

CONTINUING EDUCATION PROGRAMME
**“NURSING EXCELLENCE
CERTIFICATION PROGRAMME”**



P. D. HINDUJA HOSPITAL
& MEDICAL RESEARCH CENTRE

AN OVERVIEW OF P. D. HINDUJA HOSPITAL AND MEDICAL RESEARCH CENTRE

Behind the ultra-modern world renowned medical services offered at P. D. Hinduja Hospital & M..R.C; lies a dream which was nurtured by our Founder, Shri Parmanand Deepchand Hinduja, a hard working philanthropist who laid the foundation of Hinduja Hospital; way back in 1951.

The P.D. Hinduja Hospital & Medical Research Centre is a multifaceted Healthcare Organization. It is committed to establish the essential facilities required to enhance Quality Healthcare comparable to International Standards, for larger sections of our Society.

Our Institution has a good reputation for leading in the provision of Quality Healthcare Services & in Advanced Technology. Considering the accelerating scientific, technical & social changes, Nurses are challenged to be more accountable. Our organization strongly believes that, the enhancement of the Nursing Profession can be best achieved by an education appropriate to the advanced times.

PHILOSOPHY & GOALS OF NURSING DIVISION

The Philosophy of Nursing Division at P.D. Hinduja National Hospital & M.R.C is based on the belief that caring for Human beings is multifaceted & while all people share commonalities of necessities for survival; every individual is unique. As Healthcare Professionals, we are obligated to have knowledge & skills in assisting those who come us in care. Quality care will be given without prejudice regardless of social, ethnic, religious or political affiliation.

It is our belief that the Nursing Service is dependent on Quality Nursing Education & that the purpose of Nursing Education is to prepare the Nurses who are capable of delivering Quality Nursing Care.

PROGRAMME TITLE

“Nursing Excellence Certification Programme”

PROGRAMME INTRODUCTION:

The delivery of Quality Patient Care is highly dependent & often gauged by the Quality of Nursing care rendered to the Patient. Nursing Care is considered to be the foundation & core of the Patient Care. Nursing Competency Development in Human Resource, is thus believed to ensure standardization of Nursing Care keeping intact Individualized Patient care needs & outcomes. The process of Competency Development, at the basic or advanced level is focused on enhancement of all the three domains, which includes- Knowledge, Skill & Attitude.

Therefore, it is considered that, augmentation & integration of the Competency domains can direct & propel an individual's potential to practice Nursing Care competently. Nursing Competency development thus can positively enhance & improve Patient Care Outcomes & can also lead to Nurse led initiatives improving Patient Outcomes in Clinical Practice.

AIM

The Programme is designed to enable the Nurses to adapt & develop core competencies to deliver Comprehensive high quality nursing care by meeting the set standards.

OBJECTIVES: (OVER-ALL PROGRAMME)

1. To ensure that Nurses receive consistent information regarding policies, procedures, standards and documentation to support practice and familiarize them with the vision, mission, values, goals and organizational structure of the Healthcare facility.
2. To enable Nurses to demonstrate critical thinking, clinical decision-making and psychomotor skills necessary for safe and competent practice
3. To create an awareness about constant self-learning & encourage them to actively seek learning opportunities to continue competent practice.
4. To enable nurses to illustrate effective communication with clients, colleagues and other professionals through proficient verbal, non-verbal, writing skills and emerging technology.
5. To integrate concepts of critical reflection, collaboration, and evidence based practice to foster independent judgment and decision making in one's practice.

COMPONENT DETAILS:

Subject: Medical Surgical Nursing / Speciality Nursing Update (as applicable)

Component: Clinical Learning Experience at the Unit Level

Aim: To enable nurses develop the domains of competence, improve critical thinking skills, prioritize care by providing first-hand experience guided through mentorship to become safe, caring, competent nurses working independently delivering high quality nursing care

Component: Clinical Teaching Module

Aim: To reinforce and update the essential knowledge and skills critical to delivery of quality patient care.

Component: Case Study Module

Aim: To capacitate nurses to have an in depth understanding of the nursing process and integrate patient care activities through critical evaluation and rationalization of the reasons that underpins the nursing actions.

Component: Procedural Competency Development

Aim: To facilitate nurses in developing procedural skill competency by demonstrations and incorporation of evidence based practices.

Component: Professional Development Programme

Aim: To keep the nurses abreast about the clinical advancements in nursing practice; essential for competent and improved care grounded on recent trends and researches.

Component: Safe Infusion Therapy Programme

Aim: To enable nurses to evolve their skills to perform safe intravenous cannulation coupled with Initiation and maintenance of safe infusion therapy for clients.

Component: Certification Program on Pressure Area Management

Aim: To empower nurses in implementing pressure ulcer prevention measures for those at risk and initiating treatment after its occurrence proficiently

Subject: Emergency Nursing

Component: Training Programme on Cardiac Emergencies. CPR (BLS + ACLS)

Aim: To prepare nurses to acquire knowledge and skills to competently perform Cardio Pulmonary Resuscitation when needed; based on the recommended guidelines.

