



The Training and Education Needs of Nurses Working in GI Endoscopy

HSE Acute Operations Endoscopy Programme

May 2023

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1. Background

A national clinical programme was established in 2016 to coordinate several activities to improve GI endoscopy services. The Endoscopy Programme is housed within the Acute Operations Division of the HSE, and the programme is overseen by the National Endoscopy Steering Group. The programme team consists of a Clinical Lead, Training Lead, Nurse Lead, Accreditation and Training Officer and a Programme Manager. One of the core objectives of the Endoscopy Programme is to develop, promote and deliver national training programme for endoscopy.

The knowledge and skills for nurses working in the field of endoscopy have advanced as endoscopy procedures have developed and expanded over the years. The role of the endoscopy nurse has developed in line with the advancements in GI endoscopy. Informal feedback from endoscopy nurses expressed concerns relating to a dearth of continuing education options to advance their continuing professional development (CPD) in endoscopy. Continuing education is a lifelong learning process and is a vital component of CPD. It consists of planned learning experiences which are designed to enhance the knowledge, skills, and attitudes of registered nurses (NMBI). It is recognized that skills training for nurses working in endoscopy is predominantly delivered ad-hoc through industry training.

Training needs analysis survey

In January 2023, the HSE Acute Operations Endoscopy Programme invited nurses working in endoscopy related roles to take part in a training needs analysis survey as part of a scoping exercise to identify the training and education needs of nurses working in endoscopy related roles. The results of the survey will assist in developing a structured approach to training and education for endoscopy nurses.

Aim and objectives

The aim of the survey was to carry out a scoping exercise to identify the training and education needs of nurses working in endoscopy and related roles.

The objectives of the survey were to identify:

- Endoscopy related skills training days completed
- Continuing education/post graduate endoscopy related courses completed
- Identify what type of skills training, continuing education and post graduate courses nurses are interested in undertaking as part of their continuing professional development

Methodology

An invitation to complete an anonymous survey was circulated to all public hospitals where endoscopy is carried out with a request for onward circulation to nurses working in endoscopy. Data collection took place over a three-week period in late January and February 2023 via an online survey platform. An anonymous survey reduces the risk of response bias since it is the Endoscopy Programme conducting the survey.

Sampling

The HSE Acute Operations Endoscopy Programme invited nurses working in an endoscopy setting or in an endoscopy related role to complete the survey. A total of 141 nurses completed the survey.

Data analysis

Data was analysed using Microsoft Excel.

2. Summary of survey results

Over 140 nurses responded to the invitation to complete the endoscopy training and education needs assessment survey. Almost half of the respondents (49%) had at least ten years of experience working in endoscopy. Most nurses (44%) that responded are employed at CNM2 grade. 79% of all respondents listed an endoscopy unit as their place of work.

While 40% of respondents reported they had not yet completed an academic course relevant to endoscopy to date, most respondents reported they are interested in undertaking a continuing education course, including specialist post graduate endoscopy courses. Several suitable courses were highlighted by respondents to the survey.

Of the 60% of nurses who have completed an academic course, 15% completed a Level 8 course and 21% completed a Level 9 course: reflecting the strong commitment to professional development within endoscopy nursing workforce.

Please see appendix two for a visual aid of the National Framework of Qualifications that describes the academic level of courses.

The majority (59%) of respondents reported that skills training and education days delivered on-site in their hospitals, are delivered by industry providers.

Respondents expressed a strong desire for blended courses and programmes that provide both in-person and online learning opportunities.

The training needs and course delivery methods identified by respondents to the survey can be summarised as follows:

- A. Skills training courses for nurses on a range of endoscopic equipment and clinical skills
- B. Decontamination courses
- C. Blended eLearning and competency-based training courses
- D. Blended learning endoscopy courses
- E. Postgraduate or specialist endoscopy related courses

3. Courses currently available and opportunities for development

From the training and education needs identified in this scoping exercise, there are continuing education courses currently available to address most of the needs identified. This is discussed in more detail below.

A. Skills training courses for nurses on a range of endoscopic equipment and clinical skills

There are several endoscopy skills training courses available to endoscopists which are organised through the Royal College of Physicians of Ireland and the Royal College of Surgeons in Ireland. There may be potential to expand these skills training courses to include nurses who work in endoscopy.

B. Decontamination courses

There are courses in decontamination currently available through the Dublin Technological University. These include both Level 6 (minor award) and Level 7 courses in decontamination.

C. Blended eLearning and competency-based training courses

An example of this type of course is the JETS workforce training programme which was launched in Ireland in May 2023. This is a blended programme consisting of eLearning modules, online training courses and a competency ePortfolio for nurses working in endoscopy and related roles. The HSE Acute Operations Endoscopy programme have worked closely with the Joint Advisory group (JAG) to streamline the JETS workforce training programme and make it adaptable for services in Ireland. Further information on how to register and access the JETS workforce training programme has been circulated to hospitals. The HSE Acute Operations Endoscopy Programme is funding the cost of the eLearning modules to public hospitals. The JETS workforce training programme is available to hospitals who have a subscription with JAG. JAG provide the Global Rating Scale (GRS) quality improvement tool and offer quality assurance (accreditation) for Irish endoscopy services.

D. Blended learning endoscopy courses

An example of this type of course is the foundation programme for endoscopy nurses (Endoscopy course) is organised through St. James Hospital, Dublin. This is a 5-week course. There are 35 continuing education units (CEUs) attached to the course. It is a blended learning course with online learning and onsite training. The course awards a Level 8 qualification. The endoscopy course currently runs once a year.

E. Postgraduate or specialist endoscopy related courses

Further exploration into options for post graduate specialist endoscopy related courses to address the continuing education needs of endoscopy nurses in Ireland is required. This includes exploring pathways for nurse endoscopist training in Ireland.

