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## **Translating evidence to practice: Using the ventrogluteal site for intramuscular medication administration**

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Student nurses are often 'caught' in the theory-practice gap where what they have learnt during their studies does not translate to the realities of working in the clinical environment. This incongruity between theory and practice, places the student in a difficult conundrum where they feel pressured to conform to the existing clinical practice whilst on placement in an attempt to be accepted. However, this willingness to adopt traditional rather than evidence-based practice can arguably be to the detriment of patient care. The ventrogluteal site (VG) for intramuscular medication administration is one example where this discrepancy exists between what is learnt at university and the clinical environment. Typically, Australian nursing students learn about the benefits of using the VG site and the potential complications associated with use of the dorsogluteal (DG) site for intramuscular medication administration during their first year of undergraduate study. Hence, prior to commencing clinical placement, students possess an evidence-based understanding of intramuscular site selection. However, students frequently report that they are discouraged to use the VG site whilst on placement and instead are encouraged to use the DG site. That is, despite the clearly established benefits of using the VG rather than the DG site, this practice has not been readily adopted in the clinical environment. This disconnect between what is best practice and what is reality is a perplexing challenge for students, and if poorly handled, can result in the students' mistrust of either the university or the clinical agency. Nurse academics therefore have an obligation to address such ongoing theory-practice gaps that exist, to not only improve students' learning experiences and developing practice but also to potentially improve patient outcomes. Using this example of intramuscular site selection, an educational strategy that addresses this disconnect between the university and clinical environment will be discussed.

## **Project on healthy workplace: Promoting risk awareness on manual handling operation by OSH ambassadors**

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Staff is the asset of an organization. Providing a healthy workplace promotes the morale of the staff and team efficiency. Injury on duty (IOD) accounted for 81% of the overall sick leave days amongst all the staff in Screening Unit in 2014. Besides, there were over 40% of time-off for medical appointments (TOMA) related to receiving treatments from occupational therapist and physiotherapist. All these problems were the results of poor manual handling operation (MHO).

To enhance staff's risk awareness on MHO, a project on promoting risk awareness on MHO by occupational safety and health (OSH) ambassadors was implemented in the second quarter of 2015. The methodology adopted Plan-Do-Check-Act Deming Cycle. The first phase of the project involved the production of exhibition board, then MHO training to the staff was conducted by two OSH ambassadors from clerical staff in the second phase. There were 20 participants of different ranks of staff in this project, including nurses, clerks and general workers with the support from senior management and top management. The outcome measurement was the knowledge gain in MHO questionnaire. The average score on the pre- and post-MHO training were 81.3 and 97.6 respectively. The rate of knowledge gain was 16.7%.

Conventionally OSH promotion were conducted by nurses in healthcare setting. In this project, led by nurse, the deployment of OSH ambassadors was opened to other ranks of staff within the team. Their potentials were unleashed. Staff motivation and empowerment were the outcomes of opportunities provided to them. Limited by a short period of time, this project demonstrated only the knowledge gain on MHO after training. The effects on the incident of IOD or OSH-related TOMA needs further observation. The results of this project provided a foundation which was supportive for future OSH promotion and positive working relationships towards a healthy work environment.