Validating Staff Competence Via Simulation
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Background:
Tower 2 is a 60 bed cardiovascular step-down unit with medical and surgical cardiac, thoracic surgical and vascular patients. Traditionally we have verified individual competence yearly via skills fair or small group sessions. Mock codes were held twice yearly to practice medical and surgical resuscitation skills. Utilizing mock codes and competency sessions, each of the 132 clinical staff members required 4-6 hours of non-productive time to validate competence at an estimated $30,200

Level of Education Program: Staff Development

Targeted Learning Outcomes:
  o Examine an effective competency validation model that provides a cost-savings.
  o Summarize the development of a realistic clinical simulation in which decisions are made and implemented per the best evidence.
  o Describe creation of a scenario involving Registered Nurses and Nursing Assistants
  o Explore a debriefing report that includes actions and missed opportunities

Targeted Learning Activities:
This model emphasizes skill demonstration during a realistic scenario with high fidelity simulation mannequins. Competency validation has been combined with the mock code scenario so that yearly competencies are verified during the mock codes which continue to be held twice yearly.

RN competencies incorporated into the mock code simulation include:

  Documentation of pain assessment & reassessment
  Restraints
  Fall Prevention
  UTI Prevention
  Hand Hygiene
  Code Blue Response
  Delegation

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Nursing Assistants participated in one of the mock code sessions, and validated:

- Restraints
- Fall prevention
- UTI prevention
- Hand Hygiene
- Code Blue response
- Teamwork
- Anticipating Needs

**Evaluation Design and Outcomes:**
Staff response has been overwhelmingly positive. The simulation is realistic and staff have the option of demonstrating skill during an actual patient situation. This has resulted in a savings of $18,360 per year in staff and instructor labor costs. Nonproductive time for competency validation decreased 66%

**Bibliography:**
