In Service Education Program

In- service education in general terms, may be defined as educational activities planned and organized by the employers for the employees to assist them in learning and/ or furthering the knowledge, skills and attitudes required for the achievement of the specific purpose of the organization.

AIM:

- To Plan educational activities.
- To Provide education in a job setting
- Closely identified with services.
- Helps employee to improve job performance.

In- service education is a process of helping the nurse to carry out the functions commensurate with her obligations for nursing services.

It also helps to develop their skills necessary to reach the ultimate goals of health agency that is

1. The highest quality of patient care and
2. To keep abreast of changing techniques and use of sophisticated tools and equipment.

OBJECTIVES OF IN- SERVICE EDUCATION:

FOR THE ORGANIZATION:

- Keeps the nursing staff enthusiastic in their learning
- Develops interest and job satisfaction amongst the staff
- Develops sense of responsibilities for being competent and knowledgeable
- Creates an appropriate environment with opportunities for growth and communication
- Helps the nurses in making appropriate and sound decisions as well as using effective problem solving techniques

FOR THE INDIVIDUAL EMPLOYEES:

- Leads to improve professional practice
- Aids in updating knowledge and skills at all level of organization
- Keeps the nurses abreast of the latest trends and developments in techniques
- Equips the nurses with knowledge of current research and development
- Helps the nurses to learn new and maintain old competencies

PRILIMINARY SURVEY:

The needs can be identified by means of
- ➢ Survey
- ➢ Observation of work performance
- ➢ Interview method

In our in- service education program we have used survey method for finding needs. The survey was done with the use of self- made tool "NEED BASED ASSESEMENT RATING SCALE ". We selected 26 topics, which were cut down to most rated top 16 topics using the scale by the staff nurses of Dhiraj Hospital, Piparia, Waghodia.

SUMANDEEP NURSING COLLEGE

SUMANDEEP VIDYAPEETH

NEED ASSESSMENT RATING SCALE

Instruction

- Kindly put tick mark (√) according to your learning need and priority with the topic you would like to learn and develop skills for your in service education program.

SR NO	TOPICS	1	2	3	4	5
1	BIOMEDICAL WASTE MANAGEMENT					
2	INFECTION CONTROL					
3	COMMUNICATION SKILL					
4	MEDICATION ERROR AND PROMPT ACTION					
5	PATIENT SAFETY MEASURES					
6	POSITIONING					
7	CPR					
8	RYLES TUBE FEEDING					
9	TRIAGE NURSING SKILL					
10	ABG					
11	PRE AND POST OPERTIVE CARE					
12	WOUND DRESSING					
13	BANDAGING					
14	URINARY CATHETERIZATION					
15	ECG					
16	NEDDLESTICK INURY CARE AND PROMPT ACTION					
17	OXYGEN ADMINISTRATION					
18	NEBULIZATION					
19	ENEMA					
20	STERELIZATION AND DISINFECTION					
21	RYLES TUBE INSERTION AND REMOVAL					
22	BLOOD SAMPLING COLLECTION					
23	COLOSTOMY CARE					
24	SUCTIONING					
25	WEARING AND REMOVAL OF PPE KIT					

Suggestion (if Any):

Name of Staff:
Area of working
Year of Experience (Total):
Year of Experience (DGH):
Signature:

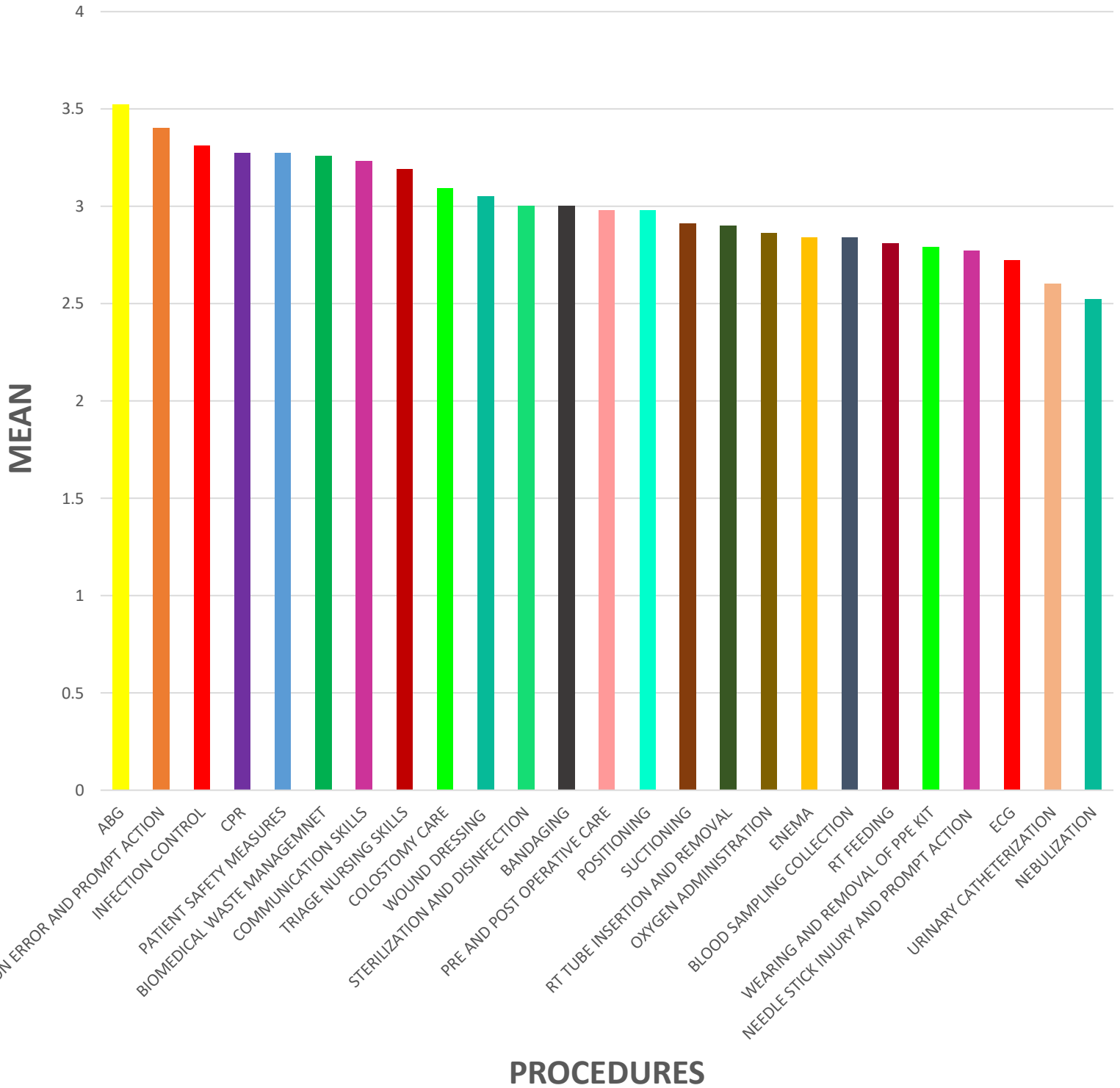## NEED ASSESSMENT RATING SCALE

Figure I: Mean of Need based procedures in DGH

After the analysis of the rating scale and finding out the mean, the 16 topics as per most rated to less rated were finalized. These topics were then divided to a group with 6 students. Total there were 8 groups, with 2 sub groups in one. The in-service education program was held in Male Surgical Ward's demo room of Dhiraj Hospital with the help of teaching faculty. The schedule for the same as follows:

Sr. No.	TOPIC	DATE
1	• ABG • BIOMEDICAL WASTE MANAGEMENT	25/01/2021
2	• INFECION CONTROL • RYLE'S TUBE INSERTION AND REMOVAL	27/01/2021
3	• CPR • WOUND DRESSING	28/01/2021
4	• PATIENT SAFET MEASURES • STERELIZATION AND DISINFECTION	29/01/2021
5	• COMMUNICATION SKILLS • SUCTIONING	01/02/2021
6	• TRIAGE NURSING SKILLS • BANDAGING	02/02/2021
7	• COLOSTOMY CARE • POSITIONING	03/02/2021
8	• PRE AND POST OPERATIVE CARE • MEDICATION ERROR AND PROMPT ACTION	04/02/2021

DATE: 25/1/21

VENUE: Male medicine ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 1(a): 13, Group 1(b): 26
TOPIC: **1(A)** ABG, **1(B)** Biomedical waste management

STUDENTS: Group 1(a):Anurag Thakor
      Babita More
      Dipika Baria
      Manan Bhalodiya
      Nirav Bhamat
      Vaishali Bharvad
    Group 1(b): Gayatri Chauhan
      Mansi Chauhan
      Rajvir Chauhan
      Rupal Chauhan
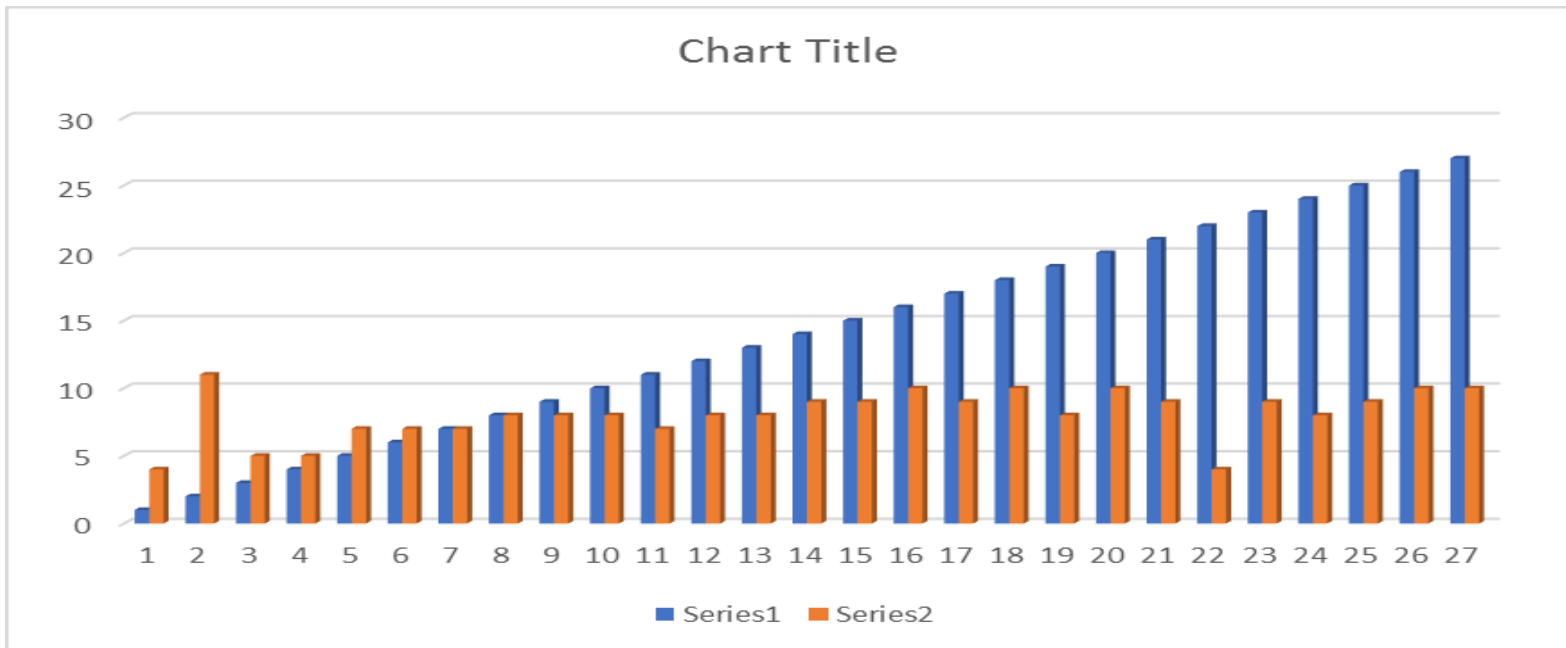   Ami Chavda
      Keyur Dabhi

