



Conference Theme
New Pathways in the Renal Setting Caring
Together by Integrating Modern Technology
based on Knowledge & Education

Adapting Teaching and Learning Methodologies Following a Training Needs Analysis

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Prague, 16.09.2019

Presentation outline

1 Introduction

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3 Methods

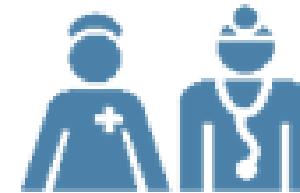
4 Results

5 Conclusion

Introduction

- Continuous professional development (CPD)¹.

- Essential for maintaining clinical skills
- Renal nursing is a dynamic environment
 - Need to balance theory with practice
- Satellite haemodialysis units are busy
- Maintaining CPD for all brings many challenges.....
 - New patients
 - New policies/procedures
 - New equipment
 - New staff
 - Satellite haemodialysis units which are geographically dispersed.



- Access to timely training which meets the needs of the workforce remains pivotal in terms of acquisition of skills/knowledge and clinical competence.

¹Royal College of Nursing (2016) RCN Factsheet: Continuing Professional Development (CPD) for nurses working in the United Kingdom (UK). London: RCN.

Objectives

- **The overall objectives were to:**

- Design the training needs analysis (TNA) with \leq 10 questions
- Undertake a TNA using an electronic survey tool in order to determine the preferred teaching and learning methodologies
- Analyse the TNA data to inform the development of the 2019 annual training plan (ATP)

Methods

- **September 27th 2018**

- TNA issued to all the satellite haemodialysis units (N=44)
 - Survey tool used - Survey Monkey
- Explanation given outlining why the TNA was being undertaken electronically
- Instructions on how to complete the survey and the closing date (12th October 2018).

- **October 9th 2018**

- Gentle email reminder sent to all units
- 158 responses received at this point

- **October 12th 2018**

- Survey closed
- 225 responses received

- **October 29th 2018**

- Data collated
- Analysis led to the development of the 2019 annual training plan

