

# **INTEGRAL UNIVERSITY, LUCKNOW**

## **Integral Institute OF Medical Sciences and Research**

### **Collaboration with Integral Institute Of Nursing Sciences and Research**

DATE: 22.06.2022

### **Professional Development Program For Staff Nurses**

#### **Introduction**

One of the six building blocks of Health Systems Strengthening (HSS) as defined by the World Health Organization (WHO) is the health workforce. A strong health system cannot be achieved without a well-performing health workforce; and the health of the population cannot be achieved without investing in the health workforce.

Nurses after entering into professional healthcare delivery, have little time to academically hone themselves further. Nursing school education does not impart knowledge on the most current facts and data available in the nursing field. However, this information may quickly become outdated in the healthcare setting because the healthcare field is constantly changing and progressing. Thus there is an urgent need for conducting training programs for freshly recruited nurses especially in public sector hospitals which are catering to a large population. The Induction training program for nurses is specifically imparted to welcome them commencing initial employment or to new nursing roles they are going to take up in the hospital. It introduces the values and objectives of the organization so that staff feels like part of the team as quickly as possible. It also imparts essential safety and risk management information, provides core mandatory training and gives nurses, the practical information they will need to begin their new jobs. This helps in enabling nurses to acquire education, skills and experience that will capacitate them to support and help their patients in all kinds of situations. The ultimate outcomes of induction training programs are to improve the professional practice of nursing and thereby the care that is provided by registered nurses to patients. Evaluating the impact on outcomes, through improvement in healthcare quality indicators, validates the importance of induction training for the freshly recruited nursing profession, the value of nurses' contributions to inter-professional teams, and ultimately the delivery of safe, high-quality patient care.



This professional development program would be especially designed to train nurses to work efficiently and provide quality patient care in all Government hospitals across the country. The training is spread over 40 days including 6 weeks lecture cum discussion is designed to be delivered in the class room setting. This will enable the freshly recruited nurses to perform their job assignment in the hospital.

## **OBJECTIVE**

### **(A) General Objective**

The goal of the professional development program is to provide standardized information on the policies, procedures, protocols and documentation to be followed in the hospitals and to familiarize the new recruits on the vision, goals and organizational structure of the central government hospitals

### **(B) Specific Objectives**

At the end of the course the participants will be able to:

- Describe the organizational structure, ethical and legal aspects and participate effectively as a member for health team Communicate effectively with the team members, patients and families. Apply the principles and techniques of reporting and recording in maintaining various patient and hospital records.
- Provide promotive, preventive and restorative health services based on the nursing process
- Describe the general concept of Nursing Care Patient (NCP), Management of Medication (MoM), Education, Communication and Guidance (ECG), infection control practices, empowerment and governance, Nursing Quality Indicators (NQI).
- Apply the principles and techniques for infection control and biomedical waste management in hospital setting, Apply the standard treatment protocols on post HIV exposure management/ prophylaxis



- Administer medication through different routes following the principles of administration of medications.
- Calculate conversions of drugs and dosages within and between systems of measurement and identify action, side effect of some common and emergency drug
- Describe code of ethics for blood donation, transfusion of blood sampling, blood grouping, method of administering blood and waste management in blood transfusion services.
- Utilize the latest trends and technology in providing health care

#### **Training Methodology:**

1. Conducting Pre-evaluation/ knowledge and skill assessment on the selected topics of the participants i.e. nurses through a set of pre-defined questionnaires and checklist
2. Planned trainings according to gaps in knowledge and practice, based on standard, vetted and sourced modules.
3. Covering course curriculum on a modular basis with judicious mix of case-studies, group discussion, participatory learning methods and direct teaching by eminent experts in the field of Nursing.
4. Daily monitoring and follow-up to identify learning gaps and measurement of learning of the participants during the training program.

The training will be delivered in a batch wise pattern of 25-30 participants per batch (batch could be small also depends on the number of participants but not more than 30 for sure). The duration of the training program will be of 40 Days, 6 weeks.



