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Upskilling for Oncology Nursing excellence program

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Institutions providing Oncology/Hematology services are increasing and expanding and the need for nurses with specialty training/education in this area is also becoming more apparent. Worldwide there are not enough specialty trained nurses and this is a major recruitment issue within the Middle East especially due to the reliance on expatriate nurses. In the situation where recruitment companies cannot provide nurses with the obligatory 2 years specialty experience the responsibility to provide adequate training to nurses without experience has fallen back on individual organizations. Over the past 6 years this has been an issue faced many times in various work environments and the development of an appropriate education/training program to address this issue has been an ongoing focus for me as an educator and now specialist nurse. Ten oncology/hematology naïve nurses from

a sister organization came to complete an 8 week training program consisting of blended learning utilizing clinical emersion as well as dedicated education sessions. Outcomes were to be competent in the administration of antineoplastic agents as well as development of the ability to manage any related side effects and oncologic emergencies. Assess involved ongoing records of practice, presentation of a clinical case study as well as a final examination. On completion of the course an evaluation questionnaire was administered to the nurses to assess their knowledge development and the positives and negatives of the course. All nurses self-assessed their knowledge base related to oncology/hematology, antineoplastic administration and CVAD care to have increased by at least 50% having attended the program.

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