growth & development competencies most frequently incomplete

# Enablers and barriers



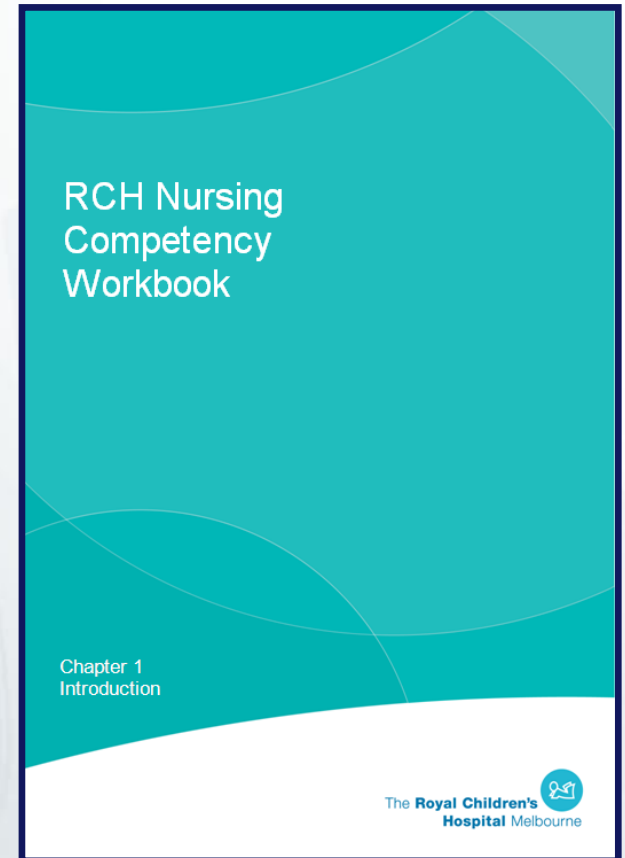
# Standards

- Makes standards explicit
- Facilitates identification of development needs of other staff
- Can be difficult to determine, assess and attain



# Resources

- Human
- Material



The Children's

Excellence in  
clinical care,  
research and  
education





# Context

- Limited time impacted understanding and resources
- Pressure due to expectations
- Perception of opportunity and relevance
- Patient allocation & workload of preceptors



# Recommendations

- Graduate nurses continue to receive supernumerary time
- Review how time utilised during supernumerary period
- Clarify intent, purpose, frequency of meetings
- Review competencies
- Ongoing review and development of guidelines

# Recommendations

- Revisit roles and responsibilities of Nurse managers and educators
- Equity of access to educators
- Ongoing development for preceptors
- Develop ways to value and assess competence across all domains

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# Thank you

- Questions?
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