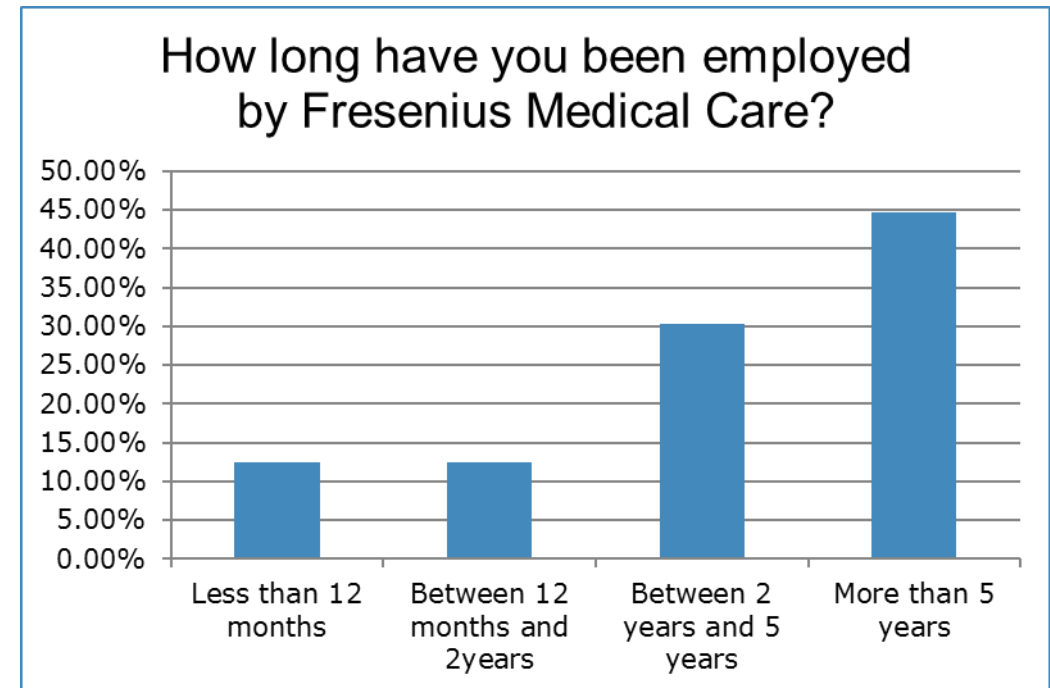
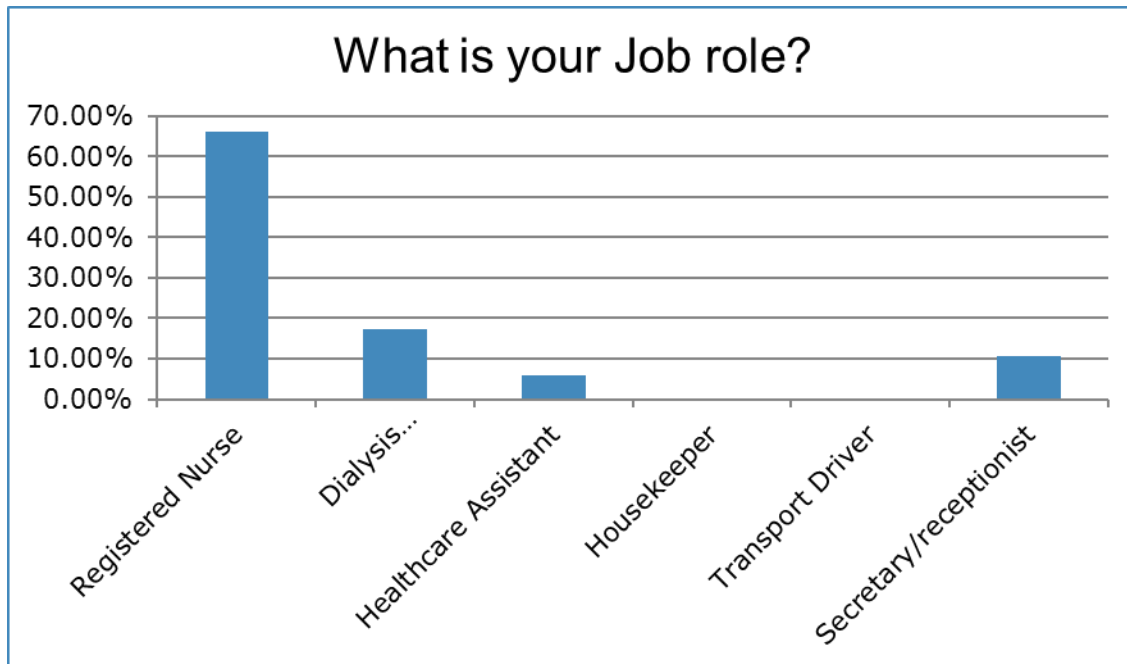
