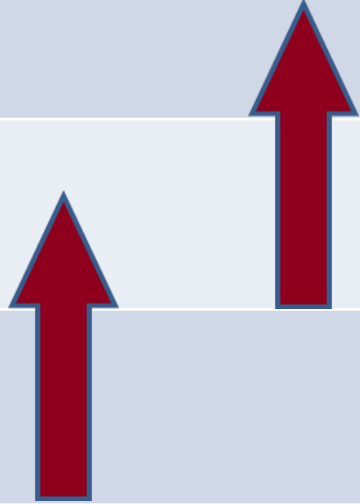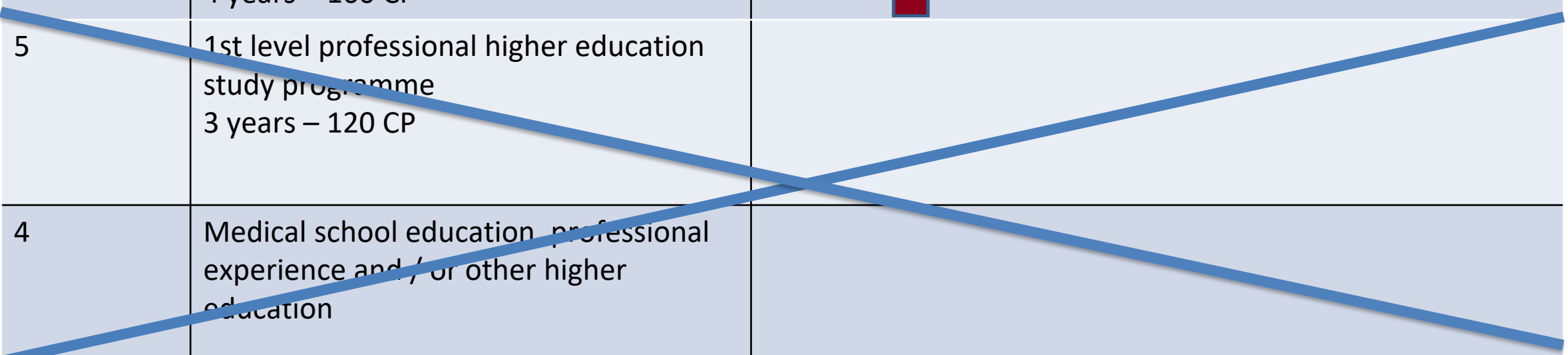# Nursing process management in the Hospital - educational process, practice, communication process in teamwork

Trainings for capacity building

Nursing education in Latvia

EKI Level		
8	Doctoral study programme 3 years – 120 CP	
7	Academic master's study programme 2 years – 80 CP	
6	Professional bachelor's study programme 4 years – 160 CP	
5	1st level professional higher education study programme 3 years – 120 CP	
4	Medical school education, professional experience and / or other higher education	