ANALYSIS/FINDINGS:

N: 27

Figure II: Pre test- Post Test analysis score of topic ABG by Group 1 (a).

Chart Title
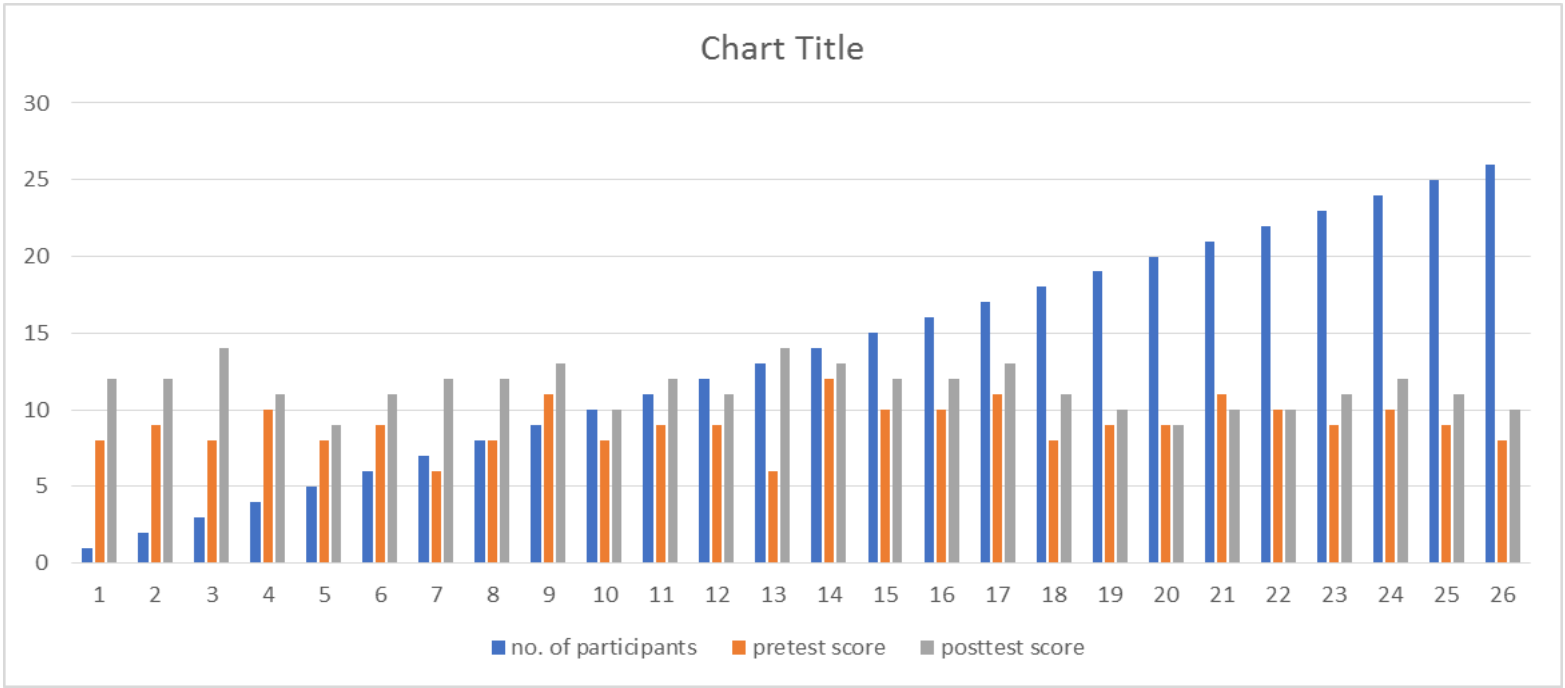
Figure III: Pre test- Post Test analysis score of topic Biomedical waste management by Group 1 (b).

CONCLUSION: Group 1(a)'s analysis shows that the pretest score was 8.03 and post test score was 10.85
Group 1(b)'s analysis shows that the pretest score was 8.53 and post test score was 11.4 so in service education provided to staff nurses were effective.

PHOTO: Group 1(a):

Group 1(b):
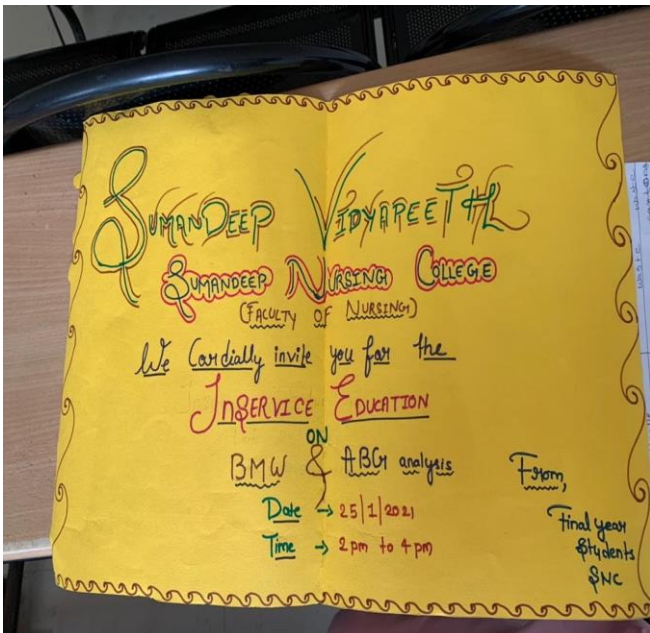
DATE: 27/1/21

VENUE: Male medicine ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 2(a): 26, Group 2(b): 23

TOPIC: 2(A) Infection Control

      2(B) RT tube insertion and removal

STUDENTS: Group 2(a): Bhagvati Damor

                         Jaydeep Damor

                         Roshini Darji

                         Pratibha Dabhi

                         Divya Dindor

                         Indravijay Baria

           Group 2(b): Vrunda Kapadiya

                         Kaushik Khant

                         Pritam Khaped

                         Archana Kharadi

                         Mital Laniya

ANALYSIS/FINDINGS:

