

# Empowering Enrolled Nurses to Practice to the Top of their Competence

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## BACKGROUND

Enrolled Nurses (EN) are trained to perform assessments, screening and administration of certain types of medications in Nursing school. However ENs rarely get to practice these skills in their current job scopes.

This also lead to the need for multiple handoffs between Staff Nurses (SN) and ENs . Treatment rendered is dependent on effectiveness and timeliness of communication between the two group of nurses which may inadvertently increase the risk of adverse events and delayed treatment.

## AIM

To empower ENs to practice to the top of their competency so as to reduce multiple handoffs between SNs and ENs, and enhance patient safety.

## RESULT

The following tasks have been listed in the new job scope expansion for ENs since May 2019:

- ✓ Administer Ipratropium and/or Salbutamol via nebulization independently
- ✓ Obtain and dispatch swabs for MDRO screening independently
- ✓ Administer octenidine gel and mouthwash to positive MRSA carriers as per decolonisation regime independently
- ✓ Dispense and administer creams and solutions used in basic care independently
- ✓ Place orders for Octenidine Mouthwash and nasal gel by using Computerise Physician Order Entry (CPOE) system

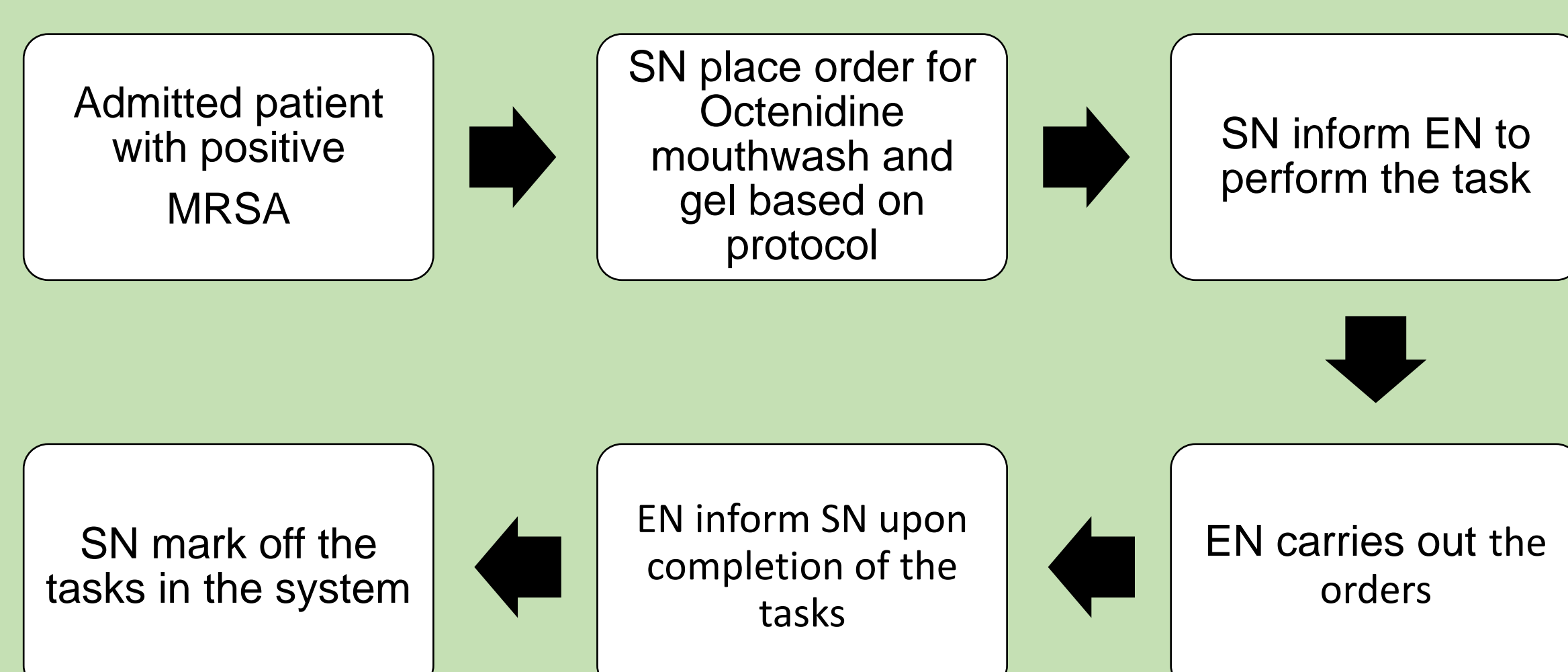
**18** training sessions were conducted and **458** ENs have been trained from June 2018 to December 2018.