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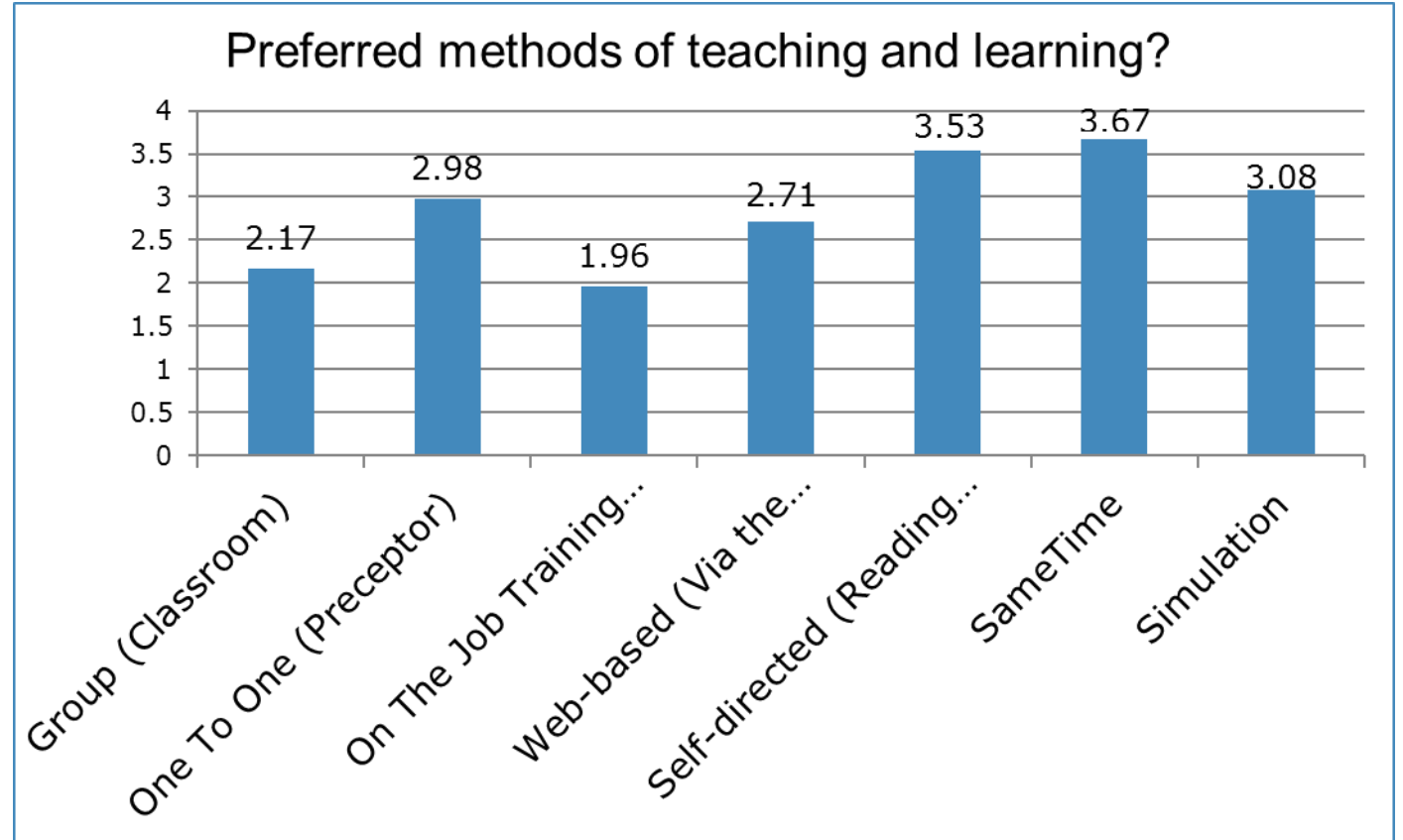
Results

