

EXPANDING EXPERTISE: Upskilling Registered Nurses for Mechanical Ventilation for Critical Care Surge

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DESCRIPTION

In 2020, Inpatient Respiriology utilized four medicine beds to support critical care surge during the COVID-19 Pandemic. The success of this plan and ever-changing surge between Medicine and Critical Care meant respirology registered nurses (RN) would remain flexible to support operational needs. Respirology RNs were upskilled with respiratory-focused critical care concepts to safely monitor and provide care to Intensive Care Unit (ICU) patients requiring longer-term mechanical ventilation. These RNs were required to complete an education day aimed at supporting their readiness in providing care and monitoring these patients. This unique group of nurses evaluated the education received and its impact on staff readiness to continuously support this population.

OBJECTIVE

To assess the readiness and competency of Respirology RNs caring for patients requiring mechanical ventilation.

ACTIONS TAKEN

Conducted education sessions that included:

- Mechanical ventilation, emergency complications, high flow oxygen therapies and diabetic ketoacidosis
- Post-session self-evaluations to assess staff competency
- Review of Long-Term Ventilation policy referencing scope of practice
- Mentorship opportunities for return demonstration with ICU RNs
- Post-session feedback survey on effectiveness of provided education

Previously Provided Care to a Mechanically Ventilated Patient

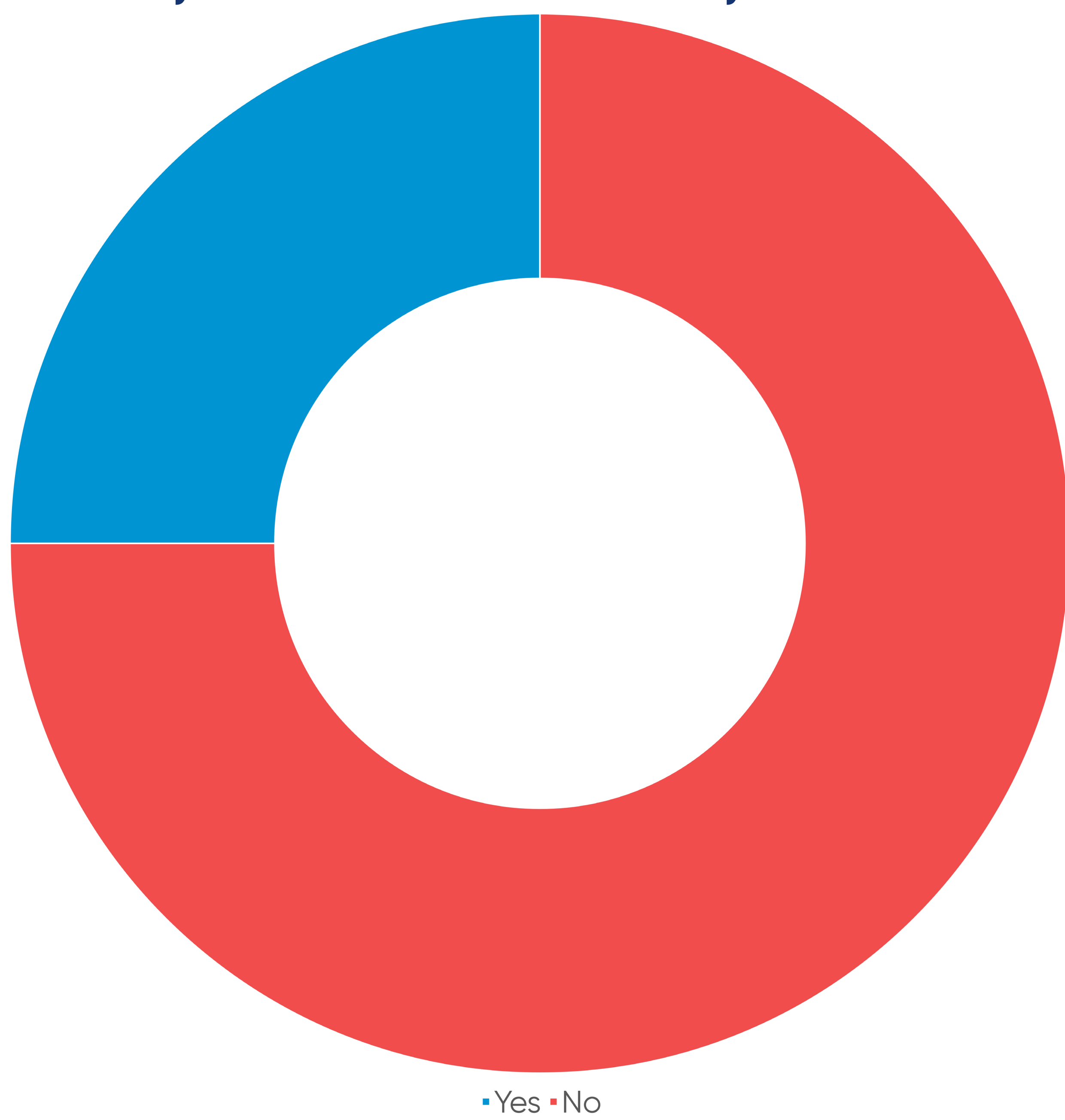


Figure 1. Survey results depicting 25% of respirology RNs had experience providing care to patients requiring mechanical ventilation prior to November 2023.



