

Bridging the Nurse-Paramedic Practice Gap

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Background

Since the inception of the Program, historic differences between and within the training and practice of nurses and of paramedics have created inconsistencies in care delivery between these two clinician groups. These inconsistencies could place the patients in the Home Hospital patient population at risk.

Healthcare at Home Leadership determined that greater engagement of frontline staff was necessary to drive the progress of the program, and so created three councils (Practice, Policy, and Safety), comprised of nursing and paramedic providers. In parallel with these efforts, the newly created role of Director of Clinical Education and Training constructed a joint orientation for nurses and paramedics, using recommendations from the councils to focus the curriculum on specific gaps in training.

Project Aim

Improve practice among Medics and Nursing at orientation by focusing on identified knowledge gaps through didactic and skills sessions within an eight-hour dedicated class.



Orientation Content

Didactic Sessions at STRATUS include:

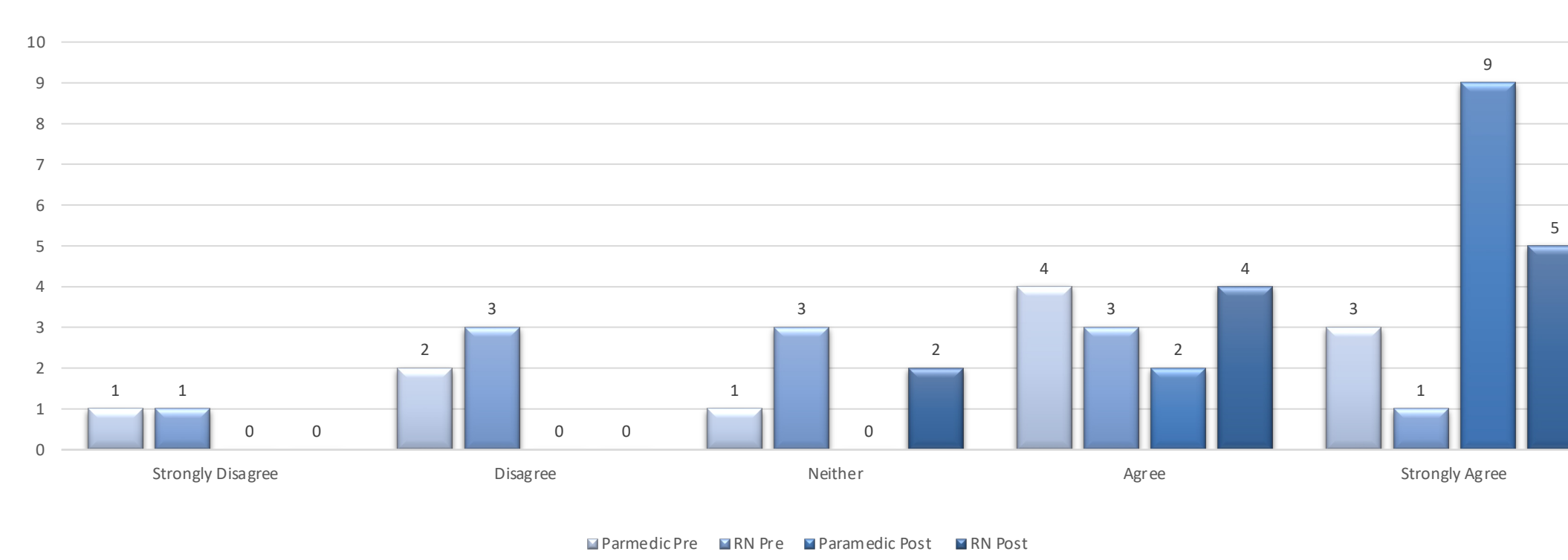
- National Patient Safety Goal PowerPoint
- Remote Patient Monitoring Platform Overview (Biofourmis)
- Pressure Injury Staging
- N95 Fit Testing
- Pre and Post Survey

Skills Sessions at STRATUS include:

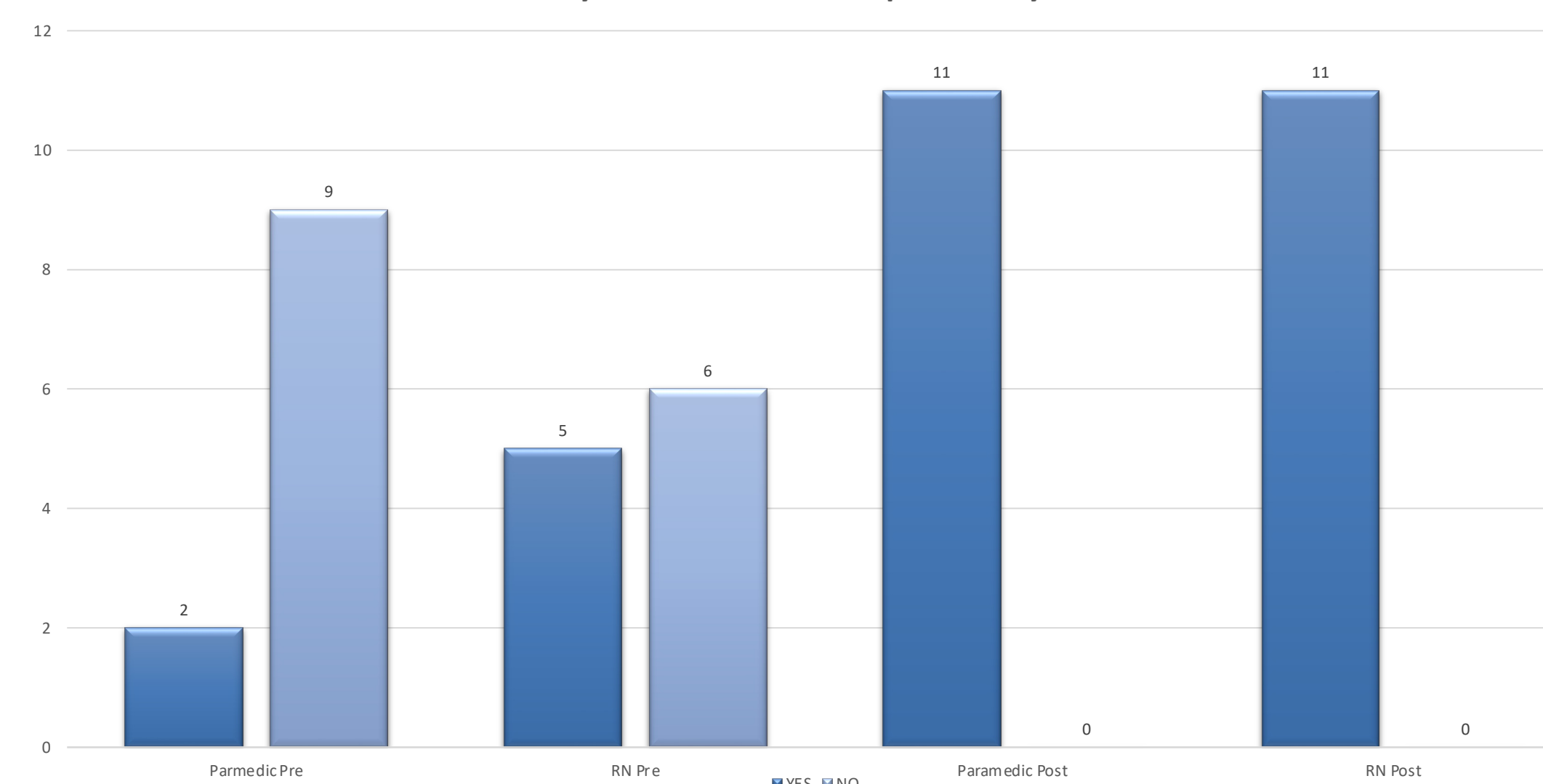
- iSTAT Training. iSTAT is a handheld blood analyzer that delivers lab-quality, diagnostic results in minutes
- IV Access, Maintenance, and Care
- Port-a-Cath Access, De-access
- Central Line Dressing Changes
- Phlebotomy/Blood Draws off Central Lines
- CADD Pump
- PleurX Drainage System
- Foley catheter insertion and maintenance
- Sterile Technique

Findings

Clinician's understanding of how to operate the CADD pump for IV infusions.



Clinician's ability to locate Home Hospital Policy and Procedures



Conclusion and Discussion

It is essential for field nurses and paramedics to collaborate in building orientation to better improve practice and decrease knowledge gaps for the Home Hospital program. Partnering with experts within our healthcare system, nurses and paramedics were able to improve skills in a high-fidelity simulation center. Using pre and post orientation surveys, as well as a nurse and paramedic needs assessment, helped drive adjustments to the orientation curriculum. Initial outcomes demonstrate evidence of practice alignment and a closure of perceived knowledge gaps. Further analysis of future orientation surveys and needs assessments is necessary for continued improvement for orientation and development of specialized skill sessions.

Methods

- Home Hospital nursing and paramedic leadership met with MGB simulation training research and technology utilization system (STRATUS) team to tour the facility and discuss opportunity for utilizing STRATUS for Home Hospital orientation
- Two eight-hour working sessions held to establish orientation content. The Director of Training and Education, two field nurses and two paramedics participated. Variation in documentation and practice was identified and prioritized as topics to be covered.
- The curriculum and objectives were refined with the STRATUS team.
- Supplies required from STRATUS and from Home Hospital were outlined.
- STRATUS approved orientation for the year (every-other-Friday)
- Pre and Post surveys completed with each session
- Content adapted based on RN and paramedic needs assessment

References

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