

## **N (N) LE Union of Nurses**

### ***1-year program for nursing service quality development, Selection / training and continuous professional development plan for nursing personnel***

- Establishment of personnel search and mobilization system;
- Establishment / development of nursing structure;
- Selection 1 (CV based interview process, according to specificity)
- Selection 2 (Evaluation of theoretical knowledge, analysis of results, assigning)
- Teaching 1 (minimum 2 years work experience, according to the profile goes quality enhancement educational program)
- Teaching 2 (diploma nurse, goes through a long-term specialization course)

### **Nursing Service Audit N1 (2 months) - Identification of the problem**

- Audit assessment of material-technical base and human resource conformity
  - Quantitative accounting of resources (supplies, inventory and instrumentation) according to specifics of clinic departments, based on the requirements of standards.
  - Accounting of Human Resources according to the specificity of the departments, based on the requirements of standard
  - Assessment of Human Resources in terms of quantity, specificity and material technical resource of patients
  - Conformity of infrastructural requirements on the basis of national regulations for prevention and control of nosocomial infections in conformity with the requirements of nursing best practices
    - Based on assessment data analysis
  - Data sorting is based on the targeted use of existing resources (a) is and not used; B) is not and cannot be used; C) is and misused;)
    1. One-time consumable materials
    2. Disinfectants
    3. Hygienic materials (personnel, patient)
    4. Medical Equipment
    5. Medical Inventory
  - Analysis of expenditure data for the current three months of Clinic departments - Comparison of spent resources with patient care needs
    1. One-time consumable materials

## 2. Disinfectants

### 3. Hygienic materials (personnel, patient)

- Assessment of the educational quality of nursing staff;
  - Personnel assessment according to the specificity, with the test questionnaire
- Assessment of nursing clinical activity;
  - Identification of violations in the work of each nurse on the basis of individual observations in the department (based on the basic nursing protocols)
  - Data analysis, according to observation results
  - Planning of theoretical and practical teaching focused on the problem

### **Practical instruction and theoretical training of nursing procedures, implementing of best practices (4 months)**

- Theoretical teaching focused on the problem, the format of the lecture
  - For the purpose of implementing the plan, Selection of the groups according to specificity
  - Adaptation of nursing protocols and SOPS (standard operating procedures) in accordance with specificity
  - Making the Study Process Plan, taking into account the working schedule in the clinic (goal - maximum involvement of personnel)
  - Implementation of the study process in accordance with the established plan
- Theoretical training focused on the problem, discussion of practical cases in the group (discussion, data collection / analysis and conclusion)
  - Practical tasks on clinical cases, which are performed by the nurse under the supervision of the instructor
- Practical training focused on the problem,
  - Instruction of basic nursing protocols focused on assessment results
  - Current monitoring of the performance of nursing protocols (directly in the working process)

### **Implementing of nursing best practices - assurance of clinical skills development in the working process according to the evidence based medicine, continuously during 24 hours (4 months)**

- According to specifics, developing/establishing instructions of positional arrangements
  - Approval of nursing protocols and sops (standard operating procedures) adapted according to the specificity of the clinic at the teaching stage

- Involving manager (senior) Nurses in the process of implementation and monitoring their activities (for the purpose of continuous quality development)
- Ensuring the development of skills of using national regulatory documents and development of labor organization skills by manager (senior) nurses'
- Ensuring proper use of the information received by the nurses throughout the training (with the supervision of the instructor)
- Ensuring proper and consistent fulfilment of nursing protocols
- Ensuring targeted use of resources during the protocol implementation
- Provide safe use of resources in the working process
- Separation of areas to prevent and control the infection during the nursing interventions
- Ensuring further selection and proper processing of resources used
- Patient assessment and proper intervention, planning and implementation with the instructor
- Accounting of completed work
- Ensuring the production of proper nursing documentation

***Nursing Service Audit N2 (2 Months) - Defining the effectiveness of the achieving of the result***

- assessment of material-technical base and human resource conformity, comparison / analysis with the primary audit results
  - Quantitative accounting of resources (supplies, inventory and instrumentation) based on the requirements of standard, according to the specifics of clinic departments
  - Accounting of human resources based on the requirements of standard according to the specifics of clinic departments,
  - Assessment of human resources in terms of quantity, specificity and material technical resources of patients
  - Conformity of infrastructural requirements on the basis of national regulations for prevention and control of nosocomial infections in conformity with the requirements of nursing best practices
    - Comparison / analysis of the current data on the basis of the assessment, with the primary audit results
  - Data sorting is based on the targeted use of existing resources (a) is and not used; B) is not and cannot be used; C) is and misused;)
6. One-time consumable materials
  7. Disinfectants
  8. Hygienic materials (personnel, patient)