Nursing specialities in Latvia
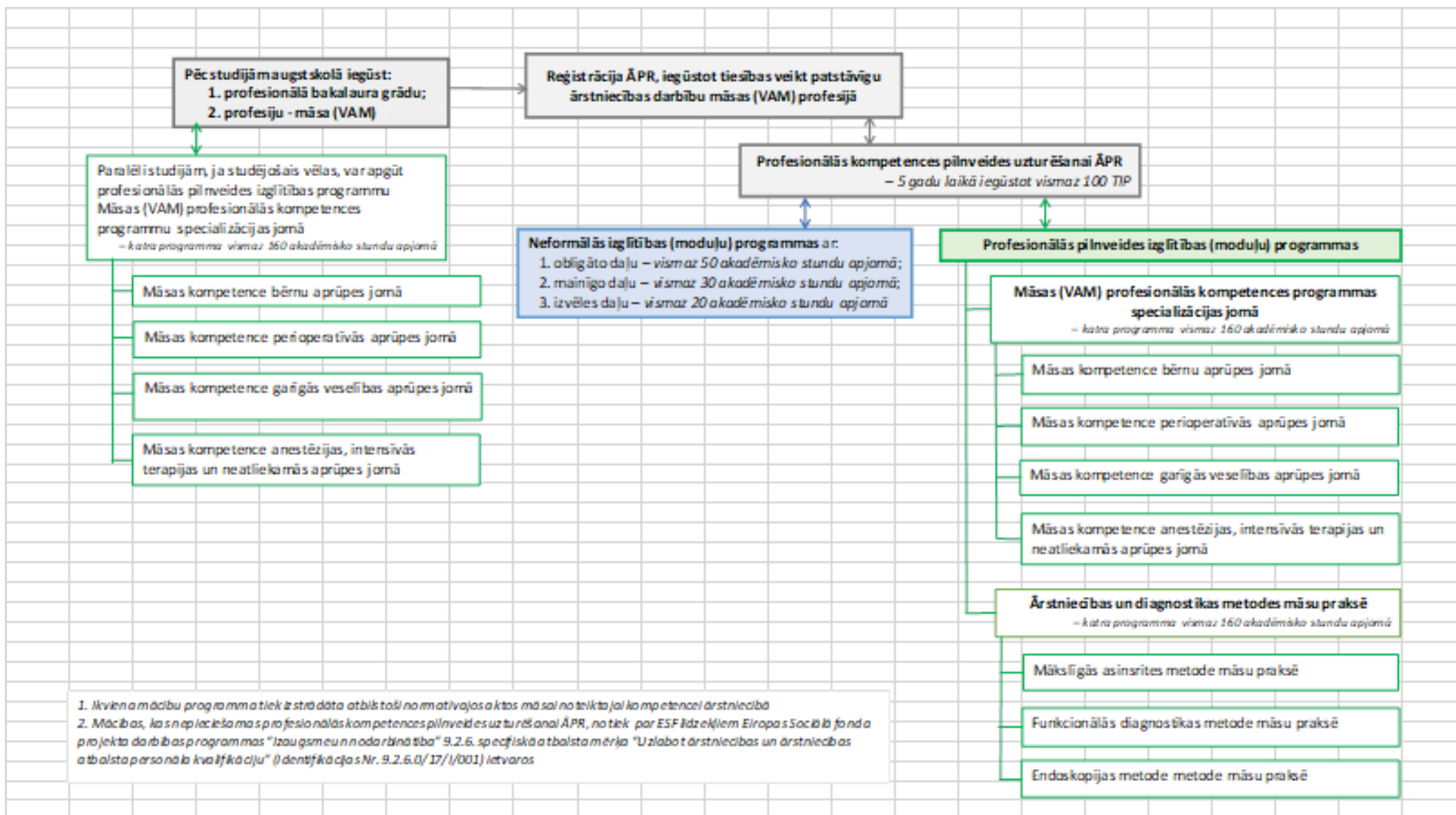
Nursing register in Latvia

100 credit points in 5 years

STRATEGY

Patient-centered care

Motivated employees working in a team

Sustainable and responsible development

Knowledge and transfer of creativity

Team	Total 1754
Nurses	846
Physician assistants	75
Midwives	31
Nursing Assistants / Junior Nursing Assistants	681
Medical assistants	121