## METHODOLOGY

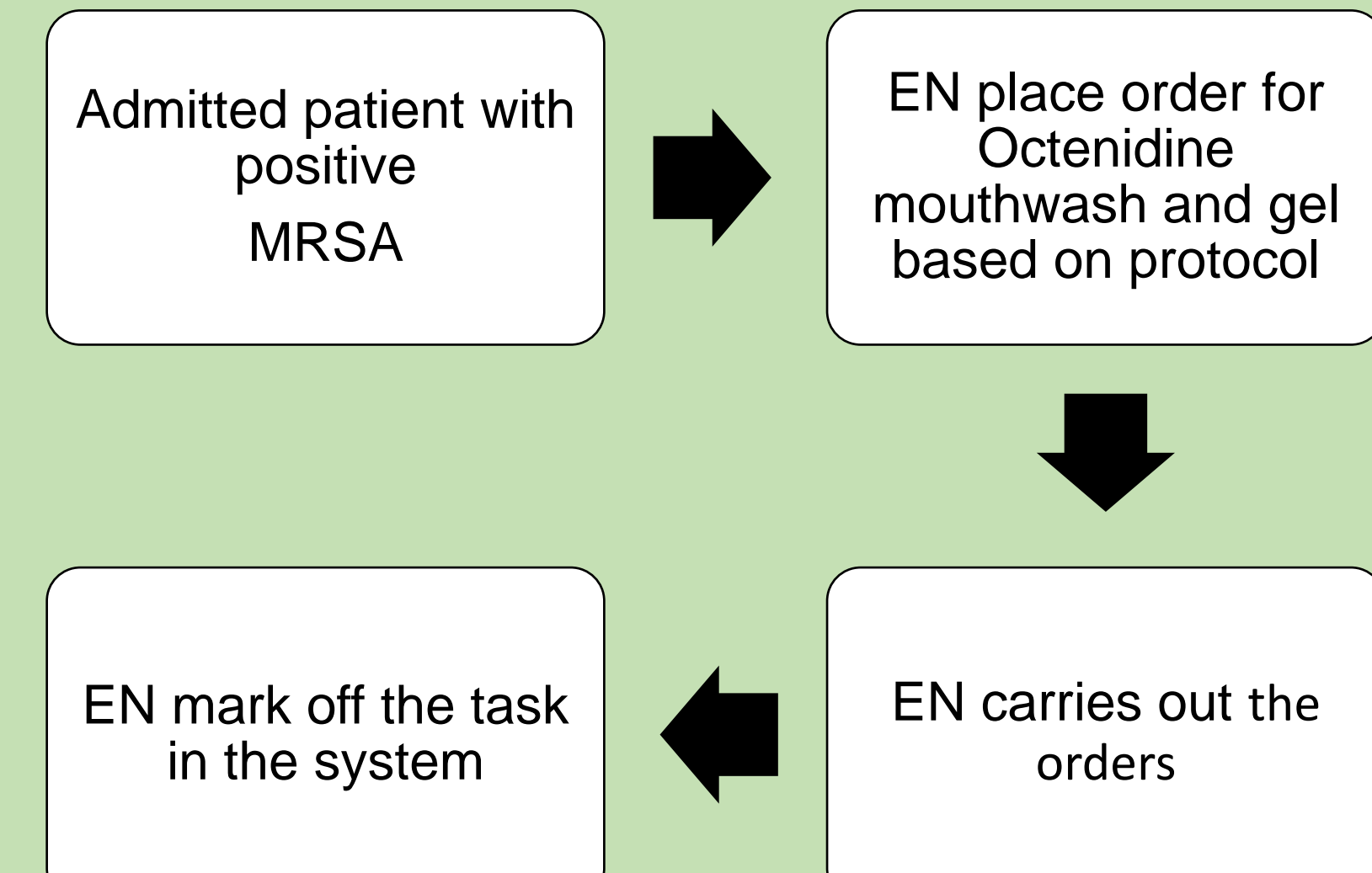
Current employed ENs were required to undergo one day system and skills refreshers course. They were also required to pass competencies through E-learning system before the privileging rights can be applied. The same training program was incorporated in the orientation program for new hires so as to ensure all employed ENs are able to perform the same task.

Example of change in work process before and after the role expansion:

### Administration of Bioburden Reduction BEFORE role expansion



### Administration of Bioburden Reduction AFTER role expansion



## CONCLUSION

ENs are now empowered to practice at the top of their competency. This help to reduce multiple handoffs between SNs and ENs and hence reducing the risk of adverse events and delayed treatment.