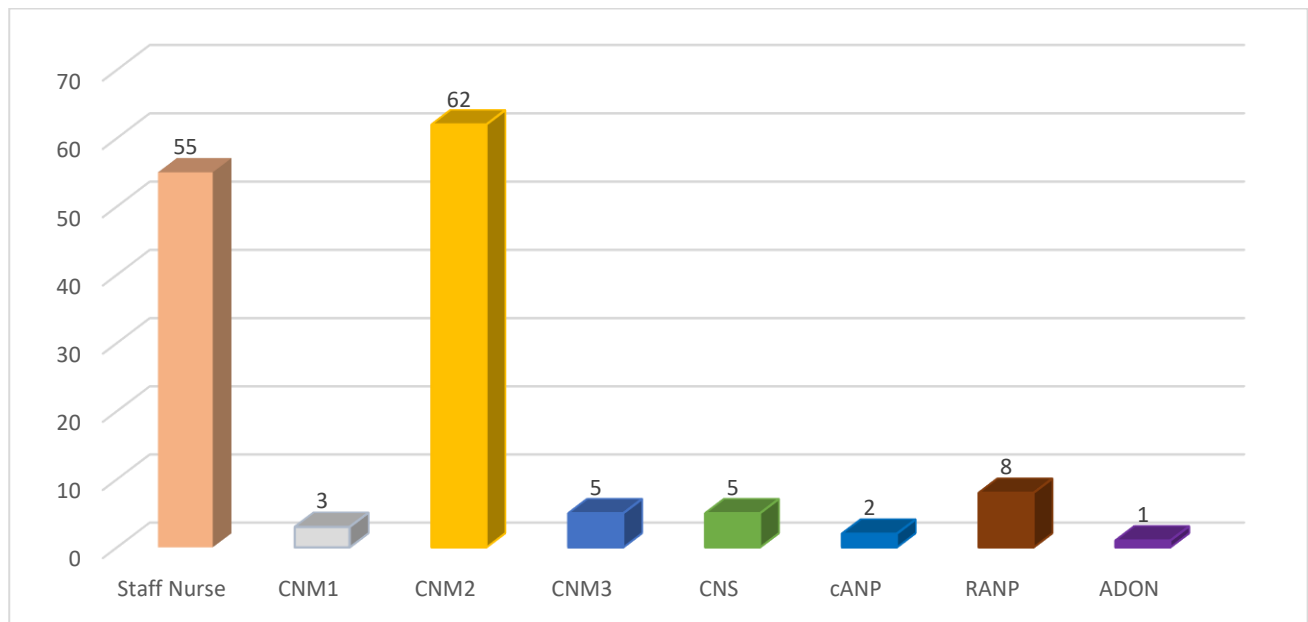
4. Database of endoscopy courses

A range of training and education courses were highlighted by respondents to the survey, as well as by further scoping carried out by the HSE Acute Operations Endoscopy Programme. The Programme will maintain a database of training and education courses that are suitable for endoscopy nurses. To view the most recent course list please visit

www.hse.ie/eng/about/who/acute-hospitals-division/clinical-programmes/endoscopy-programme/programme-documents/

Appendix 1: Detailed results of the training needs analysis survey

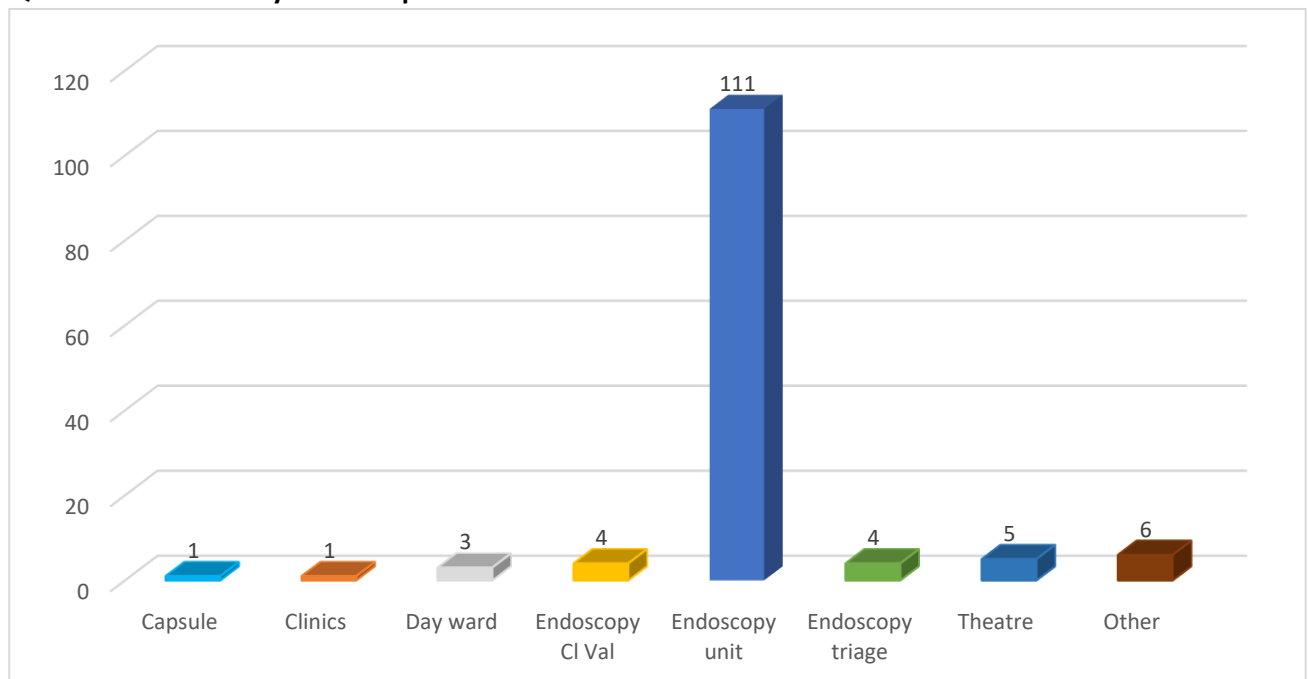
Question 1: What is your current job title?