N: 26
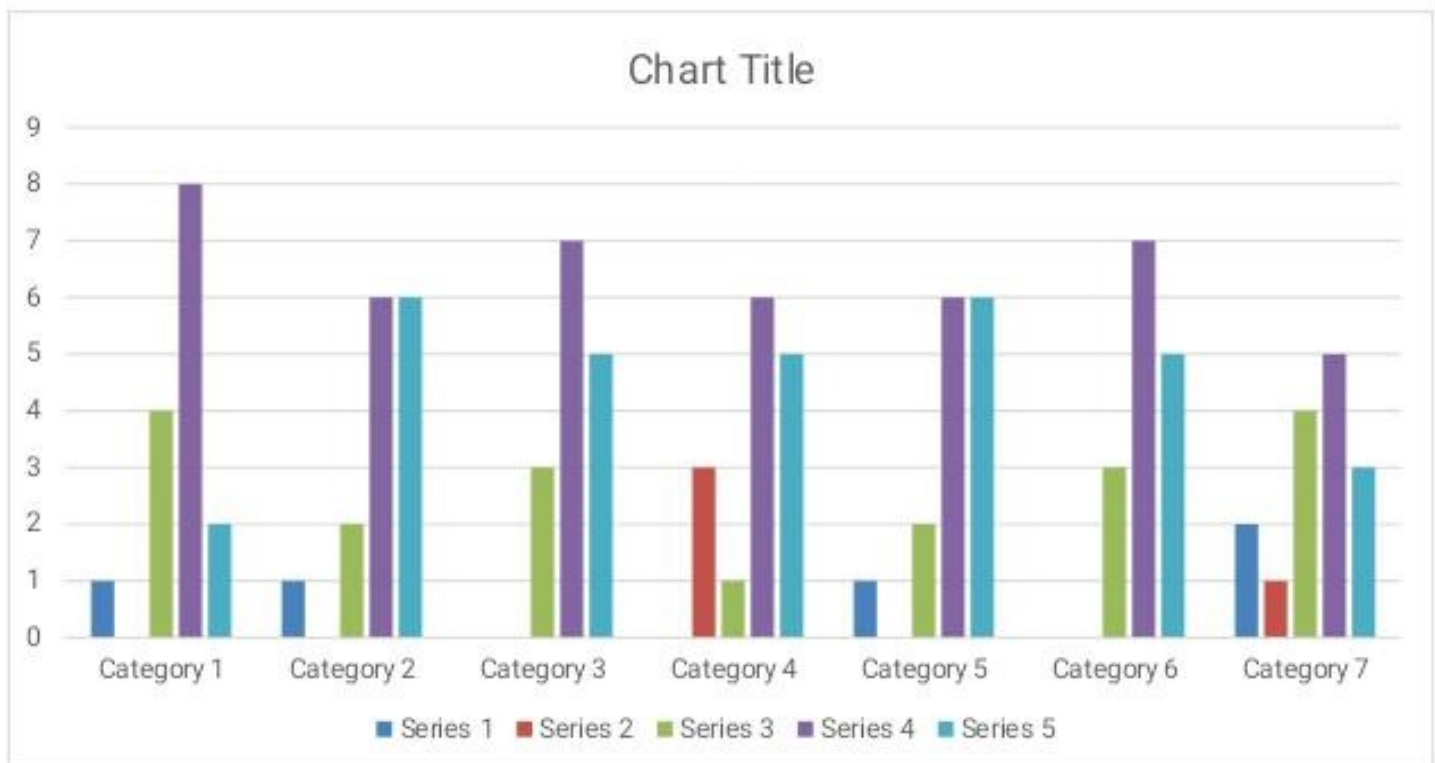
Figure IV: Pre test- Post Test analysis score of topic Infection control by Group 2 (a).
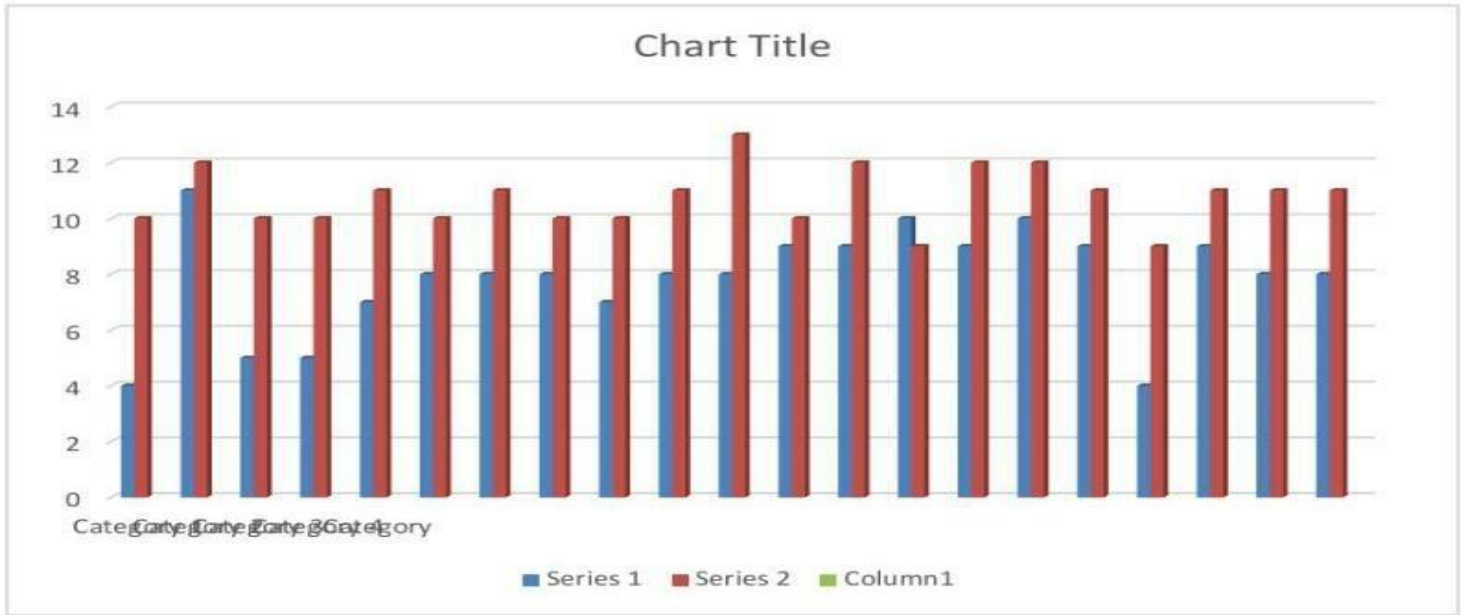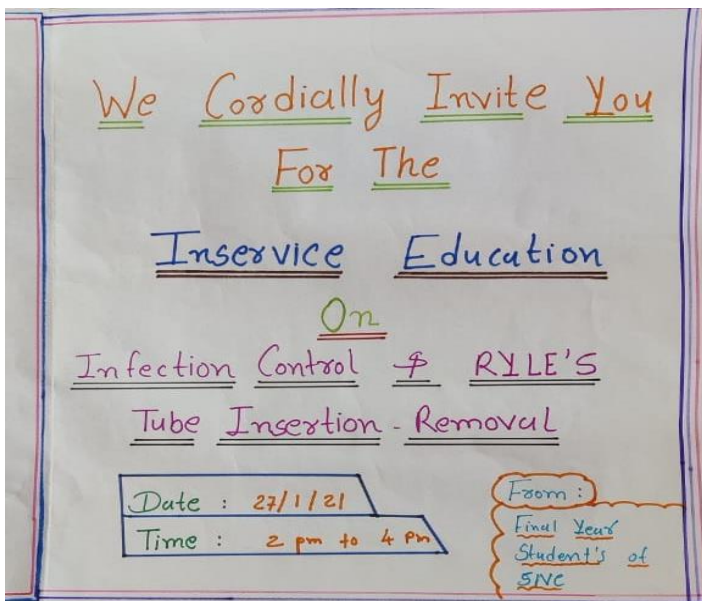
Figure V: Pre test- Post Test analysis score of topic RT tube insertion and removal by Group 2 (b).
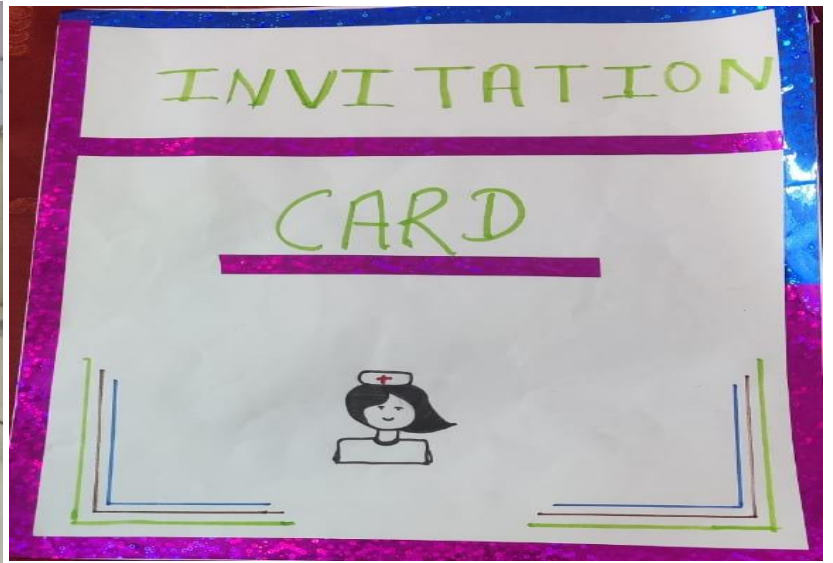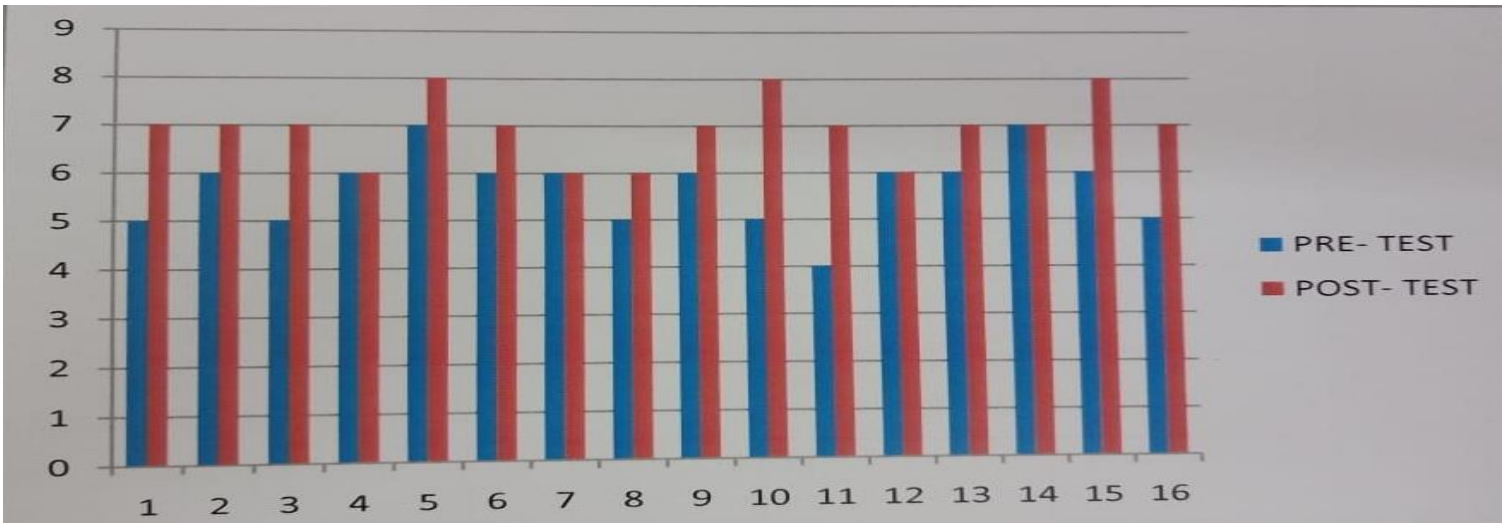
CONCLUSION: Group 2(a)'s analysis shows that the pretest score was 7.22 and post test score was 16.36
Group 2(b)'s analysis shows that the pretest score was 8.53 and post test score was 11.4 and in service education program found effective.

