Does an Orthopaedic Workshop IMPROVE the CONFIDENCE of NURSES TRANSITIONING to the Specialty of Orthopaedics?
THIS WAS ME DURING THE FIRST YEAR IN ORTHO!!!

LACKING CONFIDENCE

- ABILITY
- KNOWLEDGE

FEARFUL I WOULD HARM A PATIENT
IS THIS WHAT IT IS STILL LIKE TO START IN ORTHOPAEDICS?????
LASTEST EVIDENCE IN ORTHOPAEDICS

• Relatively light
  • No articles focusing on confidence for advanced beginners in the specialty

• Literature
  • Musculoskeletal assessment, knowledge and educational requirements (Flynn, Pugh & Jester 2015)
  • Gaining of confidence in musculoskeletal assessments for nurse practitioners (Benham & Geier 2014)
  • Development of educational programs to assist in increasing knowledge eg Paediatrics (Griffiths & Houghton 2013)
CONFIDENCE

• ‘A feeling of trust in one's abilities, qualities, and judgment’ (Oxford Dictionary)

• ‘Essential component to decision making and judgement’ (Drugoswitch 2016)

• May take up to one year to develop confidence to a level of consistency’ (Oritz 2016)

• Confident practitioners make good decisions (White (2013), Drugoswitch (2016) and Oritz (2016))
TRANSITION TO PRACTICE
Advanced Beginners

Dreyfus model of skill acquisition interpreted by Patricia Benner (1984)

- Minimal experience
- Anxious to do well by patients
- Anxious to impress colleagues
- Gain confidence in professional identity
- If not supported can freeze / fail to function
Does an Orthopaedic Workshop improve the Confidence of Nurses Transitioning to the Speciality of Orthopaedics?

**Intervention:**
Orthopaedic workshop

**Inclusion:**
RN / EN < than 2 years experience

**Exclusion:**
RN / EN > than 2 years experience

**Methodology:**
Quantitative study, quasi experimental pre-test/post-test design

**Method:**
Questionnaire – 26 closed questions, Likert scale

**Population:**
Twelve - Sample 10

**Where:**
Acute Regional Facility
32 bed Adult Orthopaedic Unit
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<tr>
<th>AGE</th>
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<tr>
<th>Experience in Ortho</th>
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<td>13-24 months</td>
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<th>Experience in Nursing</th>
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<tr>
<td>6-10 /15-20 / &gt;20 yrs</td>
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ORTHOPAEDIC WORKSHOP

• LECTURE CONTENT
  • Musculoskeletal anatomy and physiology
  • Fractures – fragility and trauma
  • Complications – CS, VTE, FES
  • Spinal assessment and management
  • Pain management
  • Joint replacements
  • Communication and collaboration

PRACTICAL COMPONENT
• Skin traction application and maintenance
• Neurovascular assessment
• Care and application of orthotic devices
• Mobility
• Cryotherapy
• 26 Closed questions
• Same questionnaire – pre/post/12 weeks
• Tool – pilot prior to implementation

**LIKERT SCALE**

- No confidence 1
- A little confidence 2
- Average confidence 3
- Confident 4
- Very confident 5
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<tr>
<th>THEME</th>
<th>QUESTIONS</th>
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<tr>
<td>• Mobility</td>
<td>• Q1, Q2</td>
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<tr>
<td>• Assess, Plan, Manage</td>
<td>• Q3, Q4, Q24</td>
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<tr>
<td>• Education</td>
<td>• Q5, Q18</td>
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<td>• Traction application</td>
<td>• Q6, Q7, Q8, Q9</td>
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<td>• Orthopaedic complications</td>
<td>• Q10, Q19, Q20</td>
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<tr>
<td>• Communication</td>
<td>• Q11, Q12, Q13, Q14, Q14, Q25, Q26</td>
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<tr>
<td>• Application Orthotics</td>
<td>• Q15, Q16, Q17</td>
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<tr>
<td>• Managing Spinal Injuries</td>
<td>• Q21, Q22, Q23</td>
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**QUESTIONNAIRE**
WHAT COULD BE ACHIEVED?

- Improve nurses confidence during their transition
- Improve confidence – better decision making skills – better patient care
  - Undertake full scope of skills for the specialty
  - Reduce Senior nurses workload
  - Encourage life long learning
  - Provide evidence for management to recognise the importance of support to specialty environments
TRACTION RESULTS Q6 AND Q7

Q6: HOW CONFIDENT ARE YOU TO ASSEMBLE A TRACTION FRAME?
Q7: HOW CONFIDENCE ARE YOU TO APPLY SKIN TRACTION
RESULTS QUESTIONS 10, 19, 20
COMPLICATIONS ASSESSMENT

Q10 HOW CONFIDENT ARE YOU IN IDENTIFYING COMPLICATIONS ASSOCIATED WITH A CAST?
Q19 HOW CONFIDENT ARE YOU IN ASSESSING PATIENTS WITH COMPARTMENTS SYNDROME?
Q20 HOW CONFIDENT ARE YOU IN ASSESSING PATIENTS FOR VENOUS THROMBOEMBOLISM?
WHERE TO NOW?
PATHWAY TO CONFIDENCE

- Management / organisational recognition
- Education can improve confidence
- Consistent and specific education for advanced beginners
PATHWAY TO CONFIDENCE

• Induction – comprehensive orientation

• Workshop 1: 1-3 months
  • application orthotics, basic skills, assessment, fragility fractures

• Workshop 2: 6 months
  • Complications, skin / skeletal traction

• Workshop 3: 12 months
  • consolidation basic skills

• Workshop 4: 18 months
  • spinal injuries, trauma

• Workshop 5: 24 months
  • consolidation complex assessment / management
WHAT CAN WE DO TO SUPPORT THE NURSES OF OUR SPECIALTY TO GAIN CONFIDENCE

- Expand to wider population
- Mixed methods and add qualitative perspective
- Get the lived experience advanced beginner assist strategies
Thank You

Any Questions?