Glossary:

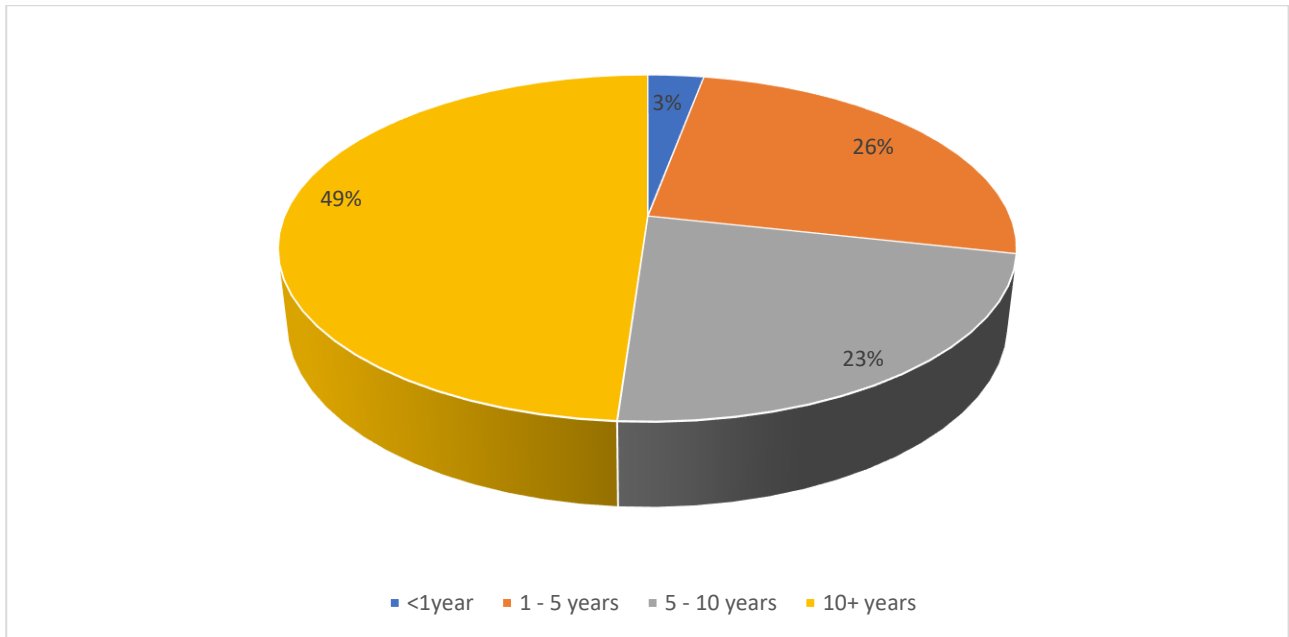
CNM: clinical nurse manager, CNS: clinical nurse specialist, cANP: candidate advanced nurse practitioner, RANP: registered advanced nurse practitioner, ADoN: assistant director of nursing

Question 2: Where is your main place of work?

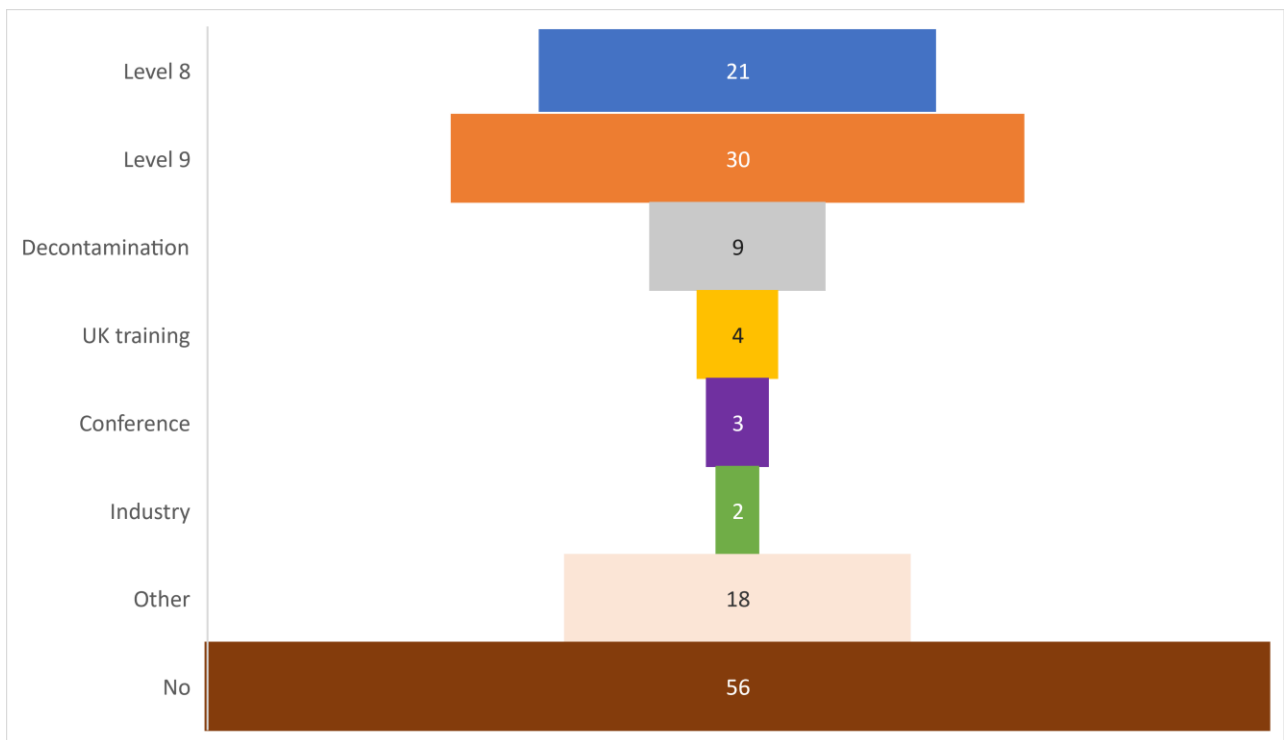


Responses: capsule endoscopy, clinics, day ward, endoscopy clinical validation, endoscopy unit, endoscopy triage, theatre, other.

