

Teaching new paediatric nursing staff how to raise concerns using PACE approach and high fidelity simulation

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Outline



Rationale

Aims

Method

Findings

Discussion and plan

Rationale

- New Staff nurses
- Introduction of Simulation training in new nurse induction programme
- Hierarchy and leadership
- SAI



Aims:

- Teach new nurses through simulation and using PACE; how to challenge practice
- Increase their confidence in challenging both doctors and nurses



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Simulation Training



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Simulation Training

Methods



1. Designed a clinical scenario

- Anaphylaxis
- Doctor delaying giving adrenaline

PACE

2. Provided teaching on PACE approach

- Training video
- Face to face tutorial



3. Similar clinical scenario

- Asthma – doctor fixated on achieving IV access
- All participants completed pre and post questionnaire (using Likert scale)

PACE

P- Probe

- I think you need to know what is happening

A- Alert

- I think something bad might happen

C- Challenge

- I know something bad will happen

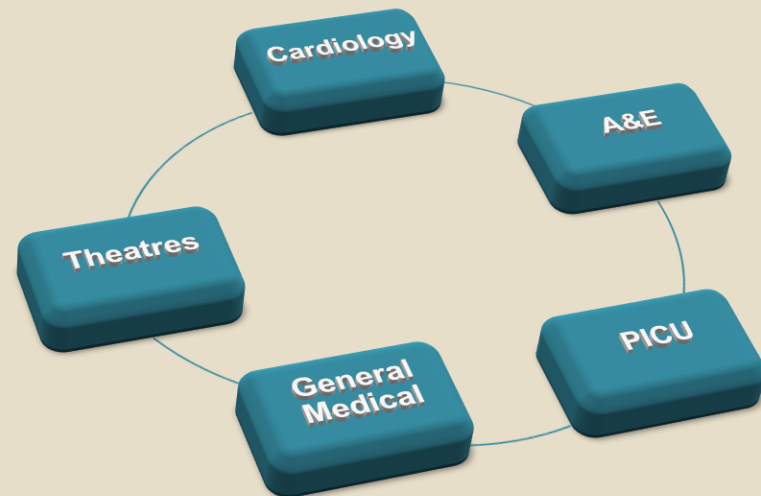
E- Emergency

- I will not let it happen



Participants

- 23 Participants
- 5 clinical areas
- Length of qualification



Length qualification	Number participants
1 month	14
4 months - 1 year	5
> 1year	4

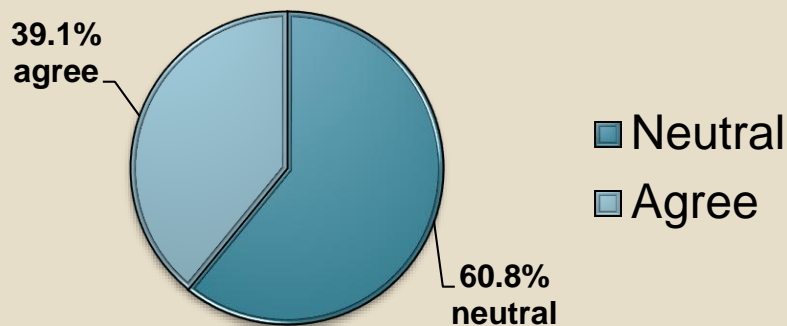


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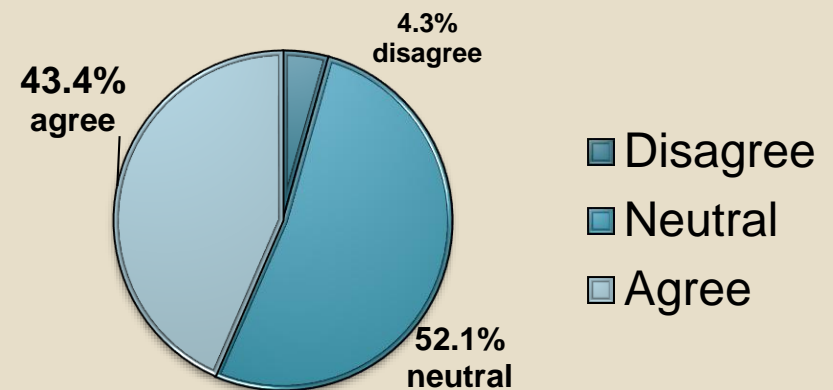
Simulation Training

Pre simulation

Challenge Nurses



Challenge Doctor



- **3 participants** felt more confident challenging nurses than doctors, **1 participant** felt more confident challenging doctors.



Post simulation

	Challenge Nurses	Challenge Doctors
Pre simulation	60.8% neutral (14 participants) 39.1% agree (9 participants)	4.3% disagree (1 participant) 52.1% neutral (12 participants) 43.4% agree (10 participants)
Post simulation	65.2 % agree (15 participants) 34.7% strongly agree (8 participants)	78.2% agree (18 participants) 21.7% strongly agree (5 participants)

3 participants felt more confident challenging nurses over doctors

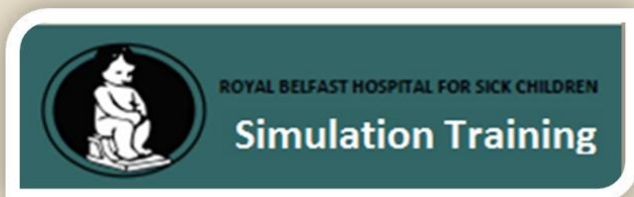
Comments: *challenging doctors and nurses*

Pre simulation

- “depending on the situation”
- “I would be nervous questioning another member of staff”
- “I would speak to the nurse in charge”
- “depends how senior they where”

Post simulation

- “really helped me build my confidence in challenging a doctor”
- “using key phrases to trigger doctors knowledge and care plan in relation to symptoms..”
- “PACE framework is great, I feel a bit more assertive”
- “ Aware now most doctors wont mind being challenged if done in the right way”





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Simulation Training

Discussion:

- Nurses felt more confident challenging doctors and nurses.
- PACE useful tool to provide structure to challenging colleagues
- Inter-professional approach to teaching

Plans:

- Continue to provide simulation as part of nurse induction training
- Imbed the PACE framework into both nurse and medical training in RBHSC
- Aim to provide more inter-professional simulation training with nursing and medical staff

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