## Training schedule of Skill Development Programme for Staff Nurses

### Training Module – I *Nursing Orientation Programme*

54 Days Nursing Orientation & Training

1 Day Additional training Disaster & Fire safety

Total 55 Days skill Training programme

DAY	DATE & TIMING	MODULE	CLINICAL SKILLS	TAKEN BY
5 DAYS	06-07-2022- 08/07/22 2:30-3:00 pm	Soft skill Training	<ul style="list-style-type: none"> <li>Welcome Address &amp; objectives of orientation programme</li> <li>Clinical soft skill training (Grooming, Prayer Communication skills, Personality Development)</li> <li>Maintenance of IPR skills</li> </ul>	<b>Ms. Sony Verma</b> Vice- Principal, IINSR
	13/07/22-14/07/22 2:30-3:00 pm		<ul style="list-style-type: none"> <li>Introduction to Nursing Department</li> <li>Vision &amp; Mission</li> </ul>	<b>Ms. Shilpi Verma</b> Assistant Professor IINSR
6 DAYS	15/07/2022 - 21/07/22 2:30-3:00 pm	Job Description	<ul style="list-style-type: none"> <li>Job Description of Nursing Superintendent</li> <li>Job Description of Deputy Nursing Superintendent</li> <li>Job Description of Assistant Nursing Superintendent</li> </ul>	<b>Mr. Farzand Ali</b> Principal, IINSR
			<ul style="list-style-type: none"> <li>Job Description of Ward Incharge</li> <li>Job Description of Staff Nurse</li> </ul> <p><b>Assessment of work (According to checklist)</b></p>	<b>Ms. Aparna Awasthi</b> Assistant Professor IINSR
5 DAYS	22/07/2022-23/07/22 2:30-3:00 pm	Admission, Transfer, Death Procedures	<p><b>Admission Procedures</b></p> <ul style="list-style-type: none"> <li>Emergency admission (MLC &amp; Non MLC protocol)</li> <li>Elective Admission</li> <li>Triage Management</li> </ul>	<b>Mr. Ruknuddin</b> Dy. Nursing Superintendent IIMS&R
	25/07/22-27/07/22 2:30-3:00 pm		<p><b>Transfer Procedures</b></p> <ul style="list-style-type: none"> <li>Intra hospital/ outside transfer</li> </ul> <p><b>Death Procedures</b></p> <ul style="list-style-type: none"> <li>Care of dead patient</li> <li>LAMA, MLC &amp; Non-MLC Protocol</li> </ul>	
5 DAYS	28/07/22-02/08/22 2:30-3:00 pm	Handovers & IPSG	<p><b>Handovers</b></p> <ul style="list-style-type: none"> <li>Shift responsibility of Nursing staff</li> <li>Handing over &amp; taking over of patients</li> </ul>	<b>Mr. Rajesh</b> Assistant Professor IINSR



			Giving shift report, responsibilities of Nurse Team Leader	
3 DAYS	03/08/22 2:30-3:00 pm	Patient Assessment	<ul style="list-style-type: none"> <li>Vital sign measurement</li> <li>Patient assessment &amp; History collection</li> <li>Pain Assessment</li> <li>GCS</li> <li>Fall risk Assessment</li> </ul> Pressure ulcer Assessment	Ms. Shilpi Verma Assistant Professor IINSR
	04/08/22 2:30-3:00 pm			
	05/08/22 2:30-3:00 pm			
	06/08/22 2:30-3:00 pm			
3 DAYS	08/08/22-10/08/22 2:30-3:00 pm	Basic Hygiene	<ul style="list-style-type: none"> <li>Hand Hygiene</li> <li>Urinary Catheterization, Enema</li> <li>Oral care</li> <li>NG Tube insertion Gastric Lavage, Gavage</li> </ul>	Ms. Shahnaz Qumer Lecturer IINSR
	11/08/22-13/08/22 2:30-3:00 pm			
3 DAYS	16/08/22 2:30-3:00 pm	Diagnostic	<ul style="list-style-type: none"> <li>Blood collection using vacutainer</li> <li>Blood culture sampling</li> <li>Blood sampling from central line</li> <li>Urine sampling</li> <li>Sputum sampling</li> <li>Diagnostic 12 lead ECG</li> </ul>	Ms. Pooja Chhetri Nursing Tutor IINSR
	17/08/22 2:30-3:00 pm			
3 DAYS	19/08/22-20/08/22 2:30-3:00 pm	Medication Management and use (MMU)	<ul style="list-style-type: none"> <li>Routes of medication management</li> <li>Drug calculation</li> <li>High alert drugs</li> <li>Adverse drug reaction</li> <li>Insulin therapy</li> <li>Common emergency drugs</li> <li>Documentation, verbal order policy</li> </ul>	Ms. Archana Singh Yadav Assistant Professor IINSR
	22/08/22 2:30-3:00 pm			
2 DAYS	23/08/22 2:30-3:00 pm	Common Emergencies & Spill Management	Common Emergencies <ul style="list-style-type: none"> <li>Hypotension</li> <li>Shock</li> <li>Stroke</li> <li>Hypoglycemia</li> </ul> Spill Management	Ms. Hardeep Kour Nursing Tutor IINSR
	24/08/22 2:30-3:00 pm			
2 DAYS	25/08/22	Crash cart management	Crash cart management <ul style="list-style-type: none"> <li>Crash cart</li> <li>Emergency drugs</li> </ul>	Ms. Archana Singh Yadav Assistant Professor IINSR