PHOTO:

Group 2(a):

Group 2(b):

GROUP 3

DATE: 28/1/21

VENUE: Male Surgical ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 3(a): 20, Group 3(b): 20
TOPIC: 3(A) CPR, **3(B)** Wound Dressing

STUDENTS: Group 3(a): Kshitij Mayavanshi
                           Priya Joshi
                           Pratima Ninama
                           Anjali Panicker
                           Rahul Parekh
                           Maitri Parmar
              Group 3(b): Archana Patel
                           Archi Patel
                           Axay Patel
                           Bhargav Patel
                           Binit Patel
                           Chaitali Patel

ANALYSIS/FINDINGS:

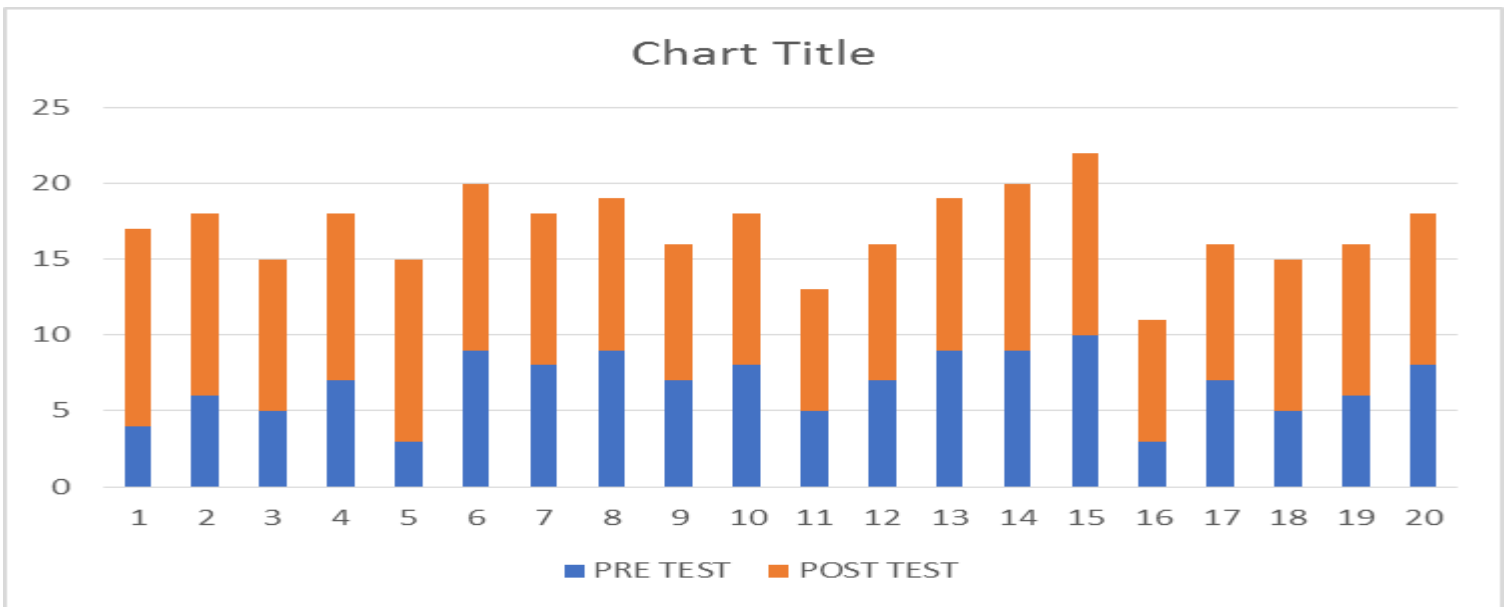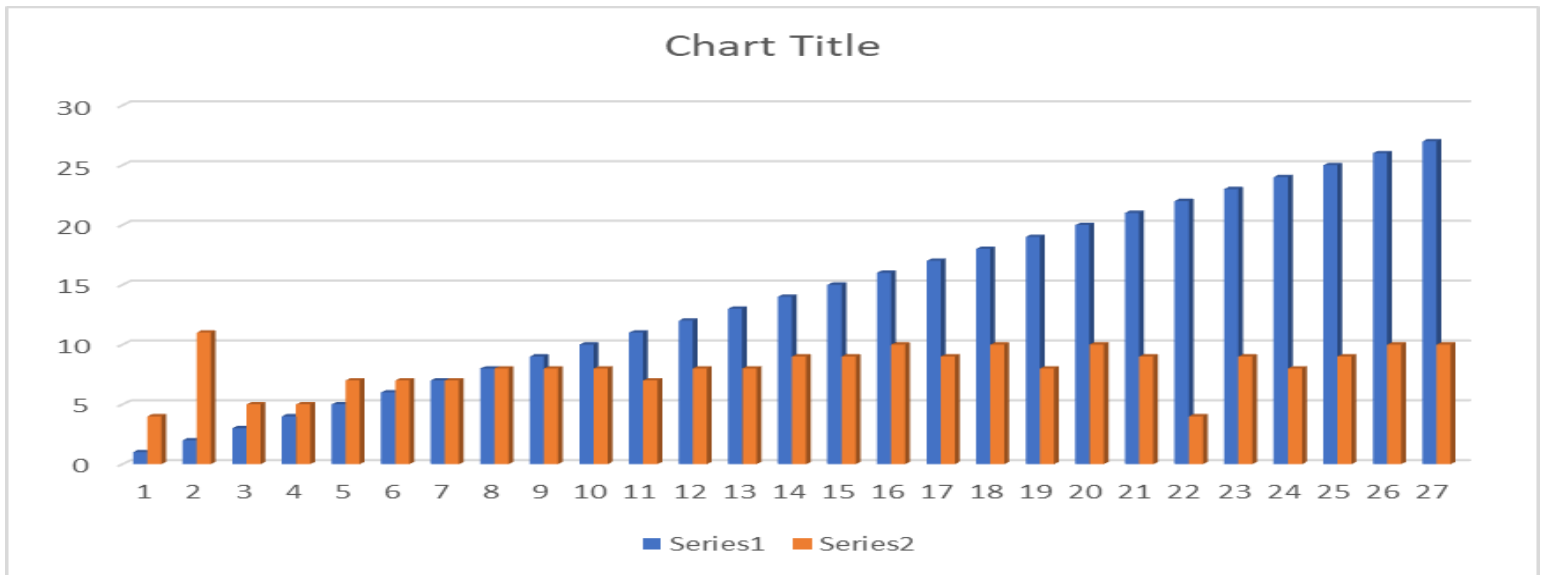**Figure VI: Pre test- Post Test analysis score of topic CPR by Group 3 (a).**

Figure VII: Pre test- Post Test analysis score of topic Wound dressing by Group 3 (b).

CONCLUSION: Group 3(a)'s analysis shows that the pretest score was 6.5 and post test score was 8.
Group 3(b)'s analysis shows that the pretest score was 6.78 and post test score was 10.25 which shows the effectiveness of program

PHOTO:

Group 3(a):

Group 3(b):

GROUP 4

DATE: 29/1/21

VENUE: Male Surgical ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 4(a): 27, Group 4(b): 27
TOPIC: 4(A) Patient Safety Measures, **4(B)** Sterilization and Disinfection

STUDENTS: Group 4(a): Charmi Patel
                        Dharvi Patel
                        Dhrashti Patel
                        Foram Patel
                        Harsh Patel
                        Hemali Patel
         Group 4(b): Hetvi Patel
                        Jenisha Patel
                        Jinal Patel
                        Ketu Patel
                        Kima Patel

ANALYSIS/FINDINGS:
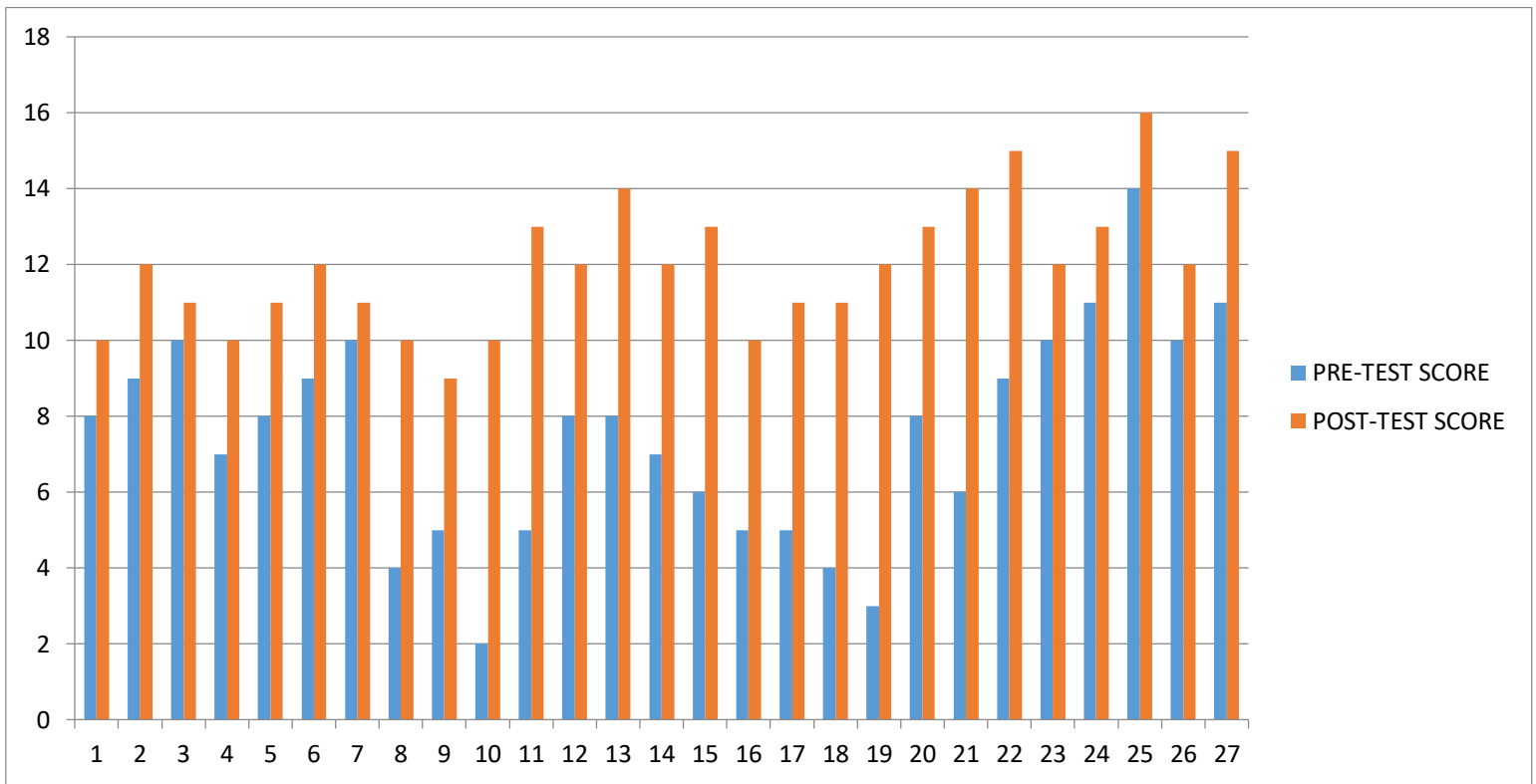
Figure VIII: Pre test- Post Test analysis score of topic Patient safety measures Group 4 (a).
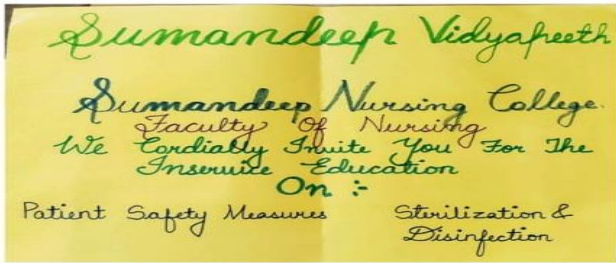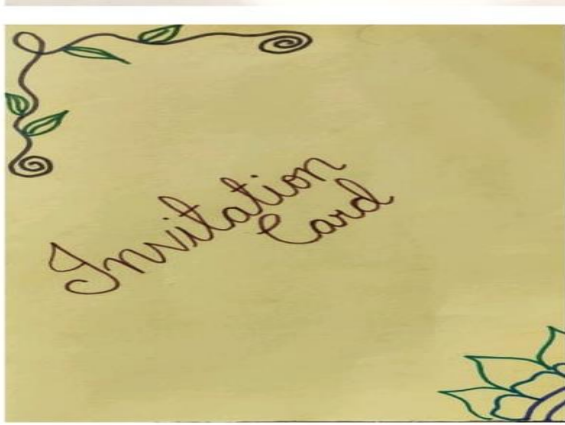
Figure IX: Pre test- Post Test analysis score of topic Sterilization and Disinfection by Group 4 (b).

