

Professionalising Adult Educators and Transfer of Learning

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PATIENTS. AT THE HEART OF ALL WE DO.™



Singapore's Leading Training Institution

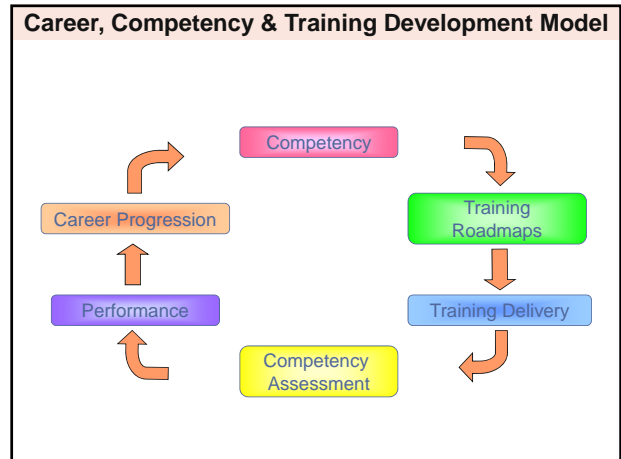
Since 2005, Alice Lee IAN has trained over 52,000 participants

FIRST in Asia and the 3rd country out of the United States to earn recognition by American Nursing Credentialing Centre as a Continuing Nursing Education Provider in 2007

Reaccreditation in March 2013
 Commission on Accreditation Awards
 Accreditation with Distinction

Magnet Recognition in 2010
 SGH is the 1st Hospital in Asia To receive the Magnet Accreditation

Appointed by WDA as a Continuing Education and Training Centre for the delivery of Workers Skills Qualification (WSQ) Training Programmes in Singapore in 2010



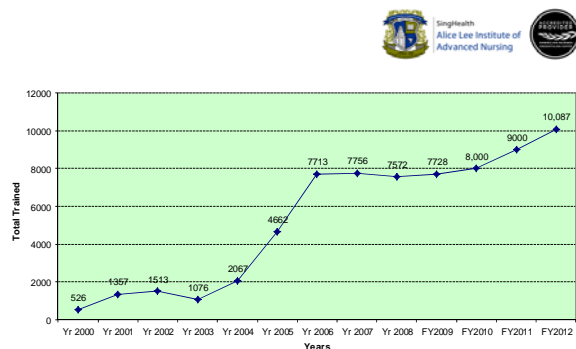
Shared Governance

- 12 nursing councils
- Highest nursing decision making body is the Nurse Executive and Administrative Council – chaired by DN
- All the other nursing councils are co-chaired by a Staff Nurse and an APN or NC.
- Members include PENs, SN, SSN, NC, APN – they represent all direct care nurses in SGH

Nursing Career Planning Tool

- Initiate career conversation between supervisor and staff as part of the performance review process
- Express career preference
- Explore steps to make the career transitions over time
- Take an active role in managing career situation

Almost 70,000 training places from FY2000 – FY2012



Programmes are accredited nationally...

- Singapore Nursing Board
- National Resuscitation Council
- Institute of Technical Education
- American Nurses Credentialing Centre (ANCC)
- Singapore Workforce Development Agency



Training Programmes for (WSQ) HCAs, PCAs & PSCs

No.	Course
1	Cert in Healthcare Support (Nursing Care)
2	Cert in Healthcare Support (Sterilization Services)
3	Higher Cert in Healthcare Support (Nursing Care)
4	Higher Cert in Healthcare Support (Operating Theatre)
5	Higher Cert in HCS (Sterilization Services)
6	Higher Cert in Healthcare Support (Admin Support)
7	Adv Cert in Healthcare Support (Nursing Care)
8	Adv Cert in Healthcare Support (Operating Theatre)
9	Adv Cert in HCS (Sterilization Services)
10	Adv Cert in Healthcare Support (Admin Support)

Nursing Training Programmes

Clinical Nursing Courses for Registered Nurses

Foundation Programme
 BCLS Programmes
 ECG Interpretation Awareness
 Basic ECG Interpretation (Part 1)
 Venepuncture & Peripheral Cannulation
 IT Training Programmes
 Preceptorship Skills Course
 Administration of Medicine Intravenously
 Diabetic Nursing Course (Level 1)
 Basic Counselling for Exempt Nurses
 ICA Nursing Course
 Health Assessment Course
 Wound Management
 Palliative Nursing Care & Communication Skills
 Gerontology Nursing Course
 Asthma Management Training Course
 Critical Emergency Preparedness Nursing Course
 Patient Counselling Course
 Patient Education
 ECG Interpretation (Part II)
 CPR + Automated External Defibrillation Course
 Life Support Course For Nurses Course
 Neonatal Resuscitation Workshop
 Clinical Teaching Course for Clinical Instructors
 Qualitative Methods in Health Research
 Continuous Renal Replacement Therapy Nursing Course
 Renal Transplant Nursing Course
 Resident Nurse Training Programme

