



SE4EO– Commitment to Professional Development

SE4OEb: Provide one example, with supporting evidence, demonstrating nursing has met a targeted goal for improvement in professional nursing certification by unit or division.

- *Supporting evidence must be submitted in the form of a graph with a data table of three years of data to demonstrate that the goal was met, maintained or exceeded.*

Note:

- *There must be an increase in the percentage of nurses certified.*
- *Applicants may use a maintenance goal if the organization certification rate is $\geq 51\%$.*

International Organizations should refer to the website

<http://www.nursecredentialing.org/Magnet/International>

Example SE4EOb: Improving Nursing General Services Division Professional Certifications

Problem

It was identified that the Nursing General Services (NGS) required an increase in certified Registered Nurses to address expanding services and patient needs. The NGS services comprises all inpatient Medical and Surgical Units, Protocol Services, and a number of specialist areas, including Neuroscience, Oncology Treatment Areas, Oncology Units, including Bone Marrow Transplant (BMT), Nursing Products Coordination, and Nursing Wound and Ostomy Management.

To meet the needs of the organization for providing specialist care to patients, the NGS set a goal to increase the percentage of nurses obtaining specialty certifications by 1.25 % annually from a baseline of 23% in 2019.

Goal Statement

Achieve a Nursing General Services annual 1.25% increase in nursing certifications from the 2019 baseline of 23% during 2020 and 2021 at KFSHRC-J.

Description of the Intervention

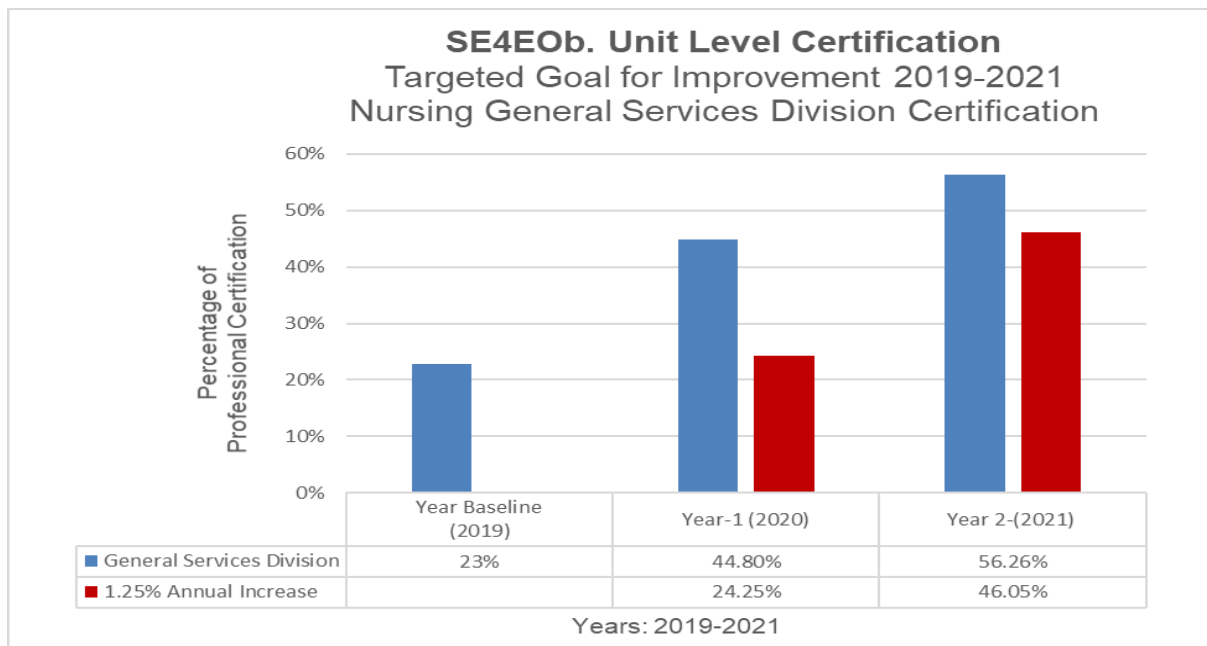
A number of interventions were used to support NGS to achieve this goal. These included:

- Guidance was provided to unit leadership and Unit Councils to promote professional certification as a priority for the Professional Development unit goal.
- Interest in professional certification was generated by completing 10 Continuing Medical Education (CME) credited courses focused on the changing patient population.
- Expansion of clinical services.
- Courses were provided on developing competency in evidence-based nursing, research skills, preceptor skills and charge nurse’s skills.

Ahmed Alomari, BSN RN, BMTCN, Head Nurse, Oncology Unit, in partnership with Amna Al-Shelali, RN, BSN, PGD Oncology, MME, CM, CCNE, CIPT, Education Coordinator, Nursing Development and Saudization (NDS) department, developed and ran the Oncology theory and practice programs to enhance the RNs’ skills in Oncology practice. Five RNs were also supported to enroll on the Advanced Oncology Diploma provided by the Saudi Commission for Healthcare Specialties.

Outcome

As a result of the interventions implemented, and with the support of the NEC, the Nursing Professional Development Sub-Council, and the NDS, NGS exceeded the goal of attaining a 1.25% increase in professional certifications in 2020 (44.80%) and 2021 (56.26%).



Graph SE4EOb.: Nursing General Services Division Professional Certifications 2019-2021