CONCLUSION: Group 4(a)'s analysis shows that the pretest score was7.48 and post test score was 1
       Group 4(b)'s analysis shows that the pretest score was 8.03 and post test score was 10.85, hence in service education program found effective.

PHOTO:

Group 4(a):

Group 4(b):

GROUP 5

DATE: 01/2/21

VENUE: Male Surgical ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 5(a): 22, Group 5(b): 23
TOPIC: 5(A) Communication Skills, **5(B)** Suctioning

STUDENTS: Group 5(a): Krena Patel
                          Krishna Patel
                          Mahima Patel
                          Mansi Patel
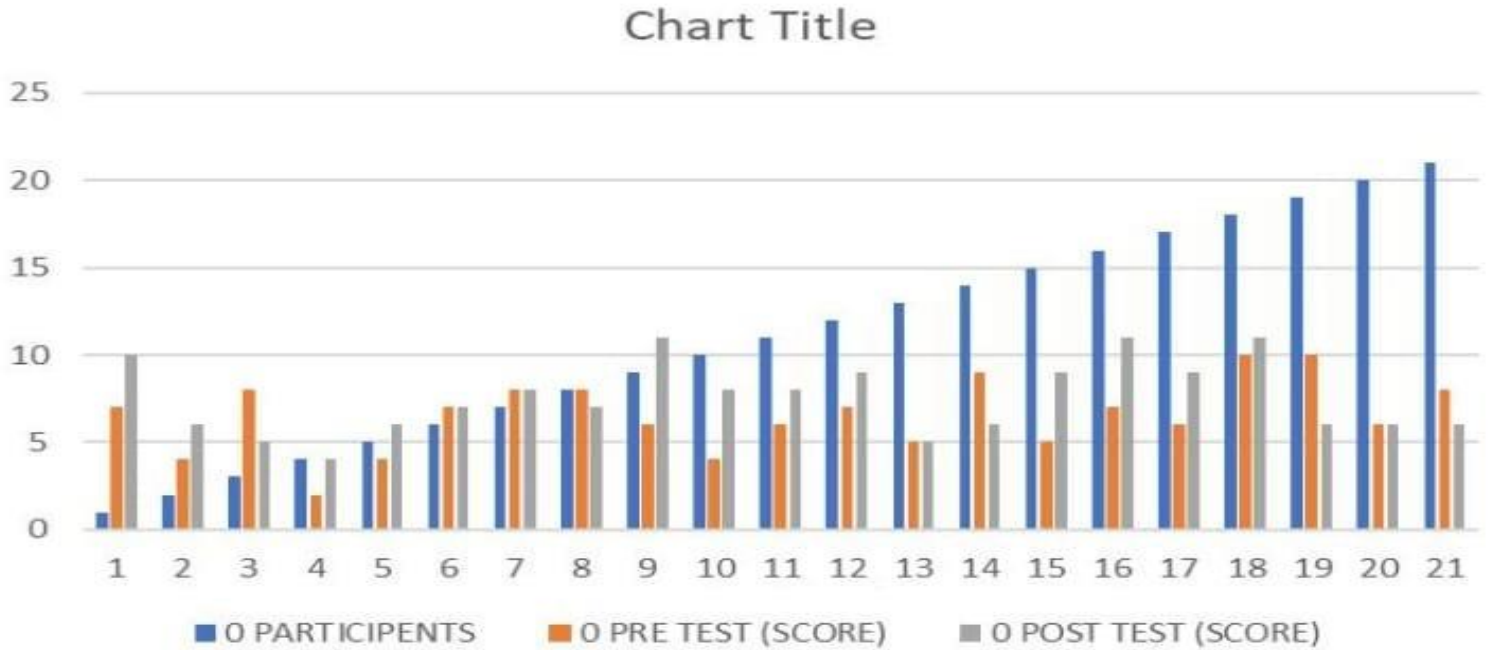   Megha Patel
                          Mihir Patel
              Group 5(b): Monali Patel
                          Nidhi Patel

Om Patel
Pooja Patel
Pruthvi Patel
Rajvee Patel

ANALYSIS/FINDINGS:

N: 22

Figure X: Pre test- Post Test analysis score of topic Communication skills by Group 5 (a).
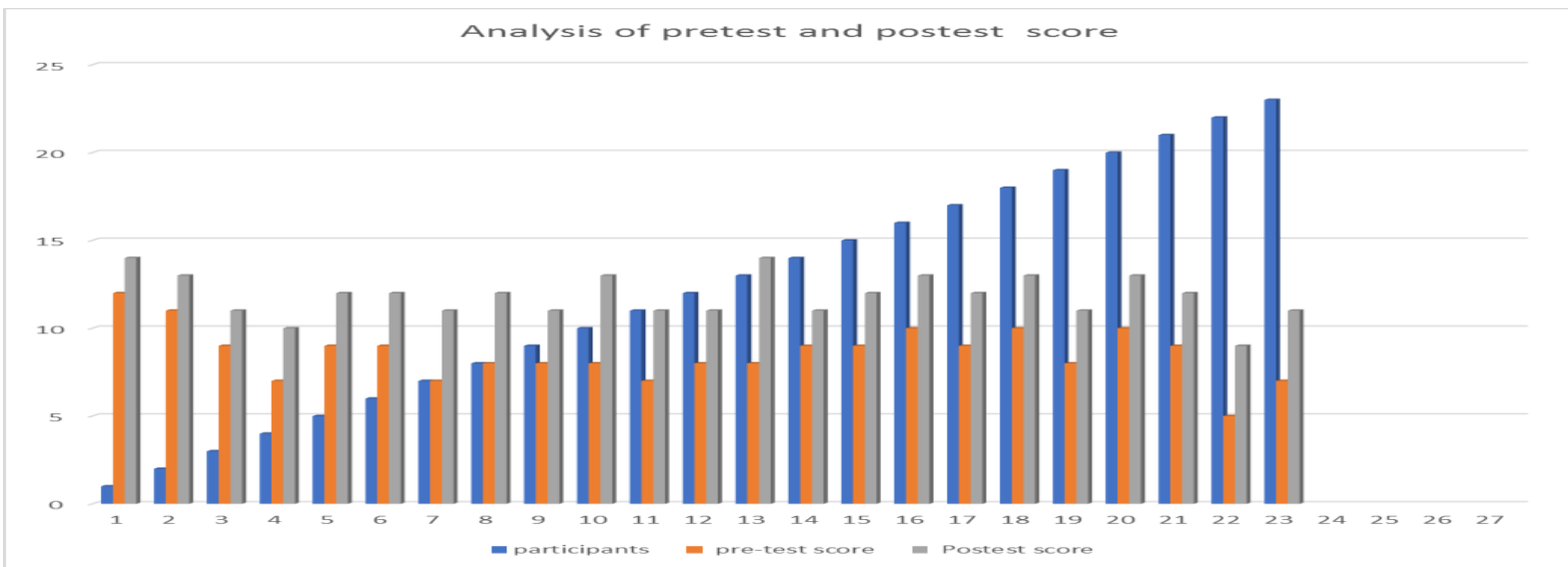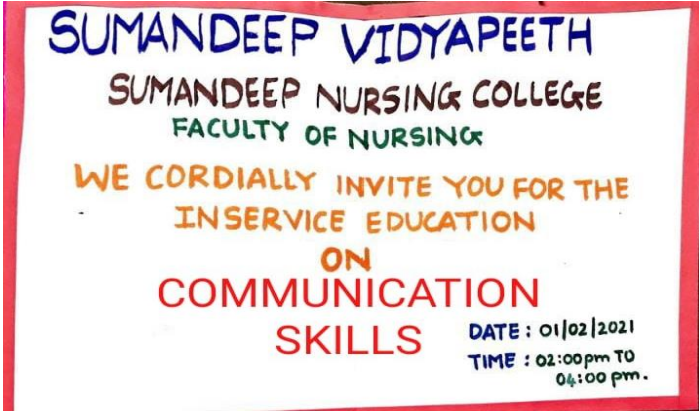
N: 23

Figure XI: Pre test- Post Test analysis score of topic Suctioning by Group 5 (b).

