

Practice of the Construction and Training of the Echelon of the Elderly Nursing Professionals in General Hospitals

Wei Zhou

School of Nursing, Shandong University, Jinan, Shandong, 250012, China

[Abstract] Objective: To strengthen the echelon of elderly nursing talents in general hospitals, enhance the nursing staff's ability to care for elderly patients, and improve the satisfaction of elderly inpatients. **Methods:** After self-recommendation, department recommendation and selection by the nursing department, 126 nursing staff was included in the elder care talent echelon training program, which was divided into three levels: reserve talents, young and middle-aged nursing backbones, and senior aged nursing talents. Develop corresponding selection conditions, training objectives, training methods and contents for different levels. Compare the aged nursing knowledge and skill assessment scores of nursing staff before and after training, and the satisfaction of elderly patients to nursing staff. **Results:** After the training, the number of elderly papers for nursing staff increased from 10 to 22, the number of projects was increased from 11 to 20, and the number of patents increased from 35 to 56. The knowledge of aged nursing for nursing staff was improved by (65.4 ± 3.4) points. To (85.3 ± 5.4) points ($t = 35.011$, $P < 0.001$), nursing skills improved from (70.3 ± 3.2) to (86.7 ± 4.3) points ($t = 34.340$, $P < 0.001$); elderly hospitalized patients for nursing services Satisfaction increased from (76.2 ± 4.5) points to (87.6 ± 5.6) points ($t = 24.378$, $P < 0.001$). **Conclusion:** The echelon construction of the aged nursing professional has improved the knowledge and skills of nurses' aged care, provided humanized nursing services for patients, and improved the satisfaction of elderly patients.

[Keywords] Geriatric nursing; Nurses; Training; General hospital

1. Introduction

By the end of 2013, the number of elderly people aged 60 and over in China reached 202 million, accounting for 14.8% of the total population.^[1] The function of various systems and organs of the elderly declines, with an average of 2 to 3 diseases per elderly, and a large proportion of disabled elderly. It can be seen that the demand for professional aged care is increasing in society.^[2] However, at present, the cultivation of senior nursing professionals in China is seriously lagging behind the acceleration of population aging,^[3-5] and there is a serious shortage of nursing professionals in the elderly. Studies have shown that the core theories and skills associated with nursing care for older care are weak.^[6,7] In order to achieve a healthy aging, it is extremely urgent to strengthen the pension crisis and strengthen the team of pension professionals. Since June 2012, our hospital has carried out the construction of the elderly nursing talent echelon and achieved satisfactory results.

2. Methods

In accordance with the principle of “necessary and practical”, set and plan the selection conditions, training objectives, training methods and contents of different levels of talents in the aged care talents, and set corresponding assessment criteria.

2.1 Selection Criteria for Elders in the Aged Care Team

Volunteer to participate in the echelon training of the elderly care talents in the hospital, with good political quality, professional ethics and work responsibility, can actively undertake various tasks such as specialist nursing, nursing teaching, nursing research and nursing management, and meet one of the following.

(1) Reserve talents: Bachelor degree or above, 3~5 years of nurses and 1~2 years of nurses, senior professional theory assessment = 60 points.

(2) Young and middle-aged nursing backbone: Bachelor degree or above, 3 years of nurses and supervisors. In the past 3 years, 2 to 3 papers have been published in provincial and above journals, and 80 years old in the professional theory.

(3) Senior aged nursing talents: graduate degree, working in internal ward for 5 years, published 3 papers and above in national core journals in the past 3 years, and undertake 1~2 provincial and above scientific research projects.

2.2 Selection Procedure for Elders of Aged Care Personnel

2.2.1 Departmental Indoor Application

Take a combination of personal self-recommendation and departmental recommendation. Departments According to the selection criteria of talents at all levels, the recommendation is recommended, and the recommendation form for the training objects of the hospital’s old-age nursing talents is filled out, and relevant materials are attached to the nursing department.

2.2.2 Nursing Department Review

The Department of Nursing reviews the applicant’s conditions, and the Aged Care Professional Committee organizes theoretical examinations. Based on the selection criteria of talents at all levels, the elders’ echelon list is determined. Finally, after the public announcement has no objection, the hospital’s elder care talent echelon training program will be officially launched. There is a 1,847 nursing staff in our hospital, and 126 people have been selected to be included in the elders training program for the elderly. Among them, there are 78 reserve talents, 42 young and middle-aged nursing staff, and 6 senior aged nursing talents. Title: 84 nurses and nurses, 36 nurses in charge, 6 deputy director nurses and chief nurses.