NURSING DOCUMENTATION IN THE HOSPITAL

Patient- centered care

- Plan of measures to prevent/reduce the risk of falling.doc
- Morse Fall Scale.doc
- Wound care page (sections A and B).doc
- Enteral and parenteral drugs page.doc
- Therapeutic/diagnostic procedure of an intensive care patient.docx
- Early warning scale in surgery.docx
- Tracheostomy page.docx
- Tracheostomy care page.docx
- Patient care page.docx
- Patient evaluation protocol.docx
- Risk assessment scale for patient bed rest (Braden scale).docx
- Care and bedridden prevention plan.docx
- General care documentation page.doc
- Acute pain assessment sheet.docx
- Early warning scale (ABS) (Early warning scale/score).docx
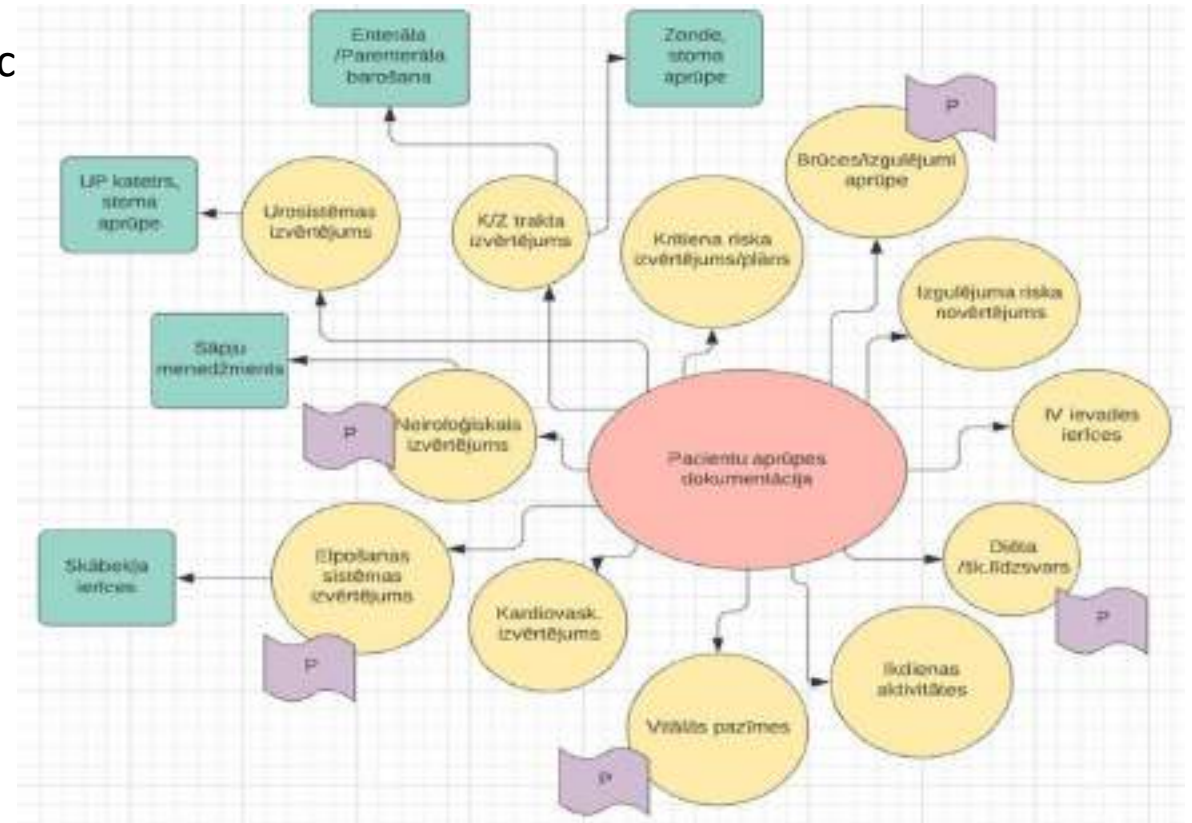
Clear, accurate and accessible documentation is an essential element of safe, high-quality and evidence-based nursing practice

EVIDENCE-BASED NURSING PRACTICE

- In order to ensure the highest level of patient care, **daily processes are developed and based on evidence-based practice, internationally recognized guidelines** (e.g., Early Warning Scale, Patient Drop (Morss) Risk Factor Determination, ISBAR Communication Standard (To Promote Effective Communication), SPIKES Protocol, etc.));
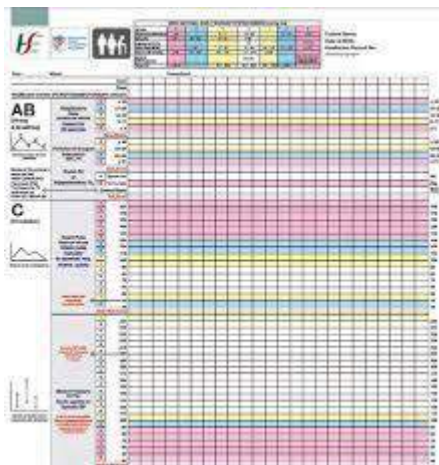
EDUCATION IN THE HOSPITAL