CONCLUSION: Group 5(a)'s analysis shows that the pretest score was 6.4 and post test score was 7.8
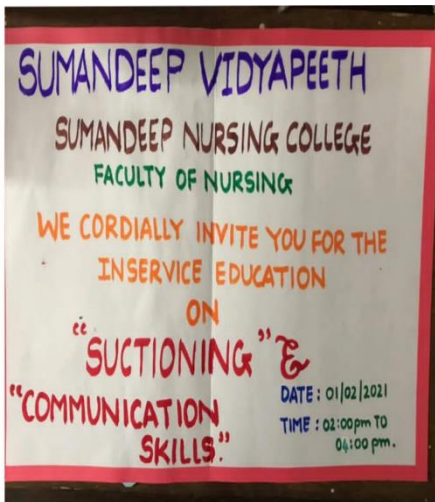Group 5(b)'s analysis shows that the pretest score was 8.91 and post test score was 11.82 which shows that In Service education program was effective.

PHOTO:

Group 5(a):

Group5(b):

GROUP 6

DATE: 2/2/21
VENUE: Male Surgical ward's demo room
TOTAL NO. OF PARTICIPANTS: Group 6(a): 20, Group 6(b): 20
TOPIC: 6(A) Triage Nursing Skills, **6(B)** Bandaging

STUDENTS: Group 6(a): Riddhi Patel
                        Roma Patel
                        Shivangi Patel
                        Trupti Patel
                        Urvashi Patel
                        Vrunda Patel
            Group 6(b): Yati Patel
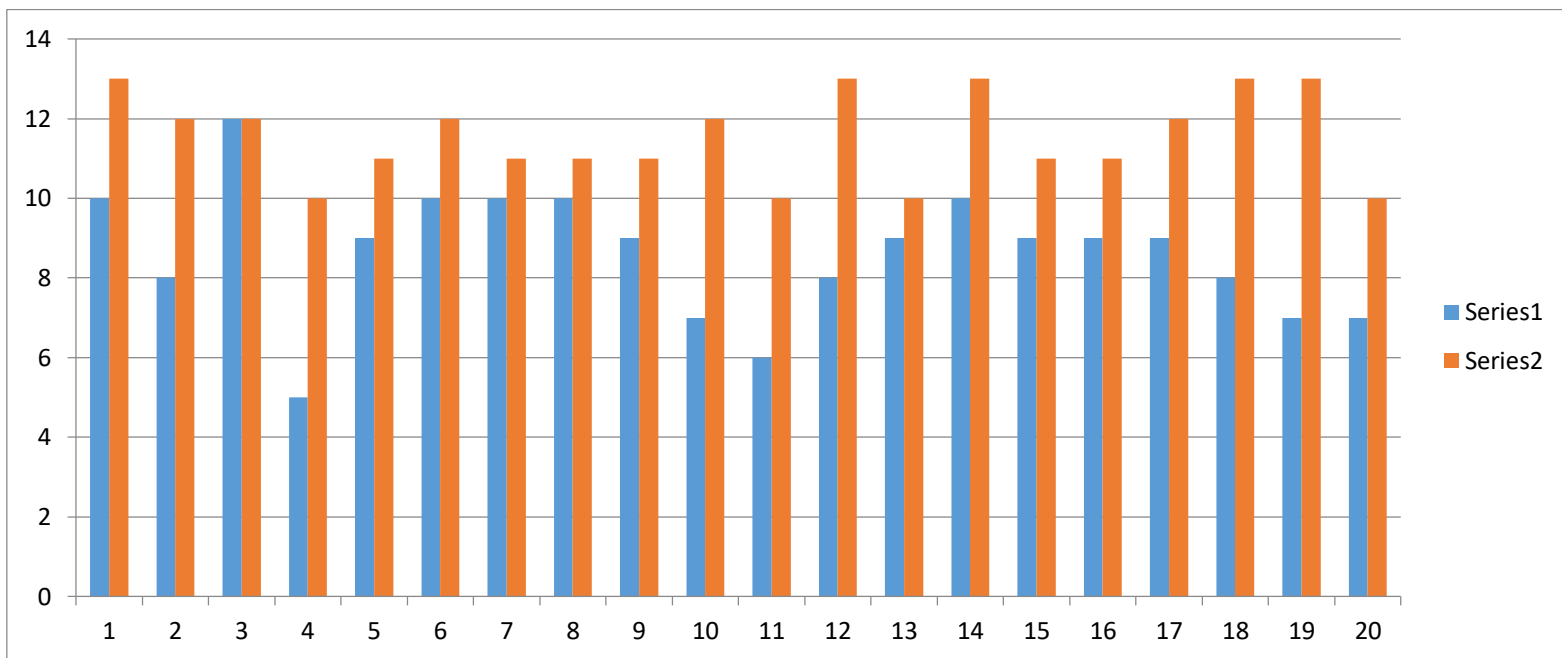   Hardik Prajapati
                        Khyati Raj
                        Aayushi Rathod
                        Kinjal Rathod

ANALYSIS/FINDINGS:

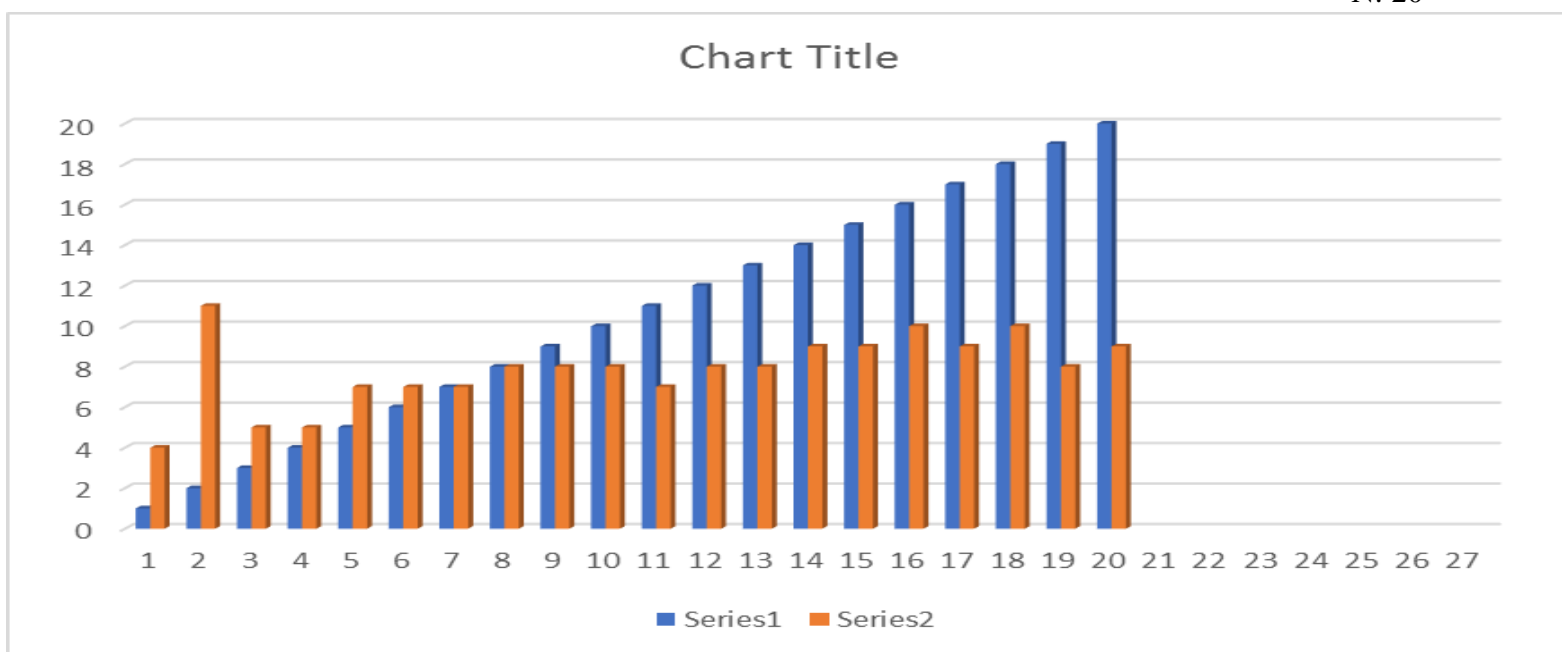**Figure XII: Pre test- Post Test analysis score of topic Triage nursing skills by Group 6 (a).**

Figure XIII: Pre test- Post Test analysis score of topic Bandaging by Group 6 (b).

CONCLUSION: Group 6(a)'s analysis shows that the pretest score was 8.6 and post test score was11.55
          Group 6(b)'s analysis shows that the pretest score was 8.59 and post test score was 11.4 and In service education program found effective.

PHOTO:

Group 6(a):

Group 6(b):

DATE: 3/2/21

VENUE: Male Surgical ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 7(a): 16, Group 7(b): 16
TOPIC: 7(A) Colostomy Care, **7(B)** Positioning

