

NICU Bitesize Orientation Programme

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Introduction

The Bitesize programme was developed to support junior nurses in response to a gap in neurological critical care knowledge post Covid-19

The NICU was busy and understaffed with a high level of nurses who felt unsupported, burnt out and distressed

20 new nurses were unable to be appropriately inducted when they started on the NICU

There were clear gaps in neurological critical care knowledge amongst junior nurses

Aims

Aimed to improve confidence and competence for these nurses

Aimed to improve morale for all NICU staff

Help with staff retention

Improve quality of care and embed best practice

Inclusivity and diversity were at the forefront of this learning programme

Methodology

30 minute presentations

reducing pressure on nurses
Mindful of mental capacity of learners
Online, face to face and recorded



Scan for sessions

15-minute presentation

- 15 minutes is the amount of time a human mind can focus
- Concentrated amount of information

15-minute case study

- Situational learning
- Constructivism
- Learner participation using either discussion or Slido

Sessions designed to be inclusive and reduce visual distress

- No black on white background
- Uncluttered slides
- Information released on to each slide gradually

The face to face neuro specific FCCN study day

Games

- Labelling a Large brain picture of anatomy and function

Each learner delivers 10-minute presentation

- Empowering
- Community of practice
- Giving them skills they need for promotions

Workshops

- Subtle GCS changes and spinal cord injury changes
- Practical skills
- Neuro quiz

30 questions based on bitesize presentations

- Promote self learning
- Informal
- Organ donation patient speaker
- Engaging

EVD Workshop

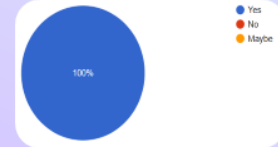
- Practice learning

Guest Speaker

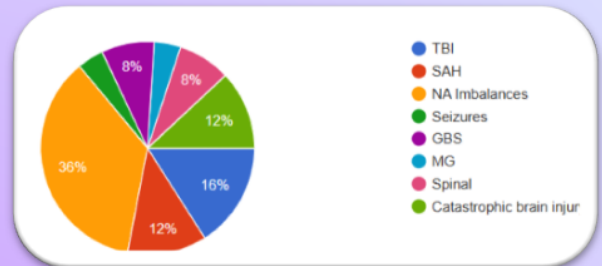
- Relation to practice

Results

Do you feel your knowledge and confidence has increased by completing the neuro specific study day?
25 responses



Which bitesize session did you enjoy the most?
25 responses



What was your overall experience of the bitesize sessions?

"Really enjoyed the sessions, felt like the once weekly layout and that you could attend in person or watch later videos was really helpful. Was helpful the case studies in each one and opportunity to talk together about our experiences of patients at end of sessions was good"

What was your overall experience of the neuro specific FCCN day?

"It was a varied and enjoyable day. Learnt more and consolidated knowledge. I realised I knew more than I thought I did".

"Really enjoyed today, liked that the format was different for each session and it was interactive"

What did you gain from listening to all of the presentations?

"A Lot. It was overwhelming at the first few months when working in the unit as I wasn't sure what to study or if the information was correct (as sometimes there is different guidelines per nurses) but the bitesize helps to clear things up"

Average test score of 86% demonstrated a high retention of knowledge

Conclusion

The Aim of the bitesize programme was to increase knowledge, confidence, skills and morale

From the survey data collected there is evidence that the programme set out to achieve its goals

I found that the nurses working the shift were really supportive ensuring that the new nurses were able to attend the sessions

The quiz data results demonstrated the new nurses had knowledge to manage a range of neurological critical care conditions safely

The goal is to continue this orientation programme to embed it as standard practice on the NICU

Development

To ensure this programme becomes multidisciplinary

Future plans are to adapt the programme to the needs of the unit to ensure quality and current evidence

To develop other programmes in a similar format to this

For the programme to be used by other critical care units and trusts

Acknowledgements

Thank you to the NICU staff and all the hard work they do everyday

Thank you to the nurses who have participated in the program and given feedback to enable it to develop

Finally to Karin Steinhauser and Laura Corfield for their support

Questions

tweet your questions to me! Start your tweet with: @Emmapriest71169

and/or

Send me your question via email: emma.priestley@stgeorges.nhs.uk