9. Medical Equipment

10. Medical Inventory

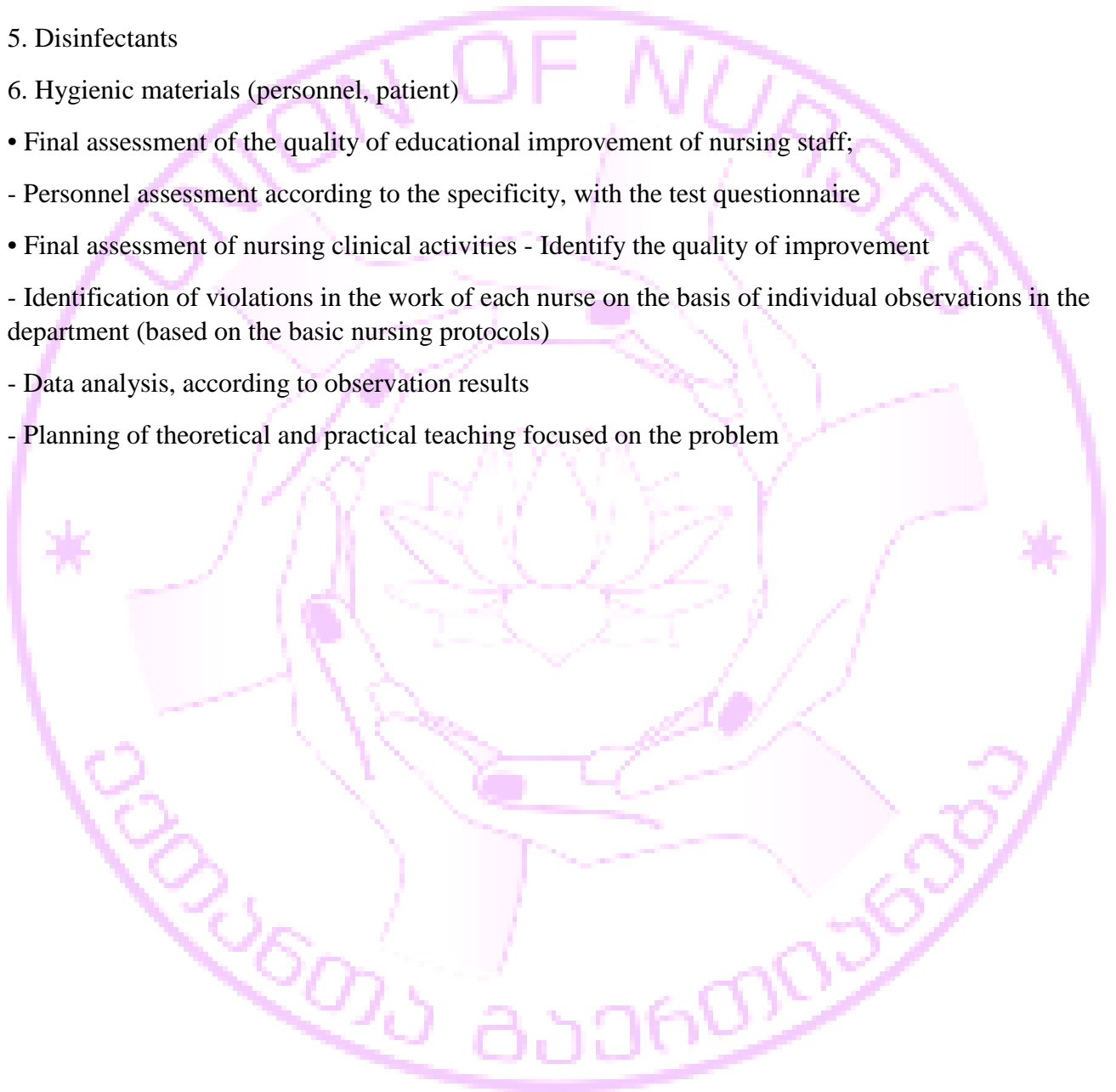
- Analysis of expenditure data for the current three months of Clinic departments - Comparison of spent resources with patient care needs

4. One-time consumable materials

5. Disinfectants

6. Hygienic materials (personnel, patient)

- Final assessment of the quality of educational improvement of nursing staff;
  - Personnel assessment according to the specificity, with the test questionnaire
- Final assessment of nursing clinical activities - Identify the quality of improvement
  - Identification of violations in the work of each nurse on the basis of individual observations in the department (based on the basic nursing protocols)
  - Data analysis, according to observation results
  - Planning of theoretical and practical teaching focused on the problem







		goes quality enhancement educational program)												
		Teaching 2 (diploma nurse, goes through a long-term specialization course)												