STUDENTS: Group 7(a): Jaypal Rathwa
                        Meet Rathwa
                        Megha Rathwa
                        Nilam Rathwa
                        Minal Raulji
                        Namrata Raval
           Group 7(b): Varsha Selot
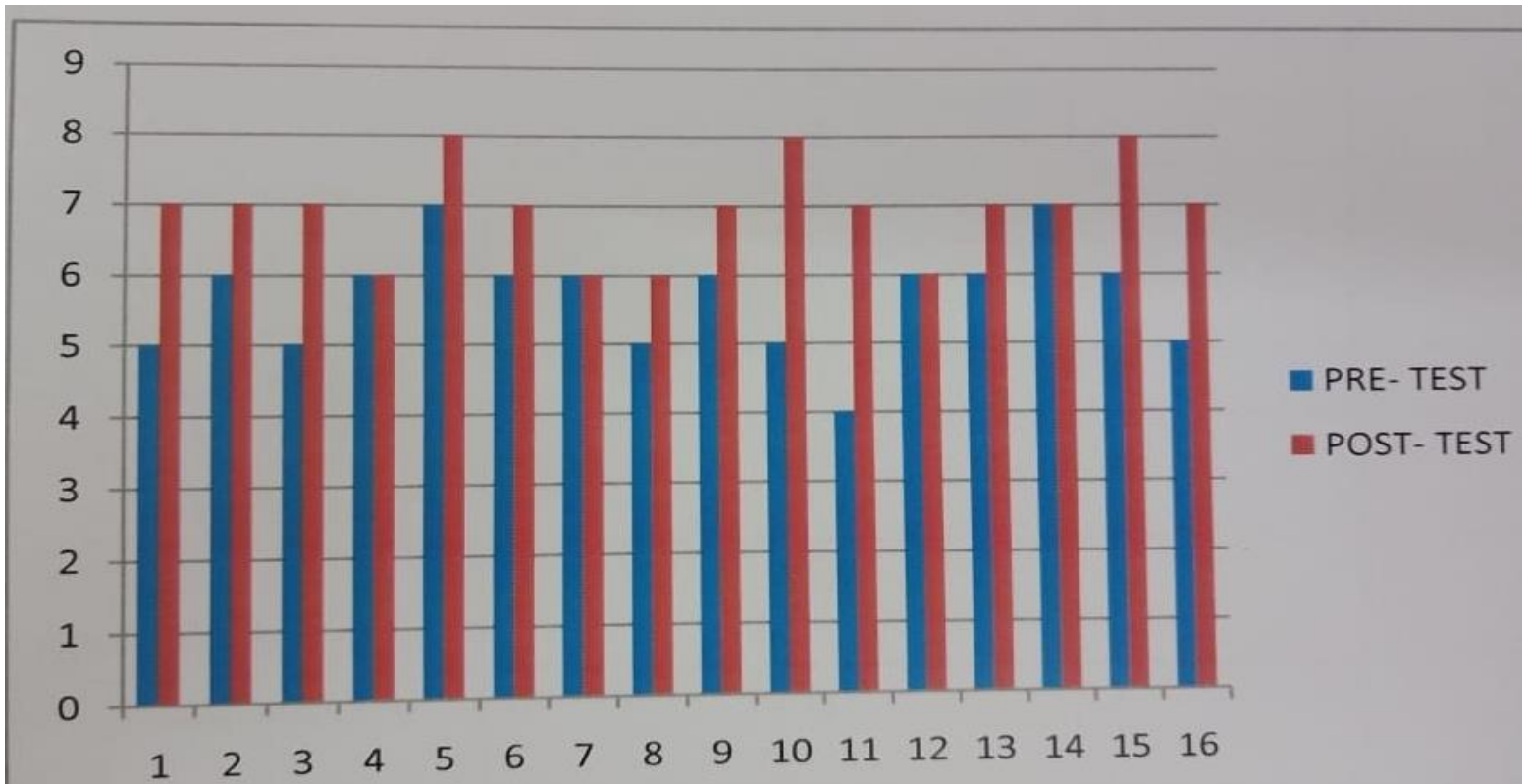   Krishna Shah
                        Siji Varghese
                        Khushboo Singh
                        Anirudh Solanki

ANALYSIS/FINDINGS:

N: 16

Figure XIV: Pre test- Post Test analysis score of topic Colostomy care by Group 7 (a).
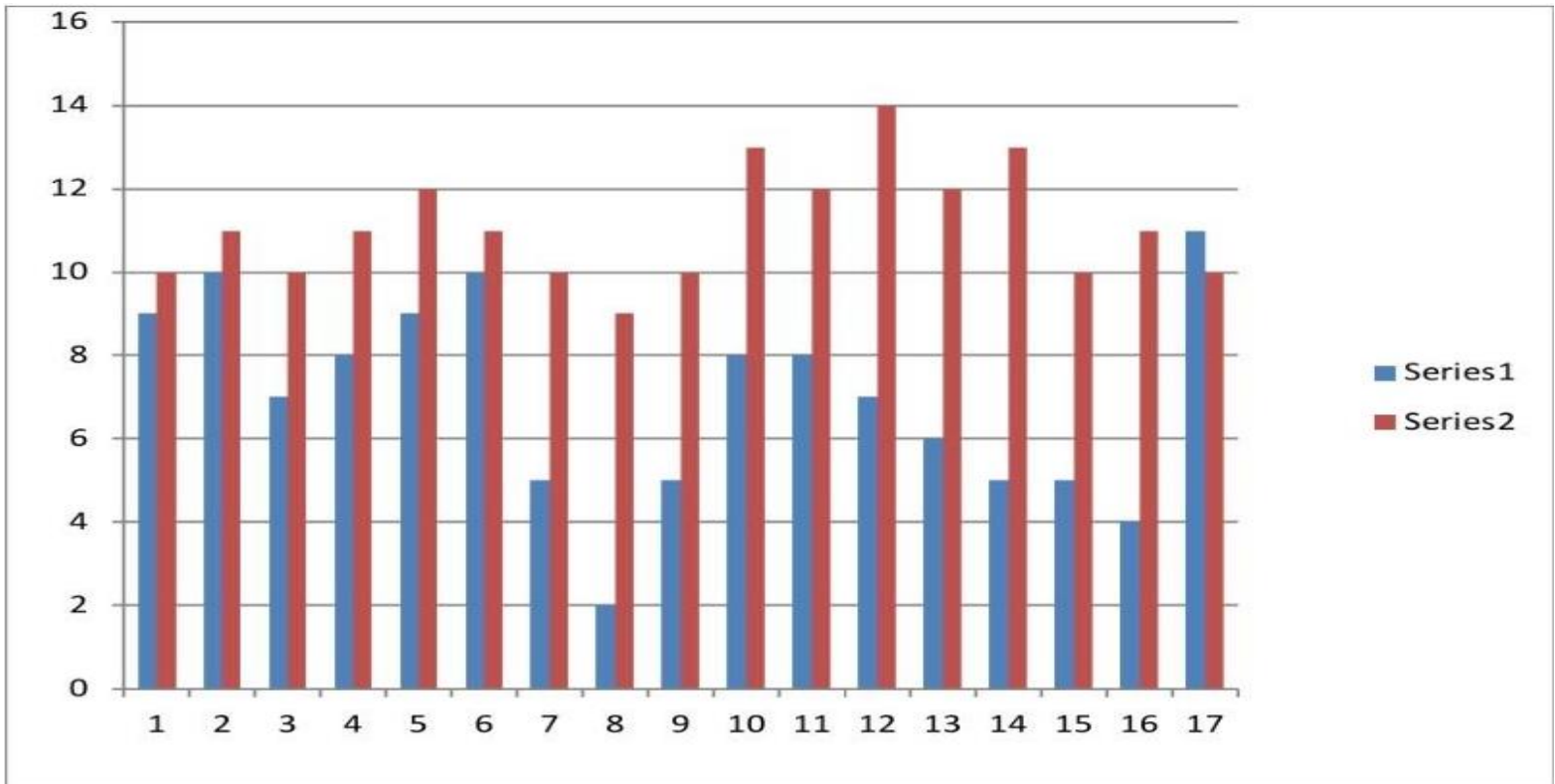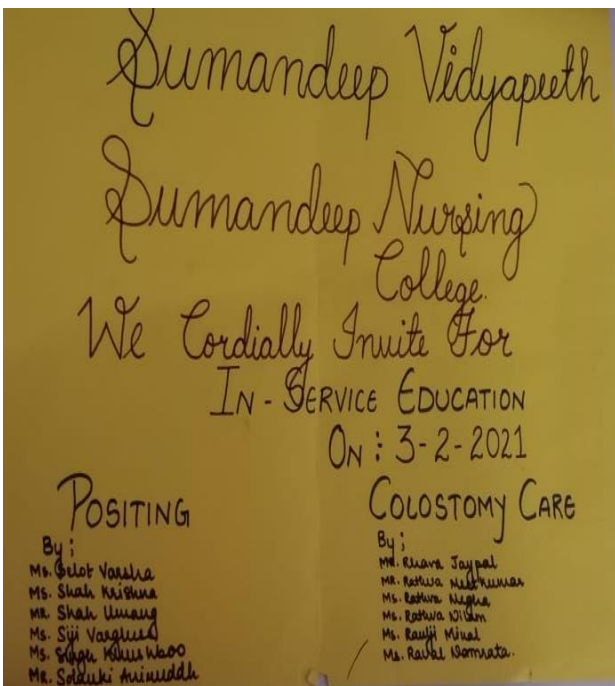
Figure XV: Pre test- Post Test analysis score of topic Positioning by Group 7 (b).

CONCLUSION: Group 7(a)'s analysis shows that the pretest score was 5.68 and post test score was 6.93

Group 7(b)'s analysis shows that the pretest score was 7.48 and post test score was 12 which shows that in service education program was effective.

PHOTO:
Group 7(a):

Group 7(b):

DATE: 4/2/21

VENUE: Male Surgical ward's demo room

TOTAL NO. OF PARTICIPANTS: Group 8(a): 16, Group 8(b): 16

TOPIC: 8(A) Pre And Post Operative Care, **8(B)** Medication Error And Prompt Action

STUDENTS: Group 8(a): Kajal Solanki
Karina Solanki
Sweta Sonera
Priya Soni
Nipa Suvan
Surekha Swami
Group 8(b): Pruthvi Thakar
Jalpa Vaghela
Darshana Valand
Roshini Vasava
Tushar Vasava
Sohil Vhora
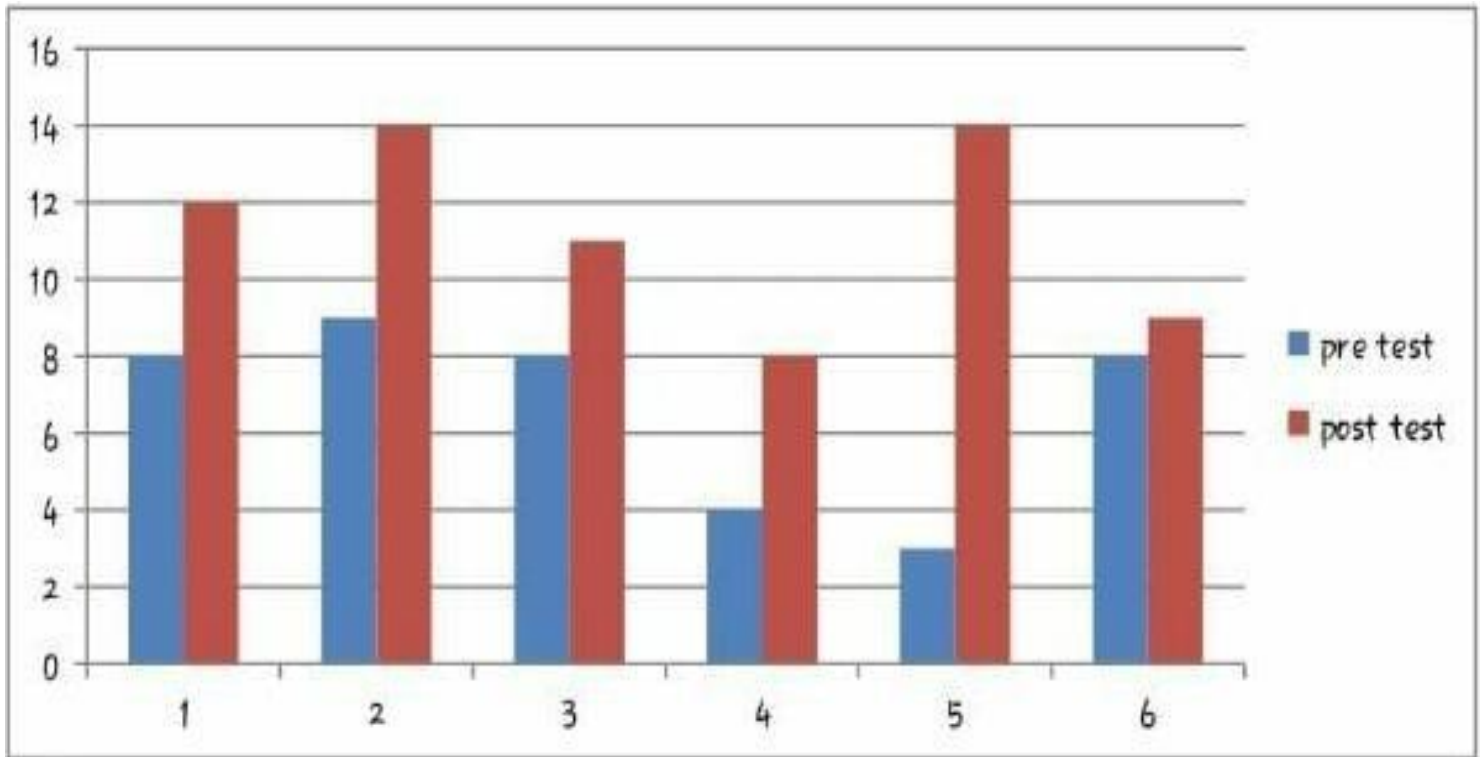
ANALYSIS/FINDINGS:

N: 16

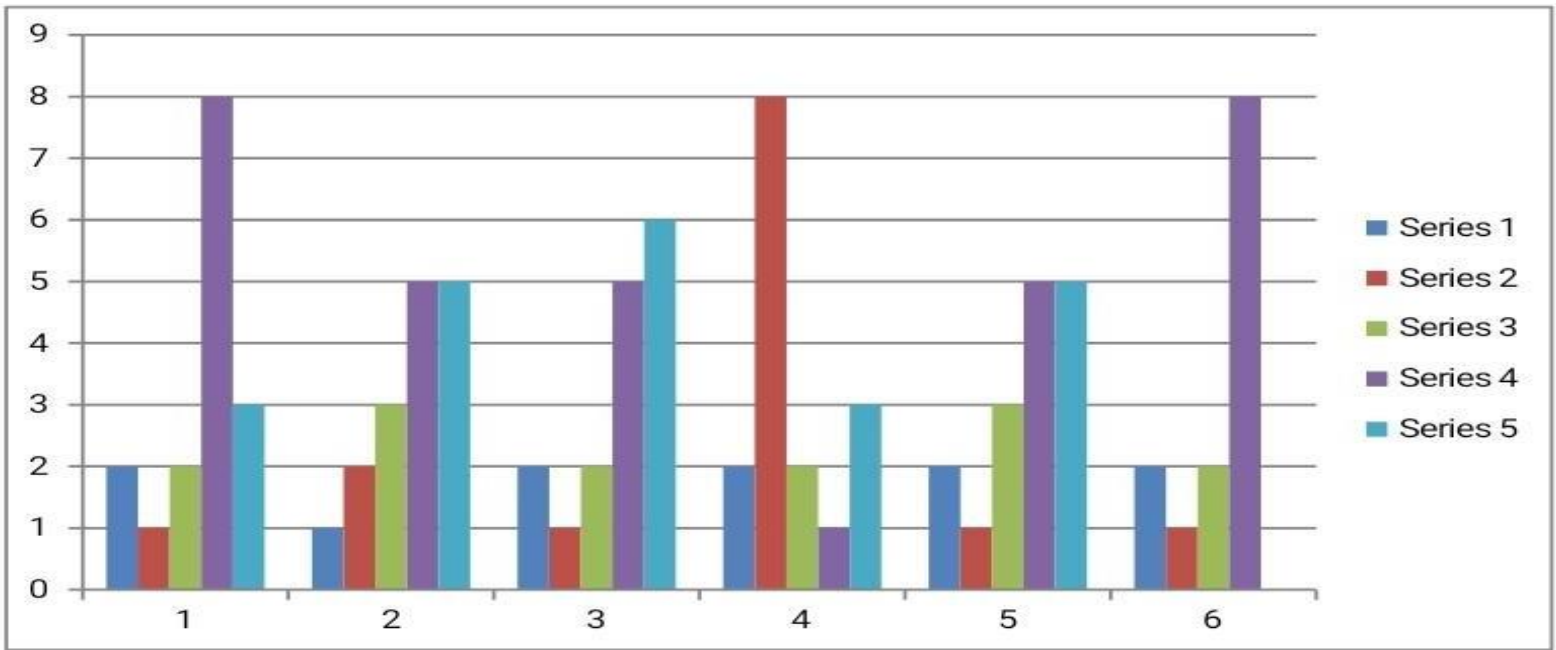**Figure XVI: Pre test- Post Test analysis score of topic Pre and Post operative care by Group 8 (a).**

Figure XVII: Pre test- Post Test analysis score of topic Medication Error And Prompt Action by Group 8 (b).

CONCLUSION: Group 8(a)'s analysis shows that the pretest score was 5.81 and post test score was 11.1
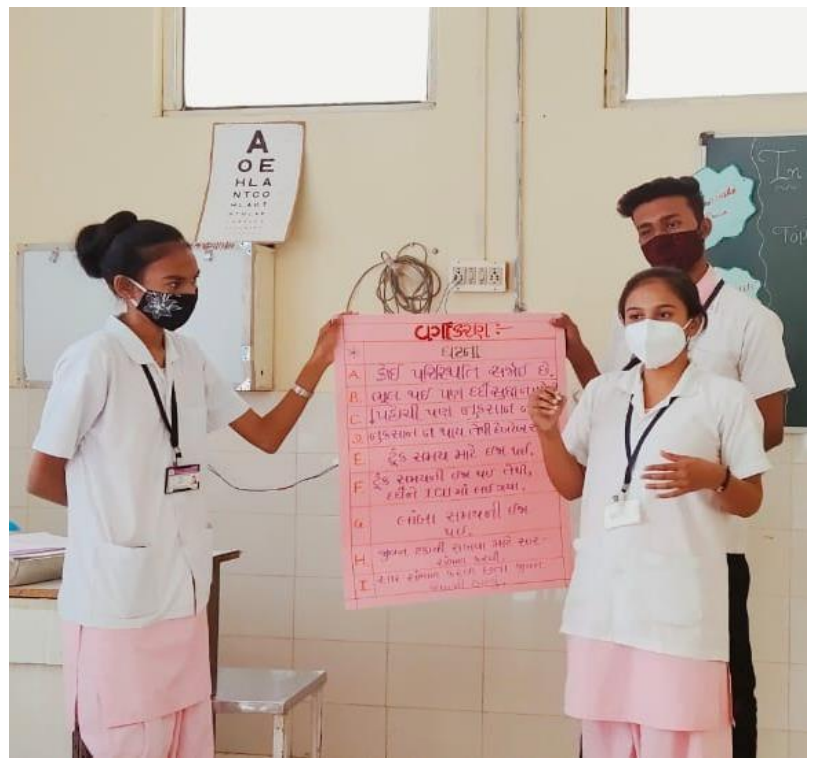   Group 8(b)'s analysis shows that the pretest score was 8.06 and post test score was 11.37 and In service education program found effective.

PHOTO:
Group 8(a):
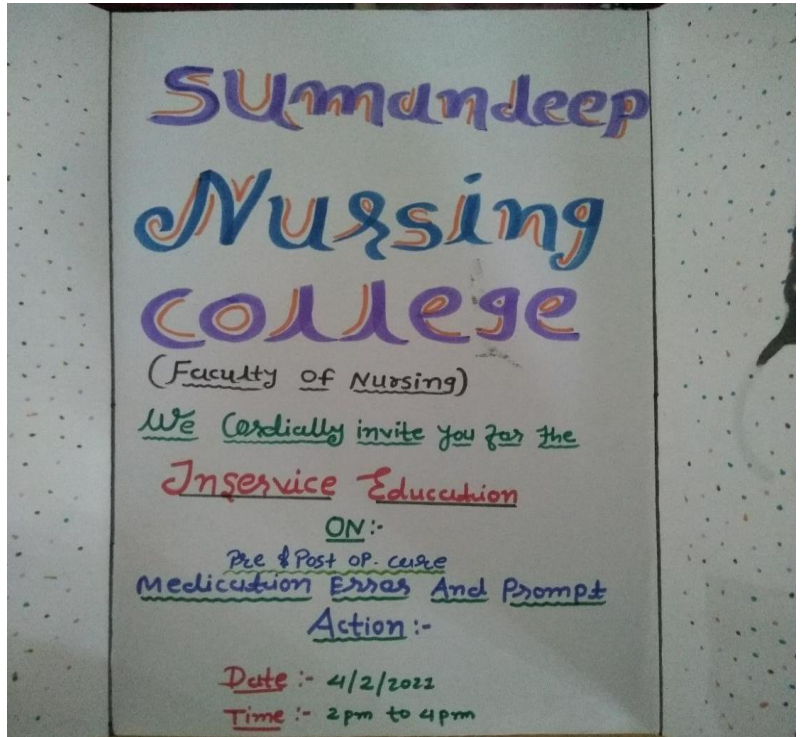
Group 8(b):

CONCLUSION:

The in- service education program conducted by final yr. B.Sc. Nursing students under the guidance of subject teachers i.e. Mrs. Bhoomika Patel (Assistant Professor) and Mrs. Bhavisha Patel (Assistant Professor) for 8 consecutive days were successfully done. It was arranged under the subject of " Management of Nursing Services and Education".

While perfoming the in- service education by the student nurses, achievement of objectives and aims were successfully done. Not only the participants but the students themselves learned a lot and gained different knowledge and skills regarding the topic. They also developed a team attitude as well as stimulated and developed occupational interest in the employees.