Nurse /Head nurse dep. surface Involvement in Academic Work

- Conducting lectures and classes at RSU, University of Latvia
- Conducting clinical practice in cooperation with RSU, LU, colleges (interested in and attracting employees to work in the hospital during the internship)

Conference "Topicalities in evidence-based nursing clinical practice"
In cooperation with RSU, the University of Latvia
Presentations: 8 (t.sk. 4 master's theses)

Motivated employees working in a team

Nursing education in master's programmes is promoted, involvement in academic processes, ensuring improvement of the pedagogical capacity of staff (we use in employee training, improvement of care quality)

Participation in other Latvian nursing conference/ seminars (presentations for nurses)

Presentations

- Rīgas Stradiņa universitātes zinātniskā konference (2018. gada 22. - 23. martā) – tēzes "**Medicīnas māsu darba vides kvalitātes saistītie faktori**" (Autori: S. Lakiša, I. Vanadziņš, **K. Circenis**, A. Paparde).

- 2021.gada novembrī postera prezentācija Starptautiskās Māsu asociācijas kongresā "**The nursing profession public image on feature films in Latvia**"(A. Melbārde-Kelmere, Inta Kalniņa, Anastasija Gromova, Ilze Ansule, I. Zariņa, I. Stūre-Stūriņa).

- SHS Web Conf (2022, Vol 131**) Influence of different types of real-time feedback on hand washing quality assessed with neural networks/simulate neural networks** Olga Zemlanuhina, Martins Lulla, Aleksejs Rutkovskis, Andreta Slavinska, Aija Vilde, Agita Melbarde-Kelmere, Atis Elsts, Maksims Ivanov, Olegs Sabelnikovs

RSU
2 assistant professors
2 lecturers
9 assistants
Practice leaders for nurses- 49
midwives -4

LU
14 practice managers

MENTORING PROCESS

Crisp (2009) identified four areas of mentorship:

1. Psychological / emotional support

2. Support for goal setting and career choices

3. Academic support (evidence-based care)

4. Role model 4 (role example)

Nurse Mentoring: A Scoping Review

Immaculada Mínguez Moreno,[1] Delia González de la Cuesta,[1,2] Maria Jesús Barrado Narvión,[2,3] María Arnaldos Esteban,[3] and Mar González Cantalejo[4]

Abdel-Latif Mohamed, Academic Editor, Kittisak Jermsittiparsert, Academic Editor, Roy Rillera Marzo, Academic Editor, Petra Heidler, Academic Editor, and Ahmad Harakan, Academic Editor

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Associated Data

- Data Availability Statement

Abstract   Go to: ▾

Introduction: Mentoring programs minimize stress and anxiety in recent graduates and in newly recruited nurses, guiding their careers and enabling them to retain their skills and correctly care for patients. The objective of this scoping review is to explore and summarize the existing literature on mentoring models and programs in the clinical nursing context. Methods: The databases searched

https://www.rsu.lv/starptautiska-sadarbiba/eit-health-ris-centrs/mentoru-tikls-viegla-piekluva-veselibas-aprupes-industrijas-ekspertu-zinasanam

SUSTAINABLE AND RESPONSIBLE DEVELOPMENT

- A modern, socially responsible and efficiently managed hospital
- Digitally developed hospital with a wide range of remote services
- Infrastructure supporting treatment and care

