

GENERAL PRACTICE NURSE TEMPORARY RE-TRAINING PROGRAMME

Developed in frames of British-Georgian joint "Georgia Primary Care Development Project" collaboratively by the National Health Management Center of Georgia, National Family Medicine Training Center and UK DFID Primary Health Care Project

GENERAL PRACTICE NURSE TEMPORARY RE-TRAINING PROGRAMME

I. General regulations for programme implementation

- 1.1. General Practice Nurse (GPN) re-training programme must provide acquisition by the trainees theoretical basics and techniques of nursing in general practice in accordance with Duties and Competencies approved for GPNs, enabling them to conduct independent activities as GPN (see annex 6.1);
- 1.2. One of the important goals of GPN re-training programme is training of GPN trainers, which is serious precondition for preparation new generation of nurses;
- 1.3. Duration of GPN trainer training programme is 6 months, with 3-5-days modules. Total number of hours for GPN is 540 and for GPN trainers there should additional 68 hours training in adult learning skills and problem based learning - 608 (annex 6.2).
- 1.4. GPN re-training programme is planned and carried out based on the principles of in-service and multidisciplinary training.
- 1.5. GPN re-training programme is conducted and headed by the organization (hereinafter "Leading Organization") which has the license on conduction post-graduate training and continuous medical education of physicians and nurses, participates in planning of human resources at managerial, organizational and central levels of health and social care system;
- 1.6. Development of curriculum, and if necessary making its correction is provided by the "Leading Organization". Curriculum is approved according to the established regulations;
- 1.7. Selection of candidates for participation in the GPN re-training programme is carried out on the competition basis according to the criteria determined by the "Leading Organization".

II. Regulations for the implementation of the programme

- 2.1. Based on the contract with the "Leading Organization", GPN re-training programme is conducted at Family Medicine practice (center, department) which is licensed as a family medicine training center;
- 2.2. GPN re-training programme is implemented by the faculty, particularly GPN Trainers, who conduct their activities in accordance with conditions of the contract with "Leading Organization";
- 2.3. Supervision over the implementation of the programme, solution of organizational issues and coordination of training process is provided by the programme Coordinator, appointed by the Chief of the "Leading Organization" and is accountable to him/her.
- 2.4. During the GPN re-training regularly is conducted current, and after completion of the programme final evaluation;
- 2.5. Summary evaluation of GPN re-training programme trainees is carried out according to the regulations developed and approved by the Leading Organization;
- 2.6. After completion and successful final evaluation, GPN re-training programme trainee is awarded the certificate confirming successful completion of the programme;
- 2.7. In case if the trainee at first attempt doesn't achieve the necessary standards, determined by the requirements of final evaluation of GPN re-training programme, additionally he/she is given not less than 2 months, and then is appointed repeated evaluation. In case

of failure the trainee doesn't have the right to the 3rd attempt, thus he/she can't be awarded the certificate of completion the re-training programme;

III. Description of GPN re-training programme curriculum

3.1. Module 1

Theories of primary care nursing

Aims: To understand the principles of nursing theory

Learning outcomes: At the end of the session the nurse trainers will know and understand current theories of nursing practice and will be able to apply them to practice given the legislation and resources available. The nurses will be expected to identify their own training needs for future in service training

- Models of nursing
- Learning lessons from other countries and their possible application to Georgia
- Learning to identify training needs
- Use and development of personal nursing profiles

Project work Developing personal nursing profiles and assessment of training needs

Total teaching time 38 hours: FT 28 hours, 10 hours

Assessment: Nursing profiles will be produced for each individual nurse for assessment and for forward planning of training needs

Each nurse will produce written profiles identifying the health needs assessment of their practice

The nurse trainers and the head of polyclinics will make assessments

3.2. Module 2

The Patient

Aims: To develop skills in assessing patients using effective communication skills and further use those skills to liaise with colleagues and make appropriate referrals

Learning outcomes: At the end of the module the nurses will have had opportunity to work with patients in developing their communication skills, in searching for health needs and facilitating an improvement in lifestyle choices

- Effective communication skills
- Assessing patients needs including psycho social
- Health needs assessment
- Development of assessment tools

Total teaching: 40 hours: FT 30 hours (10 for clinical supervision) and 10 hours for project work.

Assessment: the nurse trainer will assess the nurses, in clinical supervision sessions in a patient/ nurse situation. Written assessments will be provided by the nurse trainers and recorded in the nursing profiles. Regular reviews will take place during nurse placements

3.3. Module 3

Asthma

Aims: To improve the knowledge base and to enable the nurse to manage a patient with asthma

Learning outcomes: At the end of the module the nurses will have a sound working knowledge of the management of an asthmatic patient and be competent in running an asthma management clinic

- Asthma clinic
- Asthma monitoring
- Managing asthma; health promotion for the patient
- Medicines management
- Stepped therapy in asthma
- Patient education

Total teaching time: 24 hours-20 hours for SGW and 4 hours practical training.

