

# Learning Needs Analysis: the 3<sup>rd</sup> survey

Elizabeth Cullimore<sup>1</sup>, Jent Lee<sup>1</sup>, Nigel Goodrich<sup>2</sup>,  
Julian Stribling<sup>2</sup>, Marie Richards<sup>1</sup>, Nick Richards<sup>1</sup>

<sup>1</sup>Nursing, SEHA Dialysis Services, Abu Dhabi, United Arab Emirates  
<sup>2</sup>Faculty of Health Science, De Montfort University, Leicester, United Kingdom



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Fresenius Medical Care



## Background

Ongoing professional development and education for the nursing staff as a strategy for **excellent patient care** and **improvement of outcomes**

### 3<sup>rd</sup> Training Needs Analysis

Continuing educational needs gaps

Compare current results to previous surveys

## Method



Online questionnaire using Likert Scale to **224 nurses** measuring their confidence level on:

- **Technical skills**
- **Underpinning knowledge to leadership**
- **Working with others**
- **Management skills**
- **Continuing professional development**

# Results

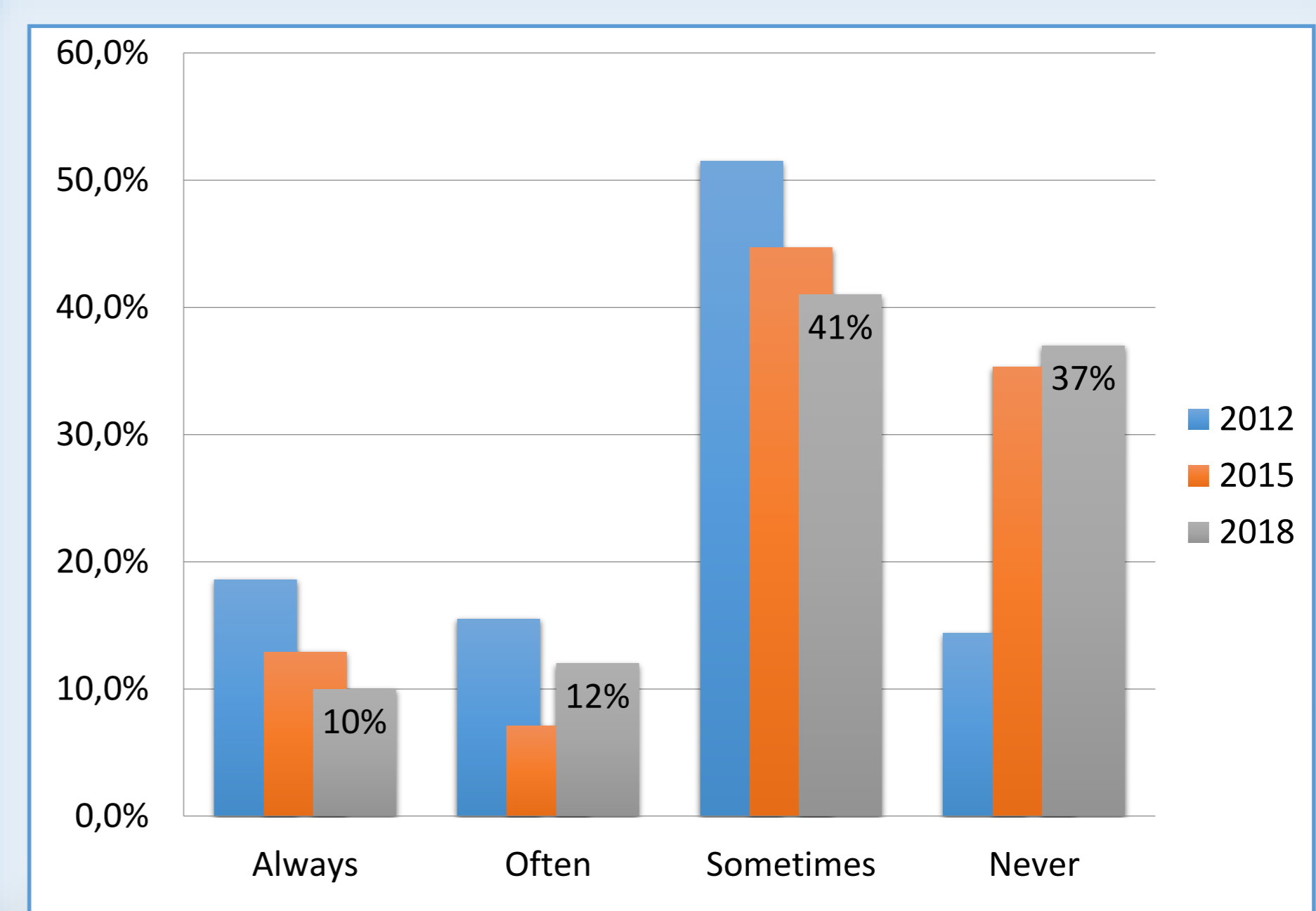
## Participants



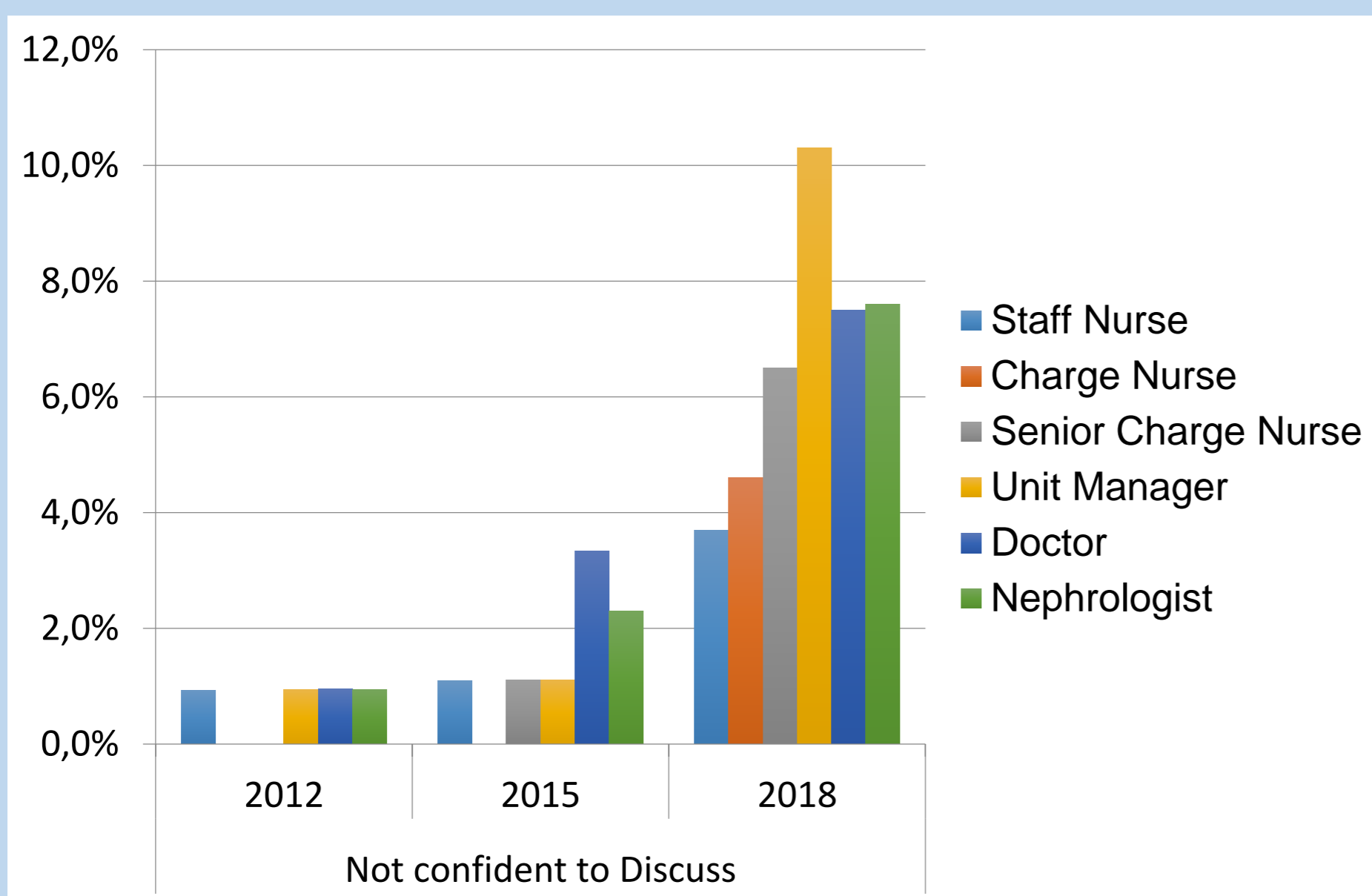
191  
224  
Nurses

85%  
Response  
Rate