- The TNA was completed by 36% (N=225) of our workforce
- 64% (N=100) of the respondents have worked for the organisation for >5 years
 - Therefore an informed study group.



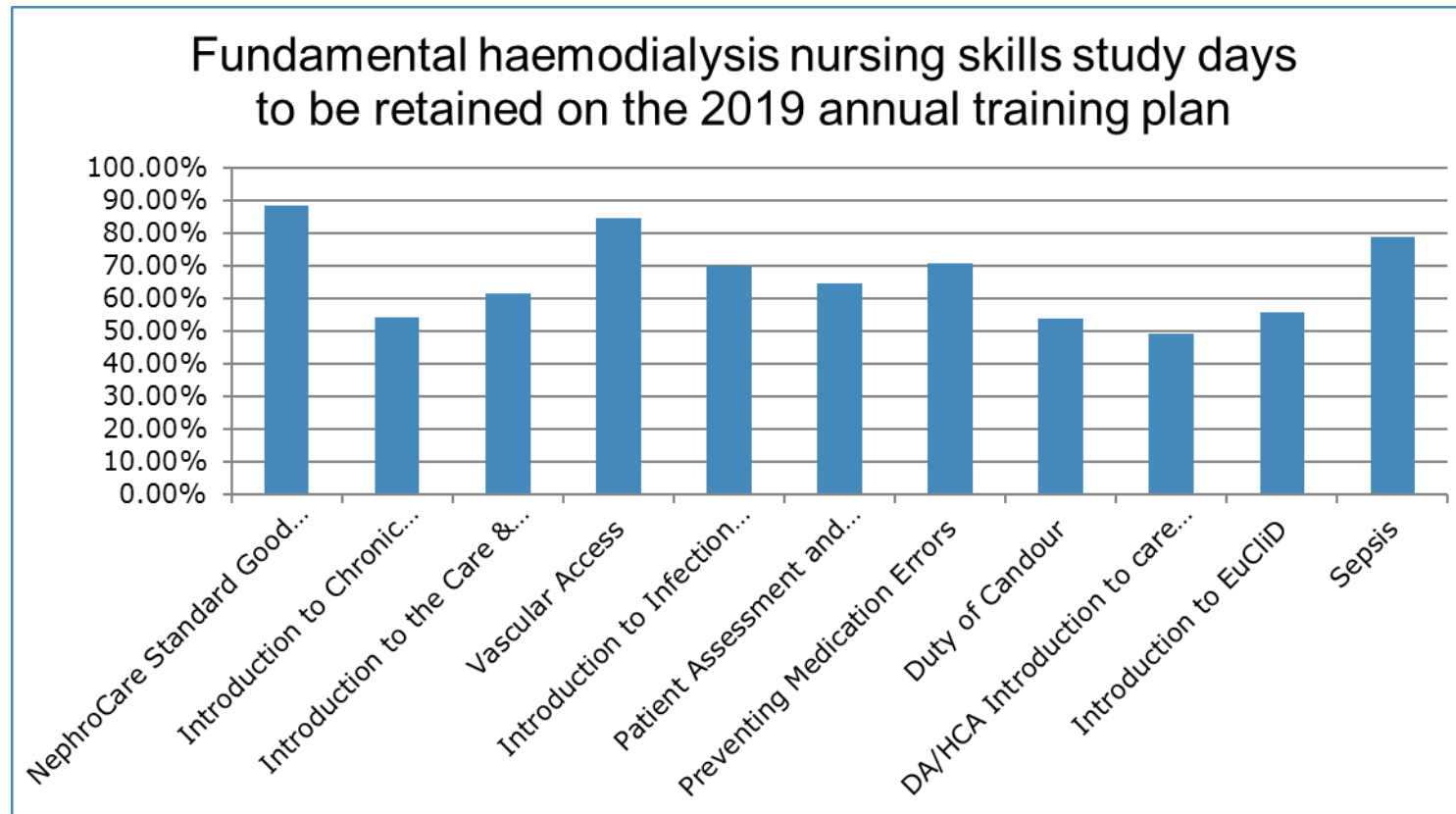
Results

- Ranked in order 'Most Popular to Least Popular'.
- The preferred teaching and learning methodologies identified were;
 - virtual classroom (SameTime)
 - self-directed (reading books journals, internet searches)
 - simulation and
 - one-to-one with a preceptor
 - i.e. work-based learning