	2:30-3:00 pm	<ul style="list-style-type: none"> <li>• Defibrillator</li> <li>• Laryngoscope</li> </ul>	
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**Training schedule of skill development programme for Staff Nurses**  
**Training Module – II**

DAY	DATE & TIMING	MODULE	CLINICAL SKILLS	TAKEN BY
3 DAYS	26/08/22 2:30-3:00 pm	Biomedical Equipment's	Biomedical Equipment's • ECG • Defibrillator • Syringe pump • Infusion pump	<b>Ms. Aparna Awasthi</b> Assistant Professor IINSR
	29/08/22 2:30-3:00 pm			
	30/08/22 2:30-3:00 pm			
2 DAYS	31/08/22 2:30-3:00 pm	Intravenous therapy	Intravenous therapy • Indications • IV Fluids & devices • Vein selection & technique • Initiation of IV Fluids • Nursing Responsibility • Complications	<b>Ms. Pricilla</b> Nursing Tutor IINSR
	01/09/22 2:30-3:00 pm			
	02/09/22 2:30-3:00 pm			
2 DAYS	05/09/22 2:30-3:00 pm	Blood & Blood products Transfusion	Blood & Blood products Transfusion • Transfusion • Order • Consent • Verification	<b>Mr. Kushwaha</b> Dy. Nursing Superintendent IINS&R
	06/09/22 2:30-3:00 pm			
	07/09/22 2:30-3:00 pm			
2 DAYS	08/09/22 2:30-3:00 pm	Infection control Practices	Infection control • Infection control Practices & • Needle stick injury (Hand Hygiene, PPE, Biomedical Waste Management)	<b>Ms. Supriya Rai</b> Lecturer, IINSR
	09/09/22 2:30-3:00 pm			
	09/09/22 2:30-3:00 pm			
2 DAYS	08/09/22 2:30-3:00 pm	Care of lines and tubes	• Tracheotomy care • ET care/ suctioning • Chest drain care • IV Cannulation	<b>Ms. Salma Khatoon</b> Nursing Tutor IINSR
	09/09/22 2:30-3:00 pm			
	09/09/22 2:30-3:00 pm			



2 DAYS	12/09/22 2:30-3:00 pm	Wound care	<ul style="list-style-type: none"> <li>• Pre-operative &amp; Post-operative care</li> <li>• Surgical wound dressing</li> <li>• Stoma care</li> </ul>	Ms. Pooja Chhetri Nursing Tutor IINSR
	13/09/22 2:30-3:00 pm			
	14/09/22 2:30-3:00 pm			
2 DAYS	15/09/22 2:30-3:00 pm	Airway and oxygenation	<ul style="list-style-type: none"> <li>• Oxygen devices</li> <li>• Basic airway adjuncts</li> <li>• Nebulization</li> </ul>	Ms. Yasmeen Shaikh Assistant Professor IINSR
	16/09/2022 2:30-3:00 pm			
	17/09/22 2:30-3:00 pm			
2 DAY	16/09/2022 2:30-3:00 pm	Basic life support	BLS – Both Pediatric and Adult Post Assessment OSCE	Ms. Anjali Shukla Lecturer IINSR Ms. Hardeep Kour Nursing Tutor IINSR
	17/09/22 2:30-3:00 pm			
	Additional Training			
		Disaster & Fire safety	Disaster & Fire safety	By Environmental Department (IUL)

**Note:**

- Training is mandate to all nursing staff at Integral Hospital, Lucknow
- Training schedule is Monday to Saturday
- All procedures should be demonstrated according to checklist

*[Signature]*  
22.09/22

**PRINCIPAL**  
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