Sustainable and responsible development

Trainings for capacity building

o Hospital strategy and cooperative management
o First aid (for medical support persons) and Emergency medical assistance (for medical   practitioners)
o Data protection and IT security
o Labor protection (for example, infection control)
o Practical training in cases of disaster/radiation accident Communication
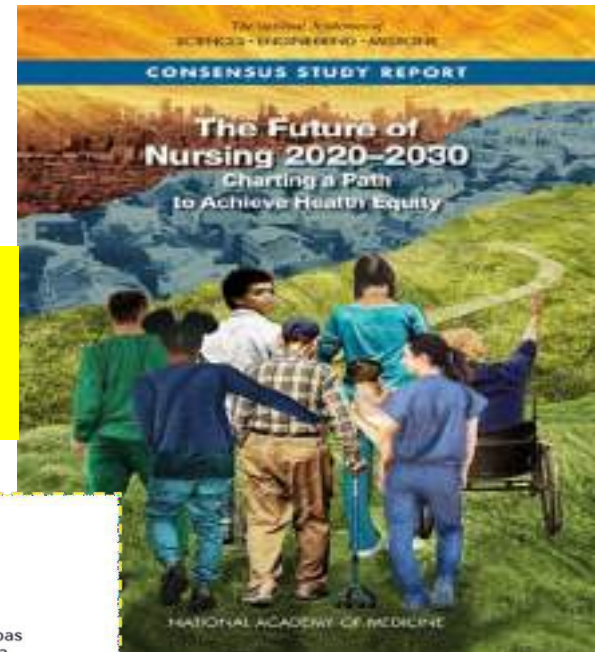
EMPLOYEE DEVELOPMENT (LIFELONG LEARNING) THREE MAIN ASPECTS
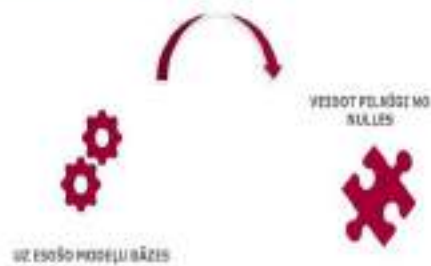

Knowledge and transfer of creativity

- Employee training and mobility

- Quality and effectiveness of education and training

- Equality

Challengei

The desire to do something for his own development will arise only if the employee clearly understands what exactly he needs to develop and why

Educational Process for Nursing Staff

Initial Training

Newly employed nurses receive comprehensive training on the nursing process, encompassing theoretical knowledge and practical skills.

Mentorship Programs

Experienced nurses mentor junior staff, providing guidance and support throughout their professional development.

1   **2**   **3**

Ongoing Development

Regular workshops, seminars, and conferences are held to update nurses on best practices and advancements in nursing.

EXCHANGE OF EXPERIENCE

The North Estonia Medical Centre

Tallina

Porto, Portugal May 2024

> **Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family**
>
> BY KOFI ANNAN

Digital Literacy for Teachers: Navigating ICT Digital Technologies for the Creative Classroom

Erasmus+ KA Porto and Madeira Island

SIMULATION-BASED TRAINING

Simulation is defined as "a process in which we try to achieve results that approximate clinical practice as closely as possible*Simulation in Clinical Nursing Education Konstantinos Koukourikos, 1 , 2 Areti Tsaloglidou, 1 Lambrini Kourkouta, 1 Ioanna V Papathanasiou, 3 Christos Iliadis, 4 Aikaterini Fratzana, 5 and Aspasia Panagiotou 2

SIMULATION-BASED TRAINING

Simulation-based medical and healthcare education development strategy in Latvia

Integrating Technology in Nursing Workflows

Mobile Devices

Mobile devices facilitate access to patient information, medication administration, and communication within the hospital.

Remote Monitoring

Remote monitoring systems allow nurses to track patient vitals, identify potential issues, and intervene promptly.

Robotics

Robotics can assist nurses with tasks such as medication dispensing, transporting supplies, and disinfecting surfaces.

Artificial Intelligence

AI algorithms can help nurses analyze data, identify patterns, and provide personalized recommendations.

CHALLENGES AND COLLABORATIONS

- Advanced Practice Nurses (Ministry of Health working group; development of a new Msc programme)

- Training of new specialists (assistant surgeon, paramedic, technician of the operating unit, etc.)