Assessment: The nurses will be assessed by means of a written examination on the physiology of an asthmatic, common trigger factors and the management of both adult and pediatric asthmatics

3.4. Module 4

Health promotion

Aims: The nurses will understand the importance of health promotion and will acquire the requisite teaching skills to teach the patients

Learning outcomes: At the end of the module the nurses will have knowledge of the current scientific findings that will influence teaching patients and have the commitment to teach patients in choosing healthier lifestyles

- Evidence based health promotion
- Health promotion, developing the well person clinic

Project work: development of health promotional literature

Total teaching time: 35 hours, 5 hours of project work, 30 hour FT and practical skills development-20 hours for SGW and 10 hours practical skills development.

Assessment: The nurses will be assessed on their project work and produce a written paper on the importance of evidence-based practice and its use in Georgia

3.5. Module 5

Clinical skills

Aims: To improve basic clinical skills

Learning outcomes: At the end of this module the nurses will understand the importance of accuracy and competence in basic skills and be able to identify the need for further training

- Vital signs assessment
- Care of the elderly, including common conditions; leg ulcers, incontinence, CVA, immobility
- Care of the diabetic patients, including health promotion and nutrition
- Development of nursing care plans

Project work: development of a care plan for a recovering CVA patient in the home

35 hours of formal teaching, including clinical assessment

Project work 5 hours

Total teaching time: 40 hours

Assessment: The nurses will be assessed in a clinical supervision situation by the nurse trainers. Results will be recorded in the nursing profiles and need for further training will be identified. Any further training needed will take place on a one to one basis and a level of competency must be achieved before the nurse moves to the next module

3.6. Module 6

Pediatric nursing

Aims: For the nurse to have a good working knowledge of the growth and development of the normal child and have an understanding of common physical and behavioral problems

Learning outcomes: At the end of the module the nurse will be able to monitor growth and development and identify any deviance from the norm. The nurse will be expected to make appropriate referrals

- Child health: growth and development, common childhood illness: 6 hours FT
- Use of centile charts: 1 hour FT and 3 hours SGW
- Hearing screening: theory 3 hours FT plus 3 hours practical work
- Care of the mother in the post natal period, post natal depression: 6 hours FT
- Breast feeding: 6 hours FT
- One to one with mentor assessing individual training needs: 2 hours

Project work: case study that should include monitoring growth and development: 5 hours

Total 45 hours: 30 hours formal teaching in small group plus 10 hours practical skills development and 5 hours project work.

Assessment: Assessment of the set project work and a short written examination on selected common problems in childhood

3.7. Module 7

5 common conditions likely to be nursed at home

Aims: To understand the physiology of the most common problems likely to be faced in (primary) care nursing the ill patient at home

Learning outcomes: At the end of the module the nurse will be able to develop a working care plan for patients suffering from any of the following problems. The care plan will include evaluation and indicate points of referral

- Stroke
- Cardiac conditions
- Diabetes
- Hypertension
- Some dermatological problems

Project work: develop nursing care plan for home care of above conditions.

Total time 45 hours: 35 hours FT (30 hours SGW plus 10 hours for clinical practice) and project work 5 hours.

Assessment: The nurse will be assessed on the project work and on a clinical supervision session where he/she will demonstrate a thorough understanding of the impact on the family as well as the patient, future care, and health promotion

3.8. Module 8

Caring for the terminally ill

Aims: to increase the understanding the need for specialised care for the terminally ill

Learning outcomes: At the end of the module the nurse will have a sound working knowledge of all aspects of terminal care and will demonstrate an understanding for the need for psychological care of the patient

- Pain management
- Psychological care of the patient
- Care of the family

Total time: 30 hours FT: 20 hours SGW and 10 hours for clinical practice

Assessment: The nurse will undertake a written examination on the psychological care of the terminally ill patient, demonstrating the application of the models of care taught in earlier modules

3.9. Module 9

Nutrition

Aims: To learn and understand the current WHO recommendations for the nutritional needs of all patient groups

Learning outcomes: The nurses will be competent in searching for evidence of the current trends in nutritional advice and be prepared to teach patients who may have some deeply ingrained ideas about their own dietary needs

- Principles of nutrition and nutritional needs of child/adult
- Specific nutrition recommendations and for common conditions
- Obesity
- Eating disorders
- Identification and management of malnutrition

Project work: Design a detailed dietary guide for (i) a 16-year-old active male (ii) an overweight male aged 45 (iii) a diabetic woman aged 52

Total teaching time: 35 hours-30 hours FT (26 hours SGW plus 4 hours for practical training) and 5 hours project work.

Assessment: The nurses will be assessed on their project work

3.10. Module 10

Musculoskeletal system

Aims: To increase knowledge of the musculoskeletal system and the physiology of common problems

Learning outcomes: At the end of the module the nurse will be able to advise and manage a patient with osteoporosis and osteoarthritis and provide requisite health promotion for menopausal women and the elderly

- Osteoporosis and the menopause
- Prevention and management of osteoporosis
- Managing osteoarthritis
- Health promotion - safety issues and nutrition.