Clinical Nursing Courses for Enrolled Nurses

Foundation Programmes
 BCLS
 ECG Interpretation Awareness
 ECG Interpretation Course (Part 1)
 Venepuncture & Peripheral Cannulation
 Diabetic Nursing Course (Level 1)
 Asthma Management Course
 Preceptorship Skills Course
 Cardiac Nursing Course for Enrolled Nurses
 SEN Training Programme
 Senior Enrolled Nurse Developmental Programme

Return-to-Nursing Programme for RNs & ENs

- This curriculum is designed for Return to Nursing (RTN) Course for Registered Nurse (RN) and Enrolled Nurse (EN) to help him/her develop his/her roles and become more confident and competent in their clinical role after being away from nursing for a while.
- It aims to reinforce the need for these nurses to develop clinical skills for their professional learning and personal development

Resident Nurse Training Programme

The Resident Nurse Programme is for Registered Nurses in selected speciality areas:

- Colorectal Surgery
- Urology
- Orthopaedics
- General Surgery
- Cardiothoracic
- Cardiology

The Resident Nurses took on expanded job scopes in patient care delivery.

Role Expansion Includes:

- Collaborating with medical doctors in patient care
- History taking / clerking
- Physical examination / assessment
- Ordering of investigations according to protocols
- Performing selected medical procedures per protocol
- Daily ward rounds, post-op review
- Communicate with patient/family on plan of care; discharge planning

Upgrading Programmes Attended by Our Nurse Educators

Program for Educators in the Health Professions
Harvard Macy, Harvard Medical School, USA

A System Approach to Assessment in Health Science Education
Harvard Medical University, USA

WISER Preceptor Program
Pittsburg, USA.

24th Annual National Forum on Quality Improvement in Healthcare
Orlando, USA

AMEE 2013 Conference
Prague, Czech Republic


ANCC's 7th Annual Symposium on Continuing Nursing Education
Boston, USA

NETNEP, 4th International Nurse Education Conference
Baltimore, USA

Memorandum of Understanding

Some of our recent MOU Partners

- Shiyen Taihe Hospital, China
- Curtin University, Australia
- Shanghai Ruijin United Medical System, China



**Sharing of Nursing Best Practices
Across SingHealth Institutions**

Reduce Distractions During Medication Rounds

Previous Situation

- Nurses distracted during medication rounds – med errors
- Main distractions – requests, phone calls and enquires

Now

- Medication vest – reduced distractions by 66%


Property Bag

Previous situation

- Nurse has to count property every shift

Now

- Property bag that is tamper proof, opaque, and contains a serial number
- No longer need to count



17 Patients. At the Heart of All We Do.



**Nursing Integration
Across SingHealth Institutions**

Integration – Clinical Nursing

Sharing of nursing best practices across cluster

- Standardisation of patient ID tags (drug allergy=red; fall risk=yellow)
- Wearing of medication vests to reduce distractions during medication rounds

Yearly publications by SHS nurses

- Pharmacology for Nurses – A Quick Guide Handbook (2nd edition in 2010)
- SingHealth Pocket Guide for Nurses
- SingHealth Language Cue Book
- Pictorial Communication Aid
- Cultural Journey: By Nurses for Nurses
- Wound Management
- Fall prevention book launched in 2010

SHS Nursing Retreats

- for Level 1, 2 and 3 nurses
- to map out action plans/strategies for next 5 years

Integration – Research & Education

Cultivating Research

- SHS Nursing Research Committee - Representatives from every SHS institution to map nursing research activities across cluster
- SHS Inter-Institution Nursing Debate - Held every year since 2004 to promote research awareness & skills

Education

- Alice Lee Institute of Advanced Nursing – training facility for SHS nurses
- Leveling up through education for SHS nurses
- APN preparation
- Organise nursing conferences – SHS int'l nursing conferences, regional wound congress
- Core training programs

Thank You