The education enhanced my knowledge and skills to safely provide care for patients in 8E ICU

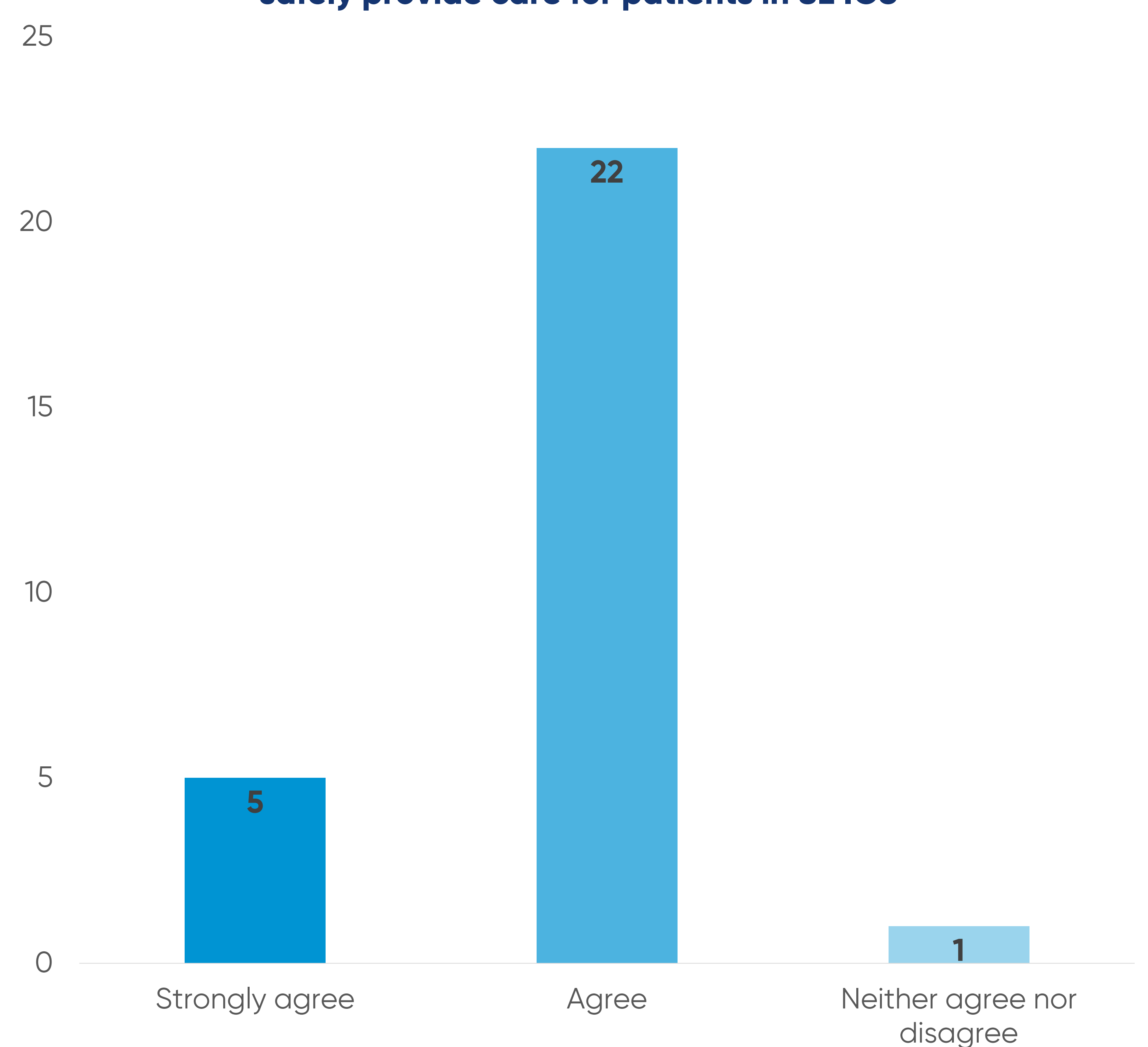


Figure 2. Survey results indicated that 96% of RNs who attended the education session felt sessions enhanced their knowledge and skills to safely provide care to patients requiring mechanical ventilation.

SUMMARY OF RESULTS

Post-session feedback surveys indicated:

- Only 25% of attendees had prior experience caring for patients requiring mechanical ventilation
- 100% of attendees expressed education sessions were designed in a manner which suited their learning styles
- 96% of responses indicated that the sessions enhanced their knowledge and skills to safely provide care to this population

Additional feedback highlighted future opportunities for more frequent sessions and relevance of education materials for the admitted population.

LESSONS LEARNED

Utilizing multiple education strategies builds capacity for respirology RNs to provide care to patients requiring mechanical ventilation; this approach can be used for future adaptations to nursing scope during critical care surge. This education opportunity also motivates RNs to pursue critical care certification and explore critical care employment opportunities at HRH.