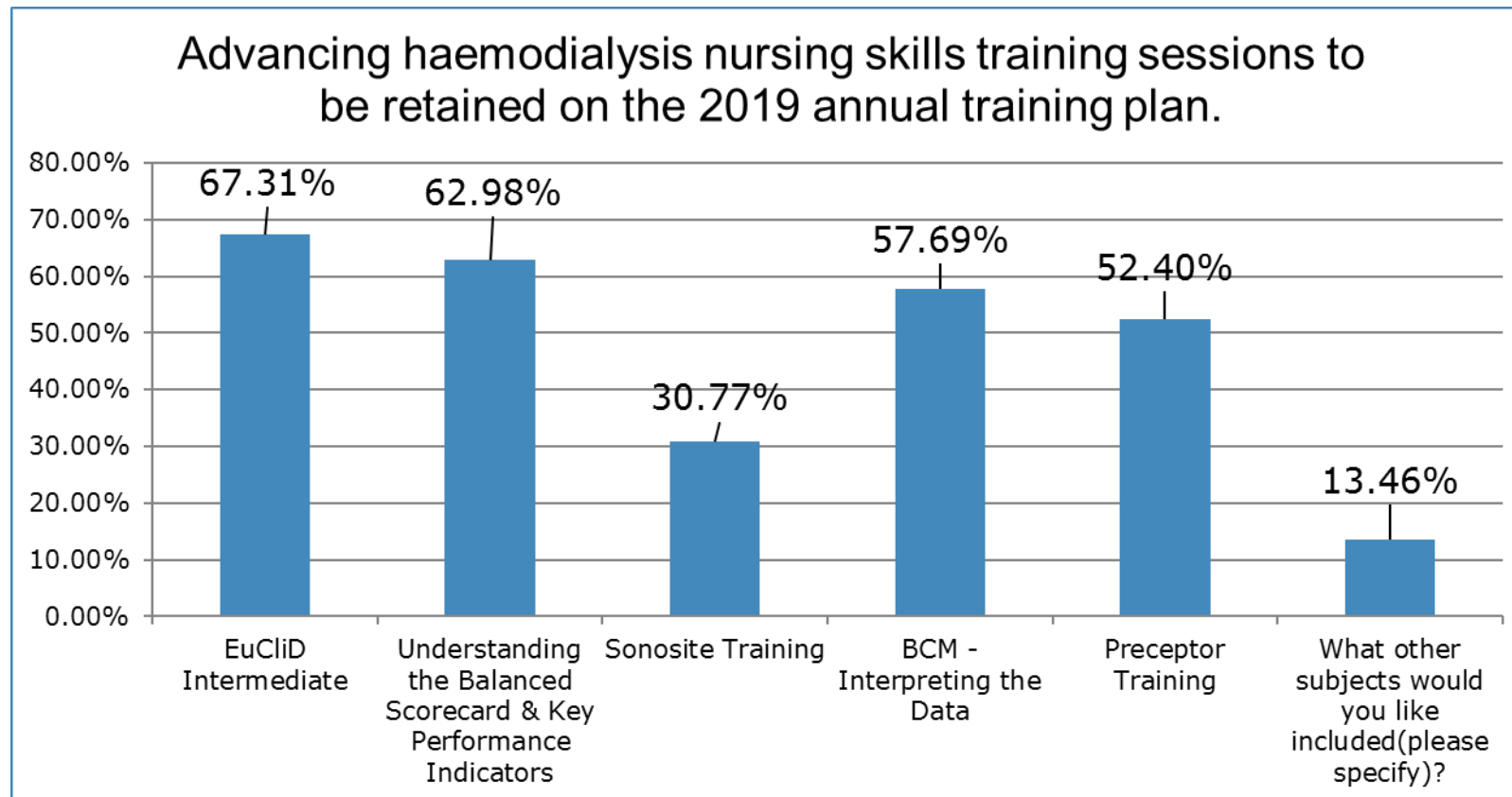
Results

- TNA sought to identify which subjects (fundamental) employees wanted included in our 2019 annual training plan?