Question 3: How many years of experience do you have working in endoscopy?



Question 4: Have you completed any academic courses relevant to endoscopy? e.g., standalone modules, certificate courses, post graduate diploma, masters programme?



Note: some respondents completed more than one course.

60% (85/141) of respondents reported they had completed at least one academic course relevant to endoscopy.

Level 8 courses completed:

- Foundation programme for endoscopy nurses (endoscopy course), St. James Hospital
- CPD Endoscopy/GI Nurse course, Mater Misericordiae University Hospital (MMUH)
- Endoscopy nursing (3), University College Dublin (UCD)

Level 9 courses completed:

- Theatre/perioperative nursing course
- Nurse prescribing course
- Advanced health assessment course
- Colorectal (cancer nursing) course
- Advanced practice nursing (gastroenterology)
- Leadership course
- Procedural sedation course
- Chronic illness
- Training and education course

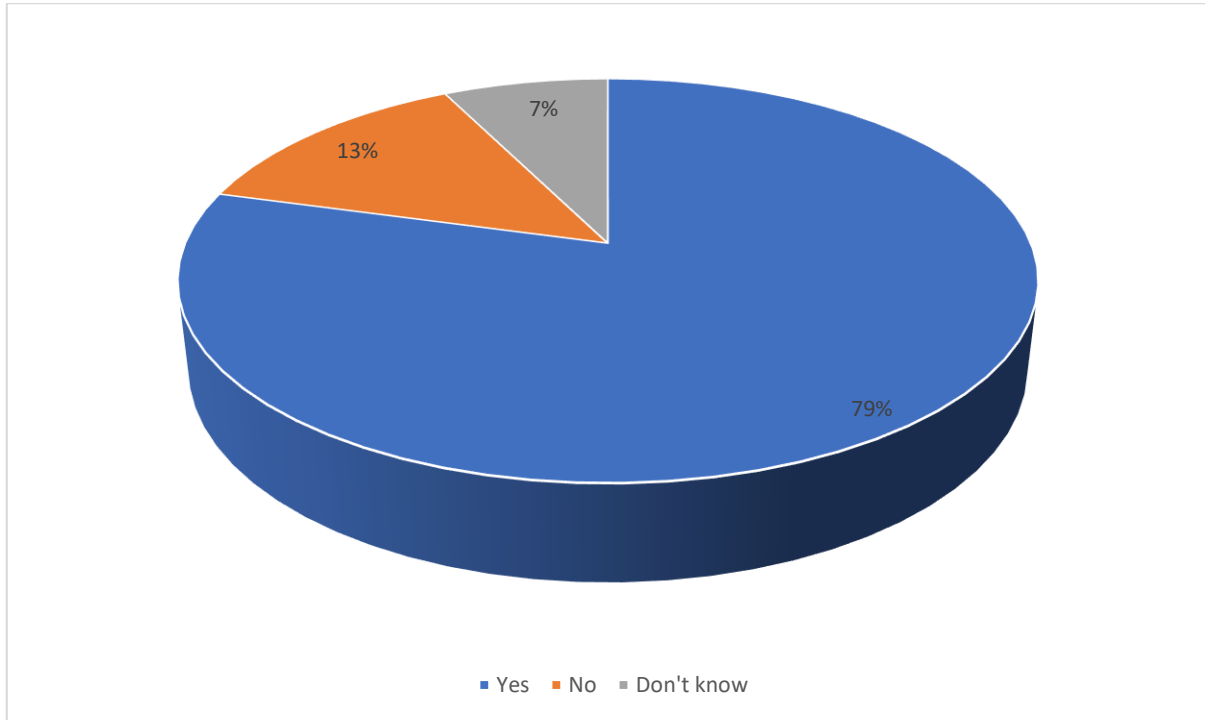
Decontamination courses completed:

- Certificate in Decontamination, Level 6 minor award
- Bachelor of Science in Decontamination Management, Level 7

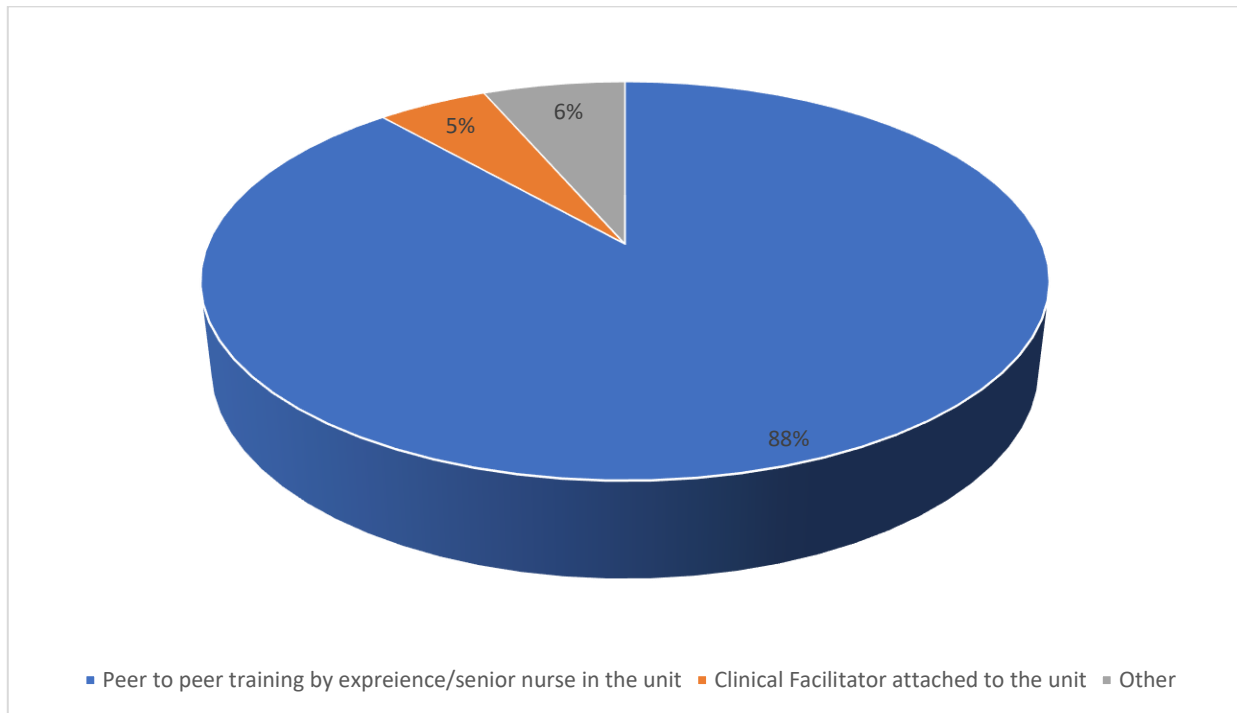
Other courses completed:

- ERCP course
- JAG education course
- Endoscopy lectures held locally
- Interventional endoscopy course
- Colon capsule course
- Endoscopy course (no further information provided as to level/qualification/mode of delivery)

Question 5: Is there an endoscopy competency training document for nursing staff available in your unit?

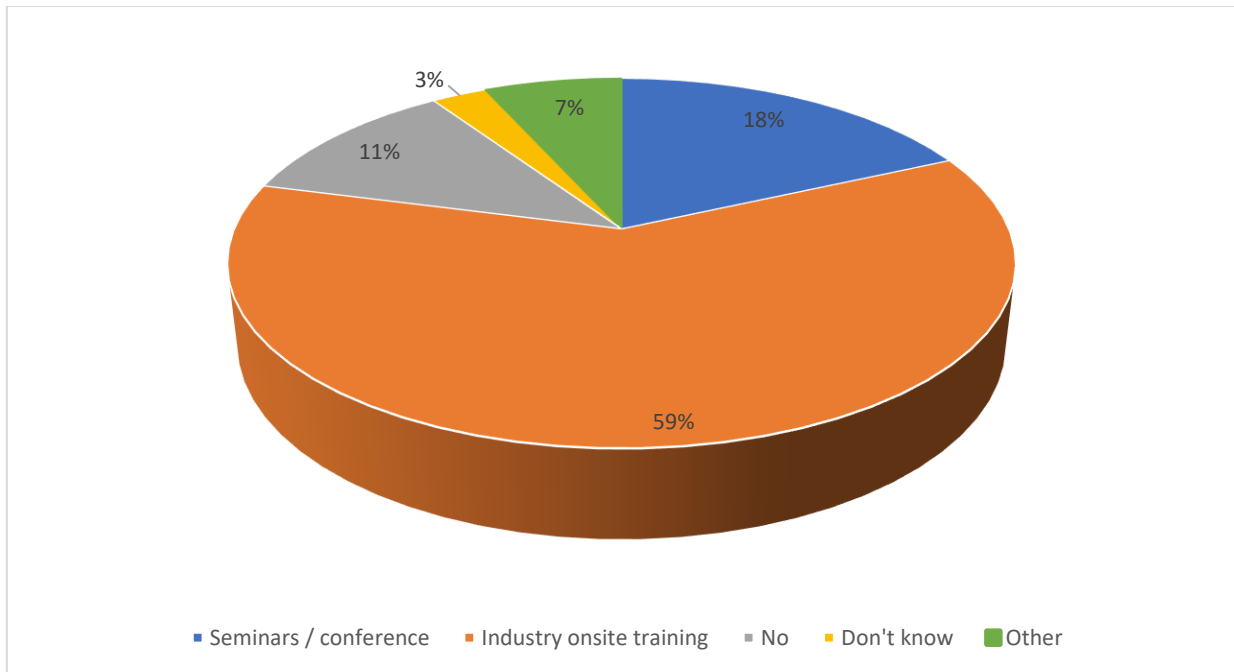


Question 6: Who provides training to newly appointed nurses in your endoscopy unit?



*Other: Industry, clinical facilitator role pending.

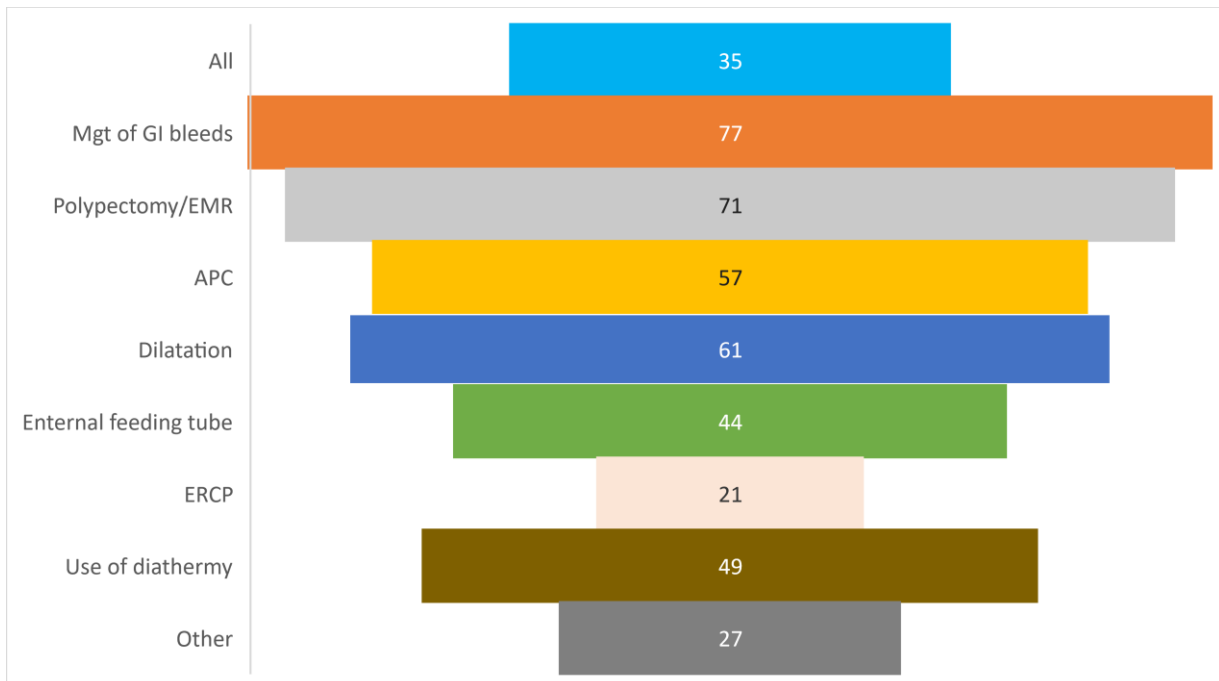
Question 7: Are there endoscopy skills training or education days for nurses in your hospital? Please select all that apply.