Total teaching time: 30 hours FT

Assessment: The nurse will complete a written examination

3.11. Module 11

Obstetrics and gynaecology

Aims: The nurses will have a better understanding of the physiology of pregnancy, menstrual problems and the menopause.

Learning outcomes: At the end of the module the nurse will have a working knowledge of menstrual problems and will be able to advise and support women suffering dysmenorrhoea, amenorrhoea and menorrhagia. They will also be able to manage pregnancy, advising and teaching optimum lifestyle choices for the woman and their unborn child

- Management of menorrhagia and dysmenorrhoea
- Management of the menopause
- Health promotion in pregnancy
- Management of pregnancy

Total teaching time 33 hours of FT: 25 hours for SGW and 8 hours for clinical practice

Assessment: Assessment will be by a verbal examination by the nurse trainer (Viva)

3.12. Module 12

Information technology

Aims: To introduce the nurse to information technology and teach the extraction of current material from scientific journals and apply to nursing practice

Learning outcomes: At the close of the module the nurses will have had opportunity to learn use the Internet to enhance their knowledge. They will also learn to use this material to apply the most up to date evidence to their nursing practice in Georgia

- Introduction to internet use
- How to read and critique medical papers
- Making sense of the literature
- Information technologies and nursing in Georgia

Project work: critique a medical paper on a chosen subject

Total teaching time 35 hours: 30 hours for FT (20 hours for SGW and 10 hours for clinical practice) and 5 hours project work.

Assessment: Each nurse will be given a case study and will provide evidence, taken from scientific journals, to support the nursing activities they propose for the patient. The evidence must be collected from at least three different journals/papers. All sources must be correctly referenced

3.13. Module 13

Sexual health

Aims: To understand the sexual behaviour of adults and teenagers in Georgia and feel able to use health promotion appropriately

Learning Outcomes: The nurses will understand the importance of providing appropriate advice for their patients. They will be aware of the importance of health promotion, particularly amongst the younger age groups, where preventative work is necessary, and will offer advice and support and be prepared to teach in schools and youth organisations

- Health promotion
- What are the issues for Georgia?
- Issues for teenagers
- Family planning
- Contraception

Total teaching time 30 hours-25 hours for FT and 5 hours project work.

Assessment: the nurse trainers will supervise a teaching session either in a family planning situation or within the sexual health centre.

3.14. Module 14

Clinical audit

Aims: To encourage nurses to audit their work and to develop skills in applying evidence based practice

Learning outcomes: At the end of this module the nurses will be skilled in auditing work carried out in their polyclinics. They will use the results of their audits to evaluate the effectiveness of their interventions and make appropriate changes to their practice that will be of the greatest benefit to their patients

- Theory of clinical audit
- Practical applications
- Evaluation of audit results

Project work: design and implement an audit exercise for individual FMCs agreed with Practice Managers.

Total teaching time 30 hours: 25 hours FT and 5 hours project work.

Assessment: Individual audit exercises will be assessed by the nurses' trainers and the polyclinic managers in collaboration with polyclinic chiefs

3.15. Module 15

Aims: To teach nurses the theory of evidence based practice and it's importance in their nursing practice

Learning outcomes: At the end of this module the nurses will understand the theory of evidence based practice and will be skilled in identifying the changes needed and competent in change management

Evidence based practice

- What is evidence based practice
- Why is it important for Georgia
- Applying evidence based practice to nursing
- Sources of evidence
- Making evidence based practice a reality

Total teaching time: 25 hours SGW.

Assessment: Each nurse will produce local evidence of the need for change and will identify ways of making the changes that will of maximum benefit to the patients. Over the course of several months they will be instrumental in making the changes and auditing the results. The nurses will present the evidence and the audited results at a multi-professional meeting organised by the polyclinic chiefs as part of the in service training scheme. A chosen panel representing each of the professions will make assessments and award a grade

3.16. Module 16

Organisational aspects

Aims: To increase the understanding of the legal aspects of their role

Learning Outcomes: At the end of this module the nurses will understand the legal aspects to their role and their responsibilities towards their patients and colleagues.

- Making priorities
- Documentation
- Roles and responsibilities
- Working to protocols
- Working with families

Total teaching time 25 hours SGW

Assessment: The nurse trainers will make assessments on each individual nurse over a period of months, commenting on their commitment and understanding of all the roles within the primary healthcare team, ability to document clearly and concisely and their understanding of the need to respect patient confidentiality. A written report will be submitted to the polyclinic chiefs

3.17. Module 17

Adults teaching methods

Aims: To enhance the teaching skills of the nurses

Learning outcomes: At the end of the module all the nurses will understand the theory of adult teaching and will have opportunity to practice their teaching skills

- Main principles of adults teaching
- Methodology

Total teaching time: 68 hours-40 hours Adults learning skills, 28 hours problem oriented learning.

Assessment: All the nurses will complete four sessions of teaching practice supervised by the nurse trainer. They will receive grades for

- Content
- Teaching methods
- Assessment of their students understanding