

SUMMARY OF SYNOPSIS

Introduction

In-service training is defined as systematic professional learning experiences expected to expand the knowledge, skills, and attributes of employees which empower them to perform their tasks better, to achieve quality health care.

Objectives

To assess the in-service training programmes (ISTPs) for nursing officers at Teaching Hospital Karapitiya and factors associated with them.

Methodology

A descriptive cross-sectional study was conducted in TH Karapitiya. The Study instruments used to collect data were pre-tested, self-administered questionnaire and key informant interviews. Nursing officers working in TH Karapitiya were the study population and the sample of 320 (303 responded) was selected by simple random sampling. Principal investigator collected data.

Results

Majority were females (96.7%) of mean age 37.94 (+/- 7.454) years and 12.7 years of average working experience. Most (94.1%) of the nursing officers have received less than 5 ISTPs per year and most (63.3%) of them were one-day programs. The average value of the knowledge, based on selected dimensions of ISTPs was 3.6493 which is more towards agreed level.

Although majority (75.2%) of the respondents perceived that the ISTPs have to be mandatory, most of them (85.8%) attended training programs randomly. The level

of participation was high among nursing officers, who were engaged in postgraduate studies and those who had more working experience tend to participate moderately (5-10 per year).

Most nursing officers had better perception on importance of ISTPs [The average score of the ISTP was 3.58, which is close to agreed level (4).] Feedback of the respondents on the statement of “learning needs were addressed by the ISTP” were significantly associated with the positive perceptions on the ISTP.

They perceived excessive workload (64.4%) as major barrier of ISTPs while updating knowledge/skills (82.5%) motivated most of them. Most preferred method of ISTP was interactive learning (62.7%). The majority (59.1%) stated that ISTP should be conducted by the Ministry of Health.

Conclusions

The overall perception of the nursing officers on ISTPs at THK was towards agreed status. Most of the nursing officers perceived the importance of ISTP and would like to make them mandatory. The level of participation was high in those who engage in postgraduate studies. Those who agreed that the expected learning outcomes were satisfied by ISTPs had higher positive perceptions of the ISTPs.

Recommendations

It is recommended to incorporate interactive learning methods and to increase the opportunities and frequency of ISTPs for every nursing officer, while promoting post graduate studies and improving infrastructure for ISTPs at THK.

Key words: In-service training programmes, Perceptions, Nursing officers.