



Training Needs Assessment of Nurses Working at Intensive Care Unit with the Aim of Designing the In-Service Training Program

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Dear Editor-in-Chief

Training is main role in quality of health care service and patient safety (1,2). Full filing of Educational need is improved output and safety and health in industries (3,4). Conducting training need assessment and holding continuous in-service training courses to improve the knowledge, skill and attitude of nurses working at intensive care unit (ICU) are necessary to provide better health services to the community (5,6).

The aim of this study was to identify and prioritize the training need assessment of nurses working at ICU in subsidiary hospitals of Tehran University of medical sciences in order to designing the in-service training program for them.

Being a cross-sectional and descriptive study to identifying and prioritizing of training needs of ICU nurses, it was conducted by a close-ended questionnaire for collecting data on training needs from the viewpoint of managers and resident physicians in ICU in 2016 in Tehran. Census method was used for collecting data in both phases (7).

Respondents were supposed to (based ethical approval of research) choose between “no need

for training”, “low need for training”, “medial need for training”, “high need for training” and “urgent need for training” which stands for score one, two, three, four and five successively. Only those training titles with score three, four and five were considered as training needs and titles with less scores did not accounts.

That monitoring the parameters of ventilator with regards to patient’s respiratory status (70.78%), cardiac monitoring, diagnosis of dysrhythmias and taking immediate measure at the time of fetal dysrhythmias occurrence (70.39%), arterial blood gas sampling and the way it is interpreted (69.4%), cardiopulmonary resuscitation (CPR) for adults (67.41%), airway maintenance, oxygenation and enthetobiosis (66.85%), planning, implementing and evaluating the comprehensive skin care program (61.27%), pharmacotherapy, injection of drugs with positive in trope (adrenalin, atropine, dobutamin) (59.21%), central venus pressure (CVP) and establishing a flow rate of medicines with regards to physician’s prescription (52.69%) were the



high-priority training needs of the nurses successively.

As same reports to our results, the implemented continuous training programs in hospitals and the medical sciences universities of Iran revealed that some items such as CPR for adults, cardiac monitoring and diagnosis of dysrhythmias, hospital infections and ways to control it, oxygenation and enthetobiosis, airway maintenance, setting and applying various devices such ventilator and electroshock, arterial blood gas sampling and the way it is interpreted, skin care and prevention of decubitus ulcer and principles of communicating with consciousness disorders patients are the most important training needs of the majority of ICU nurses (8). Training the ICU nurses about cardiac monitoring and diagnosis of dysrhythmias, CPR, enthetobiosis and hospital infections is essential (9). Furthermore, Washington nurses' association considered the above-declared items as well as other learning skills as constant training with high priority. These training priorities are considered as the international challenges or the international common needs of ICU nurses in the field of nursing continuous training (9, 10).

To improve the quality of training programs and upgrading the knowledge, skill and attitude of nurses working at ICU, the significance and the weight of each training titles should be determined according to the standards and the continues in-service training plan along with nurses' training needs and duties.

Conflict of interest

The authors declare that there is no conflict of interest.

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