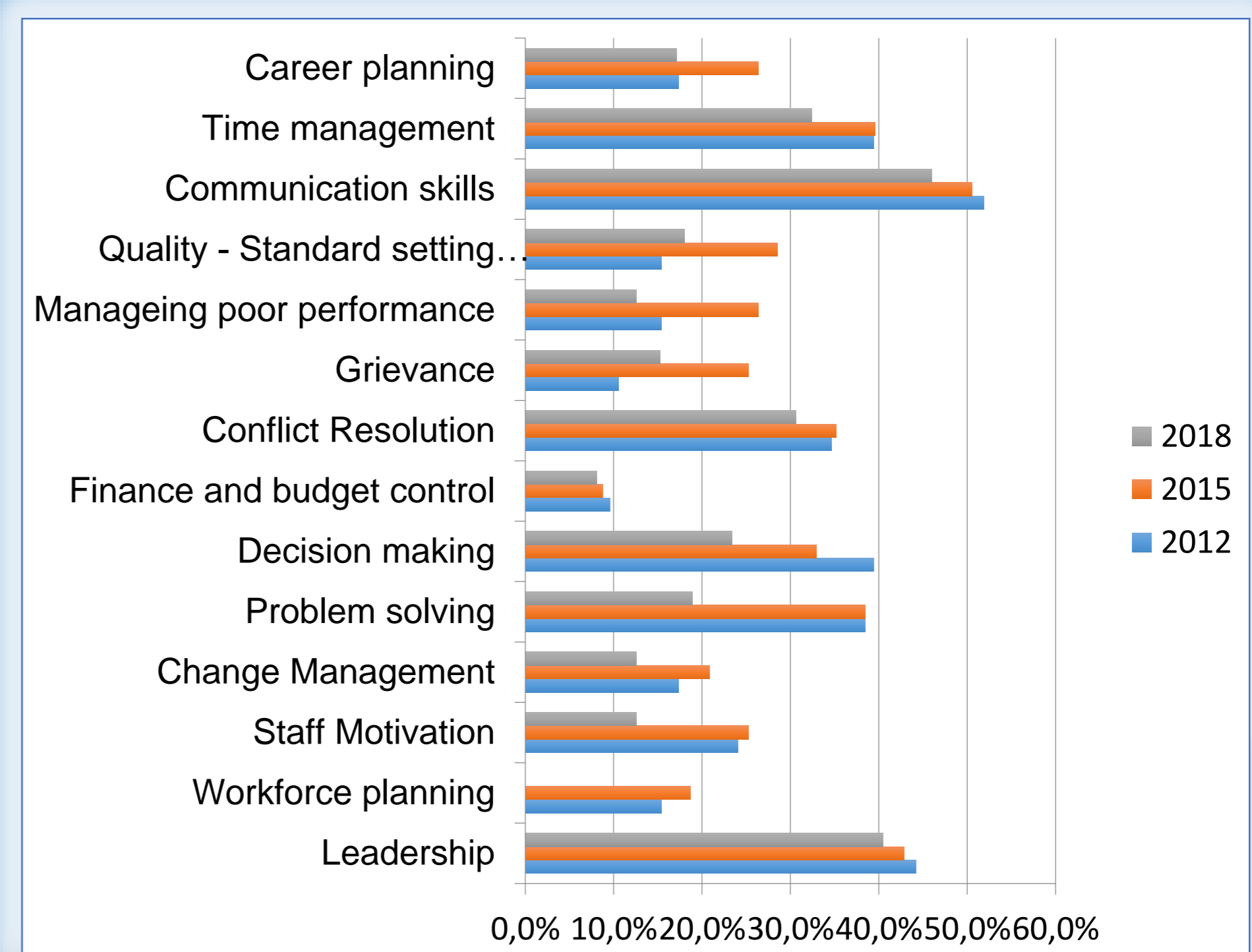
## Concerns about completion of CEU Requirements



## Confidence in discussing and challenging decisions related to patient care



## Completed training in management areas



## Conclusion

- Ongoing education program has a significant effect on the knowledge, skills and attitudes of SDS nurses
- Slight drop off in the numbers are attributable to high influx of new nurses with more experienced nurses leaving the service
- Education program needs continuous adaptation to produce confident, skilled and knowledgeable nurses that impact on positive patient outcomes