Veselības darbaspēka attīstības stratēģija līdz 2029.gadam
1.pielikums

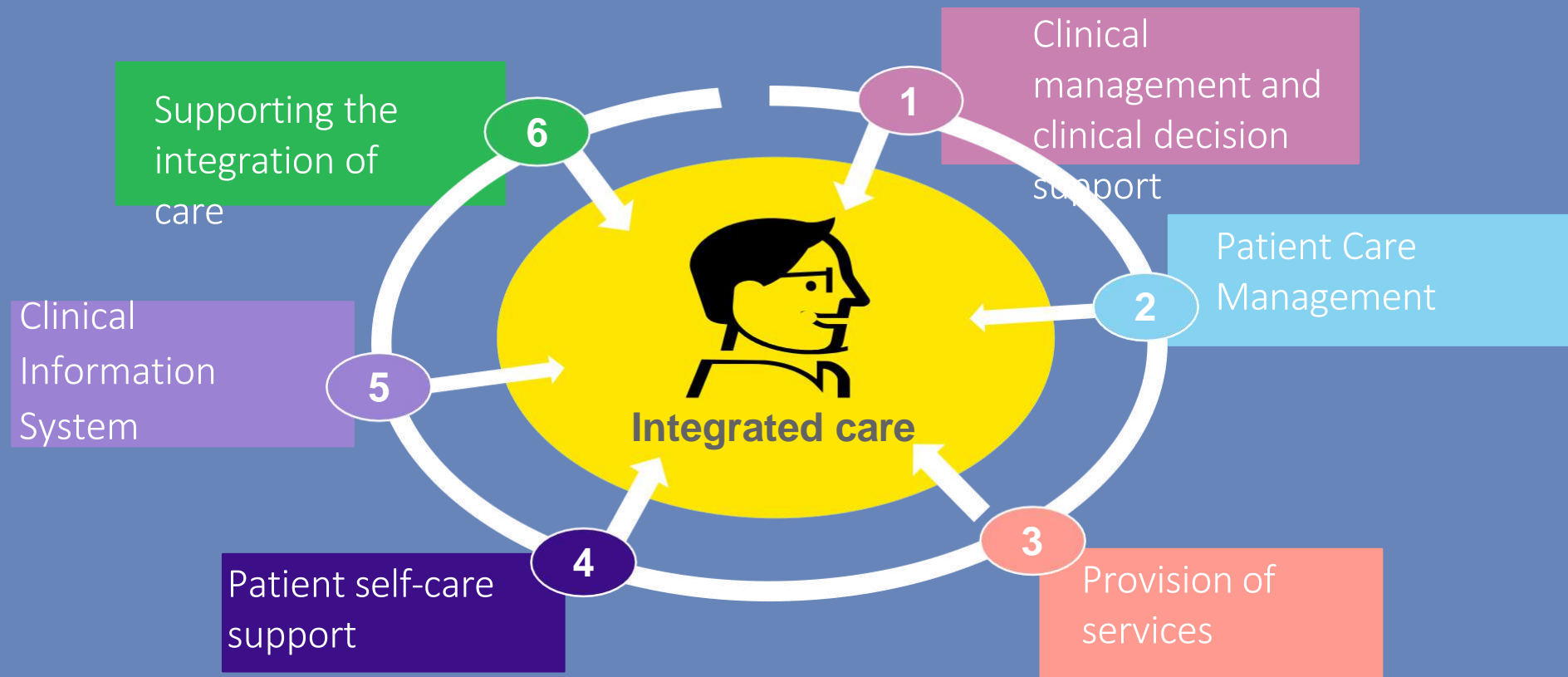- Methodical and non-formal education center for nurses

CHALLENGES III

Quality:

- Self-evaluation
- Training of clinical management staff in patient safety and quality issues
- Internal quality audits – from spontaneous to systemic

PROVIDING INTEGRATED CARE

Implement an integrated and personalized approach to patient care, including the management of chronic patient care.

Supporting the integration of care

6

1 Clinical management and clinical decision support

Clinical Information System

5

2 Patient Care Management

Integrated care

4 Patient self-care support

3 Provision of services

THANK YOU FOR YOUR ATTENTION!