Other skills training/education days:

- ANP led education sessions
- Training sessions provided by CNM2
- Consultant led training
- Online training

Question 8: What type of skills training would you be interested in, please select all that apply



Note: multiple options selected by some respondents

Options:

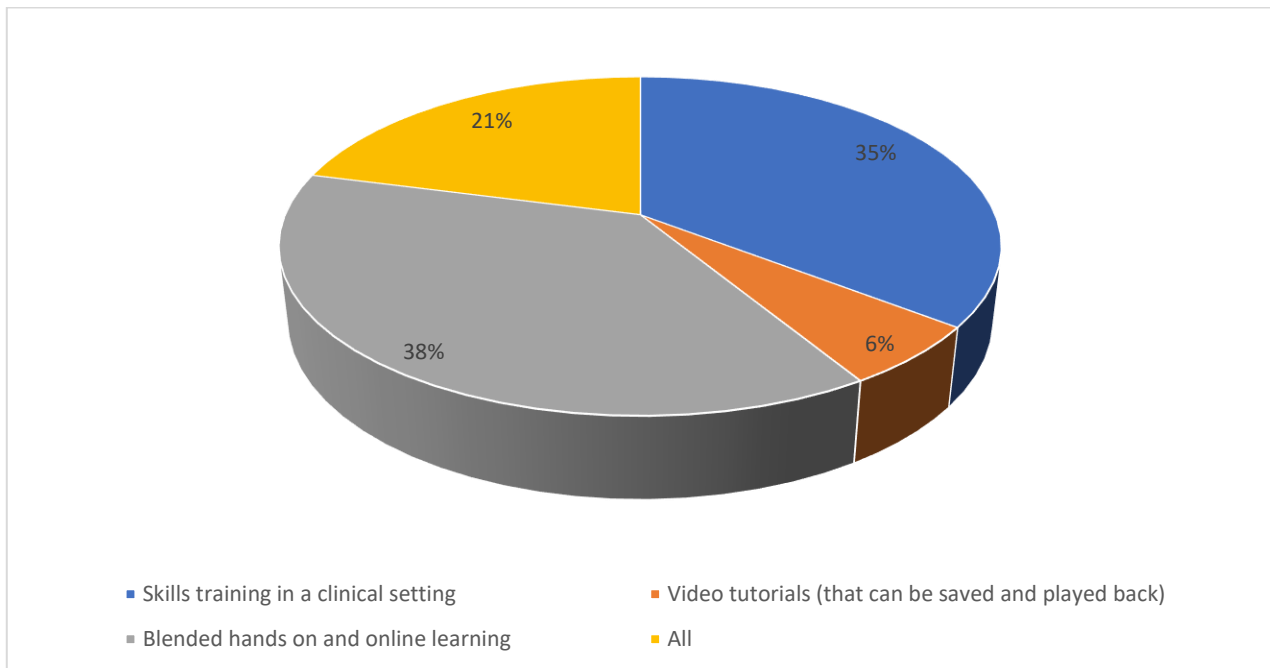
- Management of gastrointestinal (GI) Bleeds
- Polypectomy/endo mucosal resection (EMR)

- Argon plasma coagulation (APC)
- Dilatation (oesophageal/colon)
- Enteral feeding tube
- Endoscopic retrograde cholangiopancreatography (ERCP)
- Use of diathermy
- Other

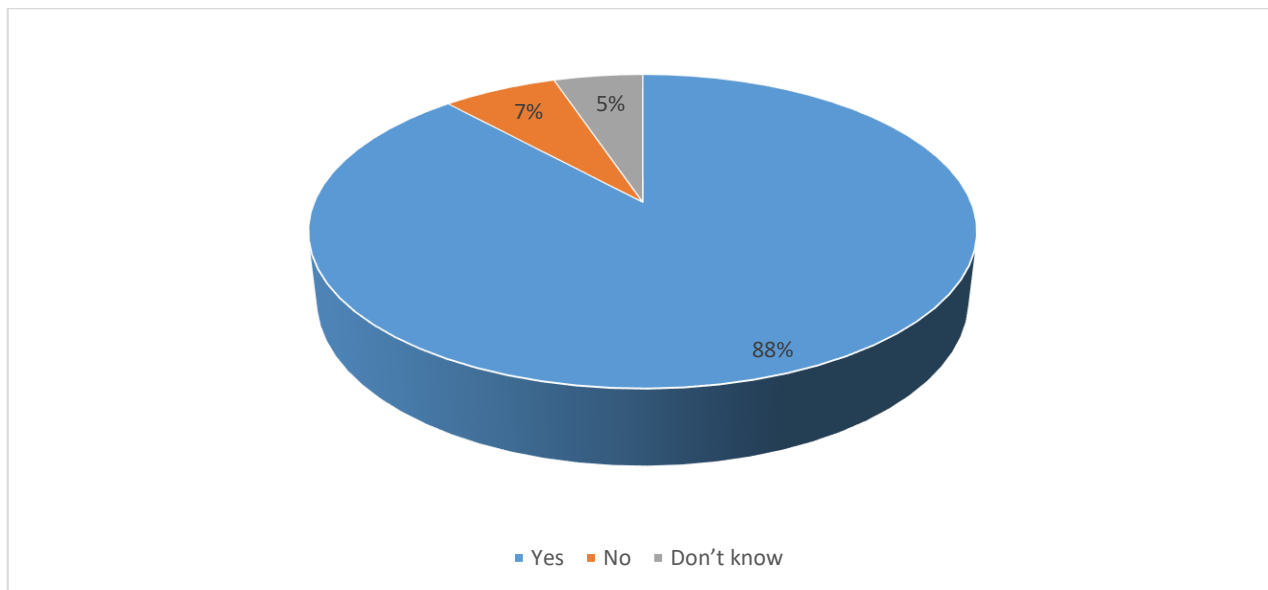
Other skills training identified by respondents included:

1. Bronchoscopy/Endobronchial ultrasound bronchoscopy (EBUS) (n5)
2. Conscious sedation (n2)
3. Non-technical skills training (n7)
4. Advanced/specialised therapeutic procedures (n8)
5. Double balloon enteroscopy (n2)
6. Decontamination (n2)
7. JAG (n1)
8. Academic/further education (n2)
9. Stents (n2)
10. Train the trainer course (n1)

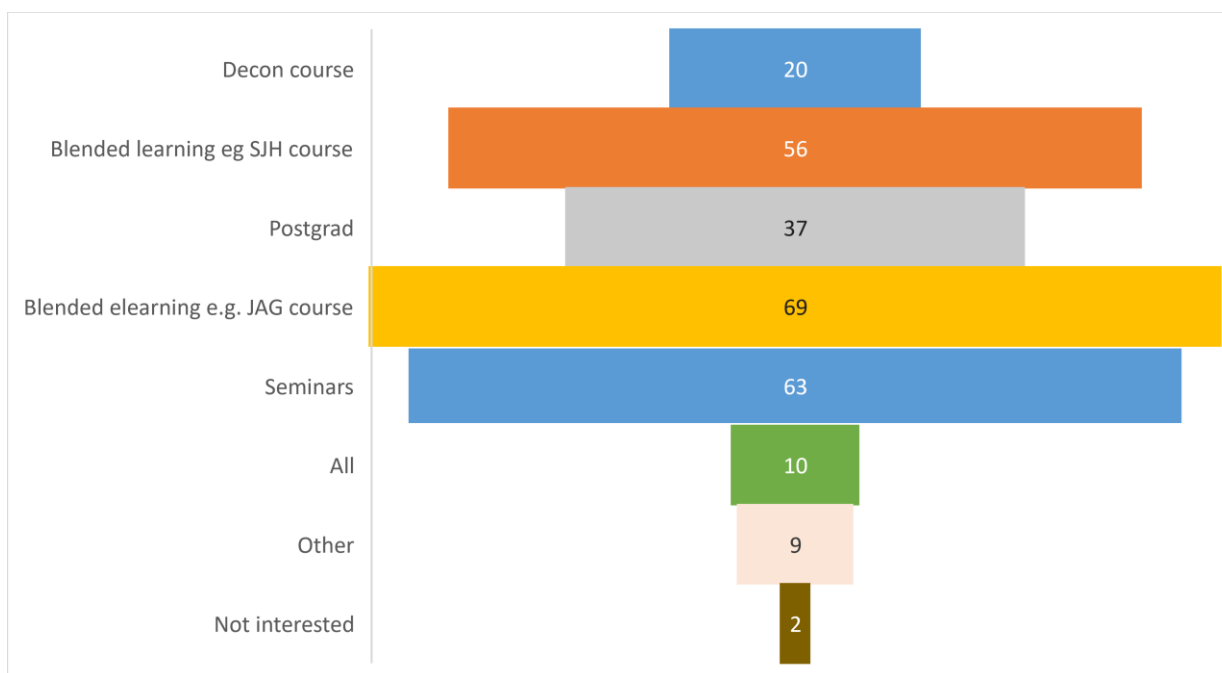
Question 9: How would you like endoscopy skills training to be delivered?



Question 10: Are you interested in undertaking a continuing education course/programme?



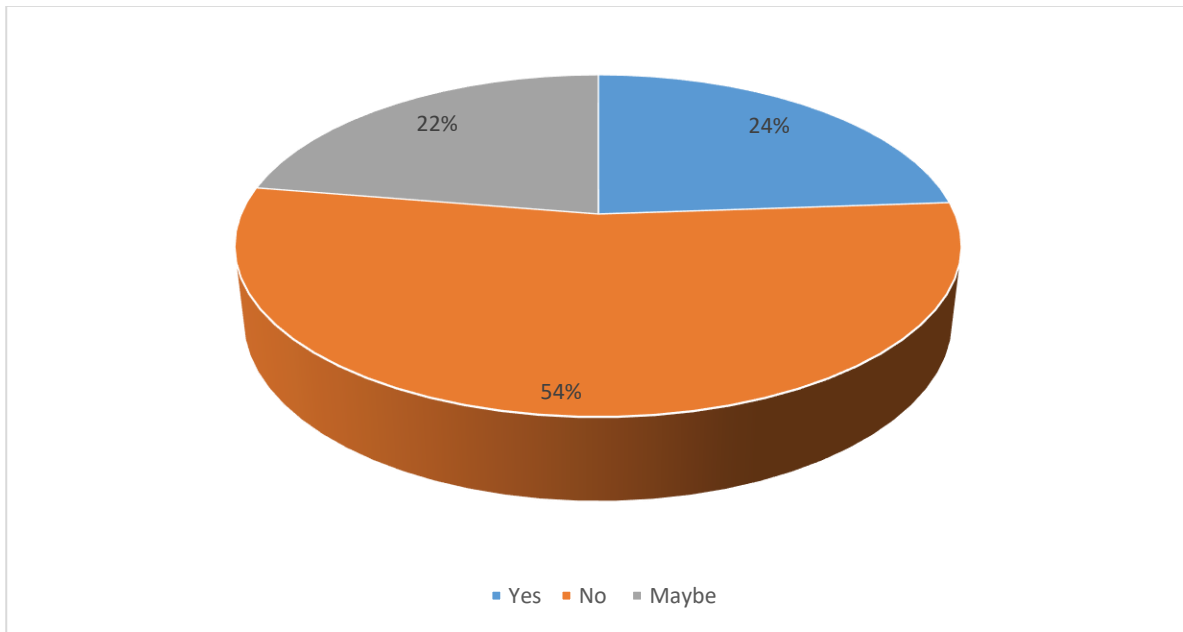
Question 11: If you answered 'Yes' to question 10, what type of continuing education courses are you interested in?