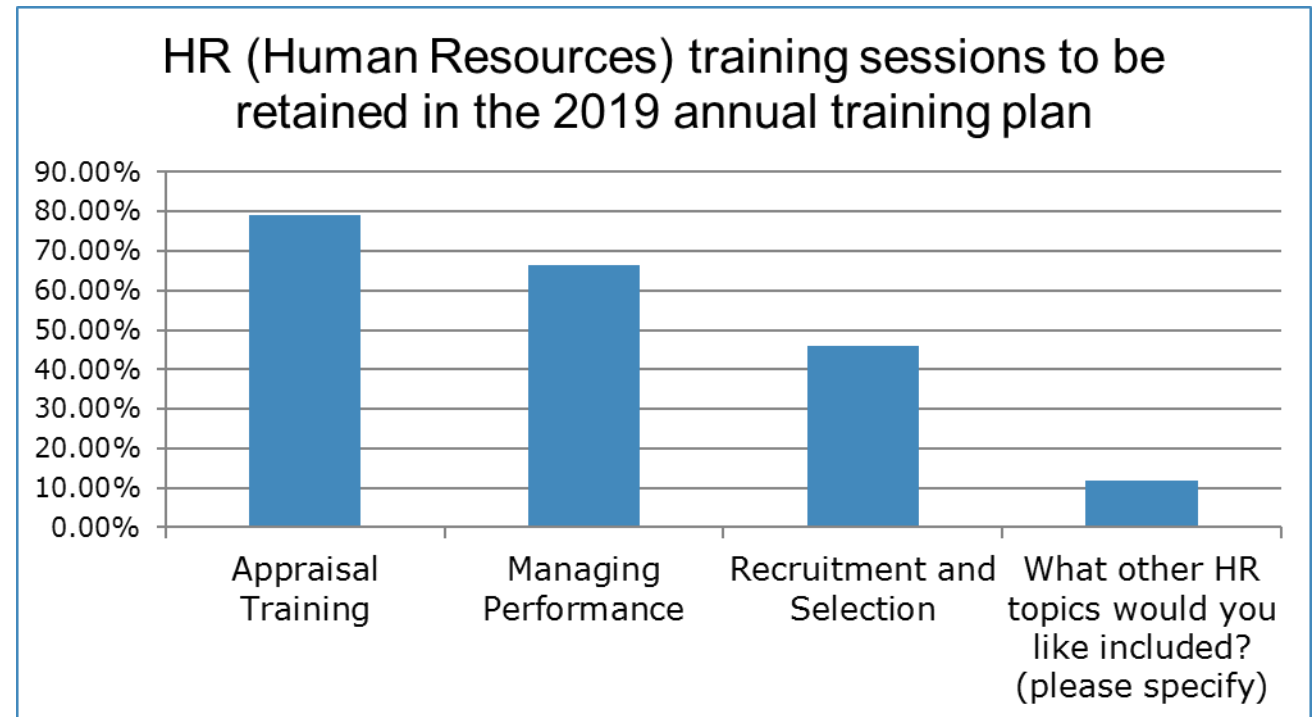
Results

- TNA sought to identify which subjects (advancing) employees wanted included in our 2019 annual training plan?



Results

- TNA also sought to identify which HR topics employees wanted retained in our 2019 annual training plan
- Other HR topics requested for inclusion
 - Sickness/absence monitoring/management
 - Team building
 - Stress management
 - Appraisal training for Team Leaders
 - Managing challenging behaviour
 - Conducting investigations
 - Conflict management
 - Dealing with complaints and/or grievance's
 - Difficult Conversations



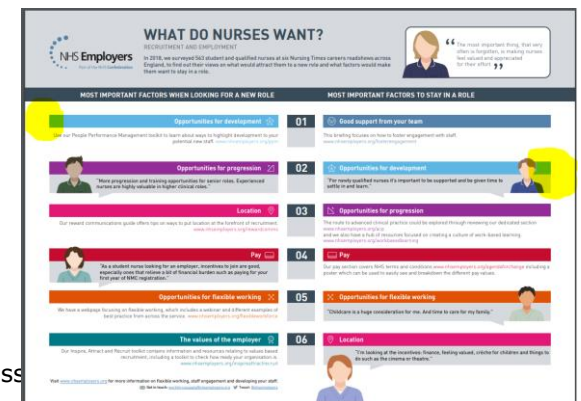
Results

- 2018 TNA resulted in a reduction of classroom training sessions
 - 2018 = 29
 - 2019 = 28
 - However topics changed
- Virtual classroom (SameTime)
 - 2018 x 8
 - 2019 x 8
- On the job training introduced as “Bite Size” training sessions (N=11)
 - Econ 5 reporting/environmental
 - Delivering the dialysis prescription
 - Patient assessment/hydration assessment
 - Vascular access
 - EuCliD common issues
 - Common complications of dialysis
 - Dialysis machine modules
 - NMC revalidation
 - FLC navigation
 - Archiving

Or a topic of your choice 😊

Conclusions

- Using an electronic survey tool for the TNA
 - Review of collated results – easy
 - Easy to quickly see number of responses
- Involving the workforce in the TNA has led to some adaptation to the teaching and learning strategies for 2019.
- Responding to employee needs is central to ongoing engagement with CPD.
 - What do nurses want?
 - Opportunities for development²
- Maintaining an annual training plan which encompasses participatory learning affords compliance with professional nursing registration requirements³.



2. NHS Employers (2018) What do nurses want? <https://www.nhsemployers.org/case-studies-and-resources/2019/04/nursing-survey-infographic> [accessed 03/10/2019]

3. Nursing & Midwifery Council (2016) How to revalidate with the NMC. London: NMC

**Thank You Very Much
for Your Attention**

Acknowledgments

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