Subject: Organisational Behaviour & Practice

Component: Induction to the Healthcare Facility

Aim: To familiarize the nurses to the Healthcare facility policies and work culture thereby enabling them to adapt to their roles in the organization.

Component: Induction to Nursing Division

Aim: To orient the nurses to the nursing policies and protocols of the hospital, identify their roles and responsibilities thus intensifying their competency and bringing about standardization of nursing care.

Subject: Image Management

Component: Training programme on Behaviour & Group Dynamics

Aim: To equip nurses with Client care skills for bearing client needs by amalgamating improved customer communication, team work dynamics & identification of system gaps resulting in “Customer Delight”.

TEACHING FACULTY

The programme is conducted as an educational initiative, co-ordinated by the Staff Development. The following members, assume the responsibility of successfully implementing the plan both for the theoretical & practical learning experience:

- Staff Development Faculty.
- Co-ordinators of Nursing Clinical Fields.
- In-charges of Nursing Clinical Fields.
- Faculty from various Disciplines of Healthcare.

PHYSICAL FACILITIES:

For Theoretical Inputs:

- Classroom cum Demonstration Room.
- Conference Hall.
- Library.

For Clinical Inputs:

- Medical-Surgical Units/Specialty Units.

EQUIPMENTS/DEVICES:

For Theatrical Inputs:

- Library Books
- E-Learning Facility
- Teaching –Learning Aids – Computer Systems, Over-head Projector, White Board, CDs, DVDs.
- Internet Facility
- Equipment for demonstration of skills (Mannequins, Models, etc.)
- Simulation Mannequin

For Clinical Inputs:

- Devices & Equipments in Medical-Surgical Units/Critical Care Units/Operating Room/Ambulatory Care Units.
- Simulation Mannequin.

ADMISSION TERMS & CONDITIONS:

- The Nurse seeking admission to this programme should:
- Be Registered Nurse (R.N & R.M) or equivalent.
- May be fresher or may possess experience in Clinical/Teaching field.
- Nurses from State other than Maharashtra will be required to produce the Bonafide Certificate from their respective State Registration Council.
- Nurses from other countries must obtain an Equivalence Certificate from INC before admission.
- Be Physically fit
- Number of Seats may be varied.

RULES & REGULATIONS:

- Duty Hours: The Nurse will be required to work in all 3 shifts during her training.
- Holidays: The Nurse will be entitled to a weekly off day and hospital holidays
- Attendance: 100% attendance in all the Components/Sub-Programmes of “Nursing Excellence Certification”.
- Make up period: The duration of the programme may be extended till the Nurse successfully completes all the components of the programme.
- Exemption from the Programme: In eventuality of long term illness requiring hospitalization or infectious diseases, the candidate would be required to discontinue the training under the Medical certification by a Certified Authorized Medical Personnel of the Hospital.

ORGANISATION OF THE PROGRAMME:

- Duration: 24 Months
- Distribution of the Programme
Core Module (Theory + Practical/Clinical) : 12 Weeks
Clinical Application Module (Practical/Clinical) : 70 Weeks

PROGRAMME DESCRIPTION:

Module	Subject	Theory	Practical	Clinical Application
CORE MODULE (12 Weeks)	Med.Surg Nsg./ Specialty Nsg. (As applicable)	266 Hrs	49 Hrs	121 Hrs
	Organizational Behaviour & Practice	35 Hrs	21 Hrs	
	Emergency Nursing	2 Hrs	2 Hrs	
	Image Management	6 Hrs	2 Hrs	
CLINICAL APPLICATION MODULE (70 Weeks)	Med.Surg/ Specialty Nursing (As applicable) Clinical Practice	As per the Learning schedule offered by the Nursing Division of the Healthcare Facility		2940 Hrs

PROGRAMME ASSESSMENT:

Module	Subject	Internal Assessment (Theory/Practical)	External Assessment (Theory)
Core Module	Medical Surgical Nursing/ Specialty Nursing	Component Specific Assessments (Marking Scheme variable as per the Component; expressed in %)	Over-all Competency Assessment. (Marking Scheme variable as per the Component; expressed in %)
	Organizational Behaviour & Practice		
	Emergency Nursing		
	Image Management		
Clinical Application Module	Medical Surgical Nursing/ Specialty Nursing	-	Over-all Comprehensive Assessment. (Marking Scheme variable as per the Component; expressed in %)

CONDITION FOR ADMISSION TO EXAMINATION:

The Nurse:

Has attended not less than 75% of the theoretical instruction hours of the Module.

Has done not less than 75% of the clinical practical hours. However, Nurses should make up 100% of attendance for integrated Clinical practice experience; in terms of hours & activities to be awarded the certificate.

Standard of Passing:

At the end of Core Module, the candidate should have completed the Competency Assessment with at least an over all of 50 % Marks.

In order to pass, a candidate should obtain at least an over-all of 40% Marks in the Comprehensive Assessment conducted during the “Clinical Application Module”.

Nurse will be given the opportunity to avail Grace Marks as per specifications of “Comprehensive Assessment.”

CERTIFICATION:

On successful completion of the programme, the candidate will qualify for a Certificate of training issued by the Management of the Hospital.

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