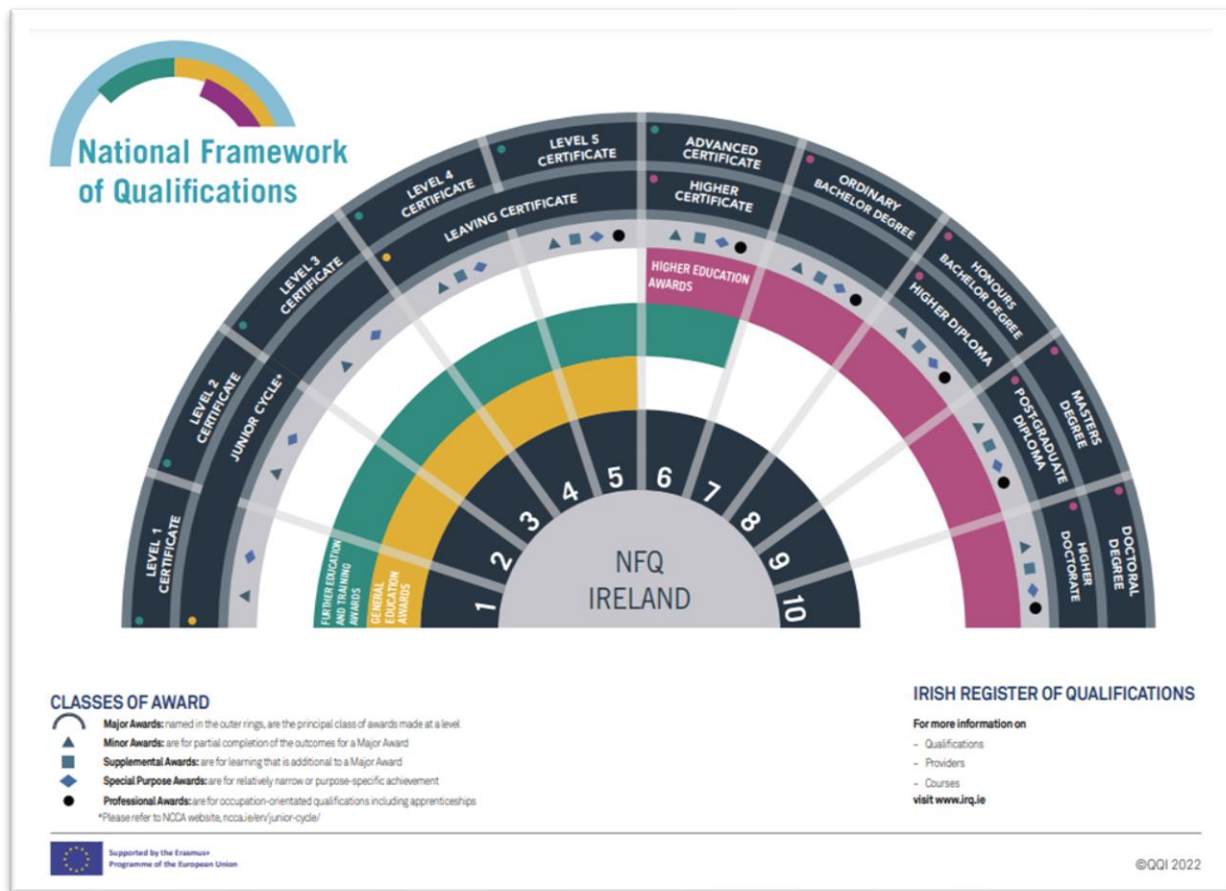
Options

- Decontamination courses e.g. certificate in medical device/endoscope/reusable invasive medical device (RIMD) decontamination
- Blended learning course with continuing education units (CEU) awarded (e.g Foundation programme for endoscopy nurses (Endoscopy course) St. James hospital
- Postgraduate specialist course e.g. Inflammatory bowel disease (IBD) course, colorectal cancer nursing course
- Blended eLearning and competency-based training programme (e.g. JAG ENDO1 course)
- Seminar/conference days

Question 12: Are you interested in pursuing a career in an advanced role as a Nurse Endoscopist to include performing endoscopy procedures?



Appendix 2: National Framework of Qualifications



References

1. National Framework of Qualifications, Quality and Qualifications Ireland (QQI), 2021. <https://www.qqi.ie/what-we-do/the-qualifications-system/national-framework-of-qualifications> (website accessed 09/05/2023)
2. Nursing and Midwifery Board of Ireland <https://www.nmbi.ie/Education> (website accessed 30/03/2023)

Further information

This document was developed by the HSE Acute Operations Endoscopy Programme.
www.hse.ie/eng/about/who/acute-hospitals-division/clinical-programmes/endoscopy-programme

This document is also available in Word format on request.

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