2.3 Training Objectives for the Elders of Aged Care

Through the implementation of the elders training team for the elderly, a group of elderly nursing talents who are comprehensively developed in the nursing care, nursing education, nursing research and nursing management are selected among the nursing team to establish a reasonable structure, professionalism and high quality. The team of nursing, teaching and researching senior nursing professionals; cultivate and lead the team, enhance the collective cohesiveness and honor, enhance the connotation quality of the department, and commit to the study of aged care, high-quality management talents with innovative consciousness; cultivate and participate in academic research, hospitalization, medical technology, nursing, pharmacy, etc. Or undertake research and teaching talents in research related to aged care.

2.4 Cultivation of the Elders of Aged Care Talents

2.4.1 Reserve Talents

(1) Training objectives: able to accurately assess the activity capacity and environment of the elderly, master the necessary basic knowledge and technology, have the ability to adapt to medical development and solve problems, provide personalized psychological care and health education for the elderly and their families, for the elderly Patients provide individualized care.

(2) Training content and methods: guided by the core competence of aged care,^[8] the theoretical training is conducted in the form of case care, bedside shift, disease lecture hall, etc., and encourages them to complete the nursing work independently. And give feedback and positive guidance. The aged nursing skills training mainly includes elderly people's safety nursing, skin care, oral care, medication care, feeding method, squatting method, bathing and shampooing in bed for elderly people, treatment of constipation, and nursing measures to prevent falls.

(3) The training methods include classroom explanations and multimedia presentations, simulation exercises, on-site operation demonstrations, and self-study through the network platform. Training is held on the first week of the month and the third week of the month, each time 1~2h, 30 hours per person. Targeted lectures are provided by senior aged care professionals and department heads based on the characteristics of older patients in their department.

2.4.2 Young and Middle-aged Nursing Backbone

(1) Training objectives: proficient in the relevant professional nursing knowledge and skills, with emergency service capabilities; able to provide professional guidance to caregivers and other personnel, complete assessment of care recipients, develop care plans and programs, conduct health education, etc. jobs.

(2) Training content and methods: The training methods include attending the old-age business lectures organized by the hospital, and teaching the reserve talents as the instructors, and going out for further study, each person for 3 months, and each participant will participate in at least one senior seminar. Theoretical training includes the theory of aging of the body, the physiological, psychological and social characteristics of the elderly, and the care of common diseases in the elderly (circulatory system, respiratory system, digestive system, urinary system, sensory system, exercise system, endocrine system, and nerves system), humanities knowledge and skills, etc., a total of 30 hours. Skills training adopt the situation simulation training method to improve the emergency service ability. In the emergency operation, the nursing staff is guided to think independently about different ambulance measures and scientific division of labor and cooperation to cultivate comprehensive first aid ability.^[9]

3. Effectiveness evaluation

3.1 Nursing Staff's Research Results

Before and after the training, the elders' echelon members published the number of papers, topics, publications, and patents related to the old-age care.

3.2 Nursing Staff's Theory and Skill Assessment Scores

The appraisal and evaluation team establishes the theoretical knowledge and skills assessment test database for the aged, the reserve talents and the young and middle-aged nursing backbones are based on relevant basic knowledge, and the senior aged nursing talents are mainly based on knowledge.

(1) Theoretical assessment: Each level of theoretical knowledge questions is set up with two papers of equal difficulty level, which are used for pre-training and post-training knowledge assessment. Each test paper includes 100 questions, all of which are single-choice questions, with 1 point for each question and a maximum of 100 points.

(2) Skills assessment: Write a library of aged nursing skills. Each nurse will go to the nursing operation room to check the old nursing skills according to the prescribed time. The nursing operation process and the unified scoring standard will be used to score 100 points.

3.3 Elderly Patients' Satisfaction with Nursing Services

Before and after the training, the Newcastle Satisfaction with Nursing Scale (NSNS)^[10] was used to select 236 elderly patients in the department where the talent echelon members were located for questionnaire survey. The scale consists of two subscales, one is a 26-item care service experience scale, and the other is a scale that

measures the patient's satisfaction with care services, a total of 19 items. In this study, the nursing service satisfaction subscale was used. Each item was scored with a Likert 5 score, and the total score was converted to 100 points. The higher the score, the higher the satisfaction, and the Cronbach's α coefficient of the scale was 0.96.

4. Conclusion

The construction of the elders in the aged care team has effectively improved the knowledge and skills related to the aged care of nursing staff, and to some extent, made up for the shortage of nursing staff in the knowledge and skills of aged care, and improved the satisfaction of elderly patients on nursing services. At present, China's aged care is still in the exploratory stage, and nursing colleagues should work together and research to explore the way of high nursing staff's aged care ability, as well as the curriculum and training methods of different levels of aged nursing talent training, according to social needs, cultivate skilled and applied aged nursing talents to promote the healthy development of China's aged nursing profession.

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