

Questionnaire of Training Needs of Intensive Care Nurses

Part A

Clinical domain.

In this section, the aim is to understand and develop nursing care which is safe and effective for the critically ill patient and their relatives.

P1	ICU nurses must have extensive knowledge of basic nursing	1 2 3 4 5 6 7 8 9 10
P2	ICU nurses need to develop specific skills for critical patient care	1 2 3 4 5 6 7 8 9 10
P3	Observation is a necessary tool for obtaining data in the assessment of the critically ill patient	1 2 3 4 5 6 7 8 9 10
P4	Monitoring is a fundamental tool for obtaining data in the assessment of the critically ill patient	1 2 3 4 5 6 7 8 9 10
P5	The use of scales is required to assess critically ill patients	1 2 3 4 5 6 7 8 9 10
P6	Empathy and respect for privacy are essential for ICU nurses	1 2 3 4 5 6 7 8 9 10
P7	The patient and the family have to be involved in the recovery process	1 2 3 4 5 6 7 8 9 10
P8	Observing, analysing and interpreting situations and/or problems in a critically ill patient is necessary to perform a physical examination.	1 2 3 4 5 6 7 8 9 10
P9	Data integration and interrelation is a very important skill for ICU nurses	1 2 3 4 5 6 7 8 9 10
P10	The main pathologies that an ICU nurse must know are cardiovascular, respiratory and neurological	1 2 3 4 5 6 7 8 9 10
P11	The support measures are the fundamental pillar of the nurses' activities	1 2 3 4 5 6 7 8 9 10
P12	ICU nurses should be trained in the care of different types of shock	1 2 3 4 5 6 7 8 9 10
P13	Calculation of drugs and medicines is an essential skill	1 2 3 4 5 6 7 8 9 10
P14	Comprehensive care of a critically ill patient is part of the nurse's main area of action	1 2 3 4 5 6 7 8 9 10
P15	Respiratory care is a priority that ICU nurses need to develop	1 2 3 4 5 6 7 8 9 10
P16	Continual reassessment is the main measure that nurses must implement, in order to assess improvement strategies in the nursing care plan.	1 2 3 4 5 6 7 8 9 10
P17	The ability to prioritize is an essential skill	1 2 3 4 5 6 7 8 9 10
P18	Clinical reasoning (what is happening and what can happen) should be encouraged in ICU nurses	1 2 3 4 5 6 7 8 9 10

Professional domain.

In this heading, the aim is to encourage and strengthen the professional practice in intensive care.

P19	The help and support from colleagues with more experience helps to solve problems in complex situations	1 2 3 4 5 6 7 8 9 10
P20	Nurses can cope with complex decisions as a result of the work experience they have obtained in the ICU	1 2 3 4 5 6 7 8 9 10
P21	Decisions regarding patient care are very complex and require extensive training	1 2 3 4 5 6 7 8 9 10
P22	ICU nurses have a lot of autonomy, so it is necessary to get formal training appropriate to the job position	1 2 3 4 5 6 7 8 9 10
P23	ICU nurses usually deal well with the decision to limit vital support (therapeutic effort)	1 2 3 4 5 6 7 8 9 10
P24	Nurses should participate in decisions to limit vital support (therapeutic effort)	1 2 3 4 5 6 7 8 9 10
P25	Nurses cope worse with futile care	1 2 3 4 5 6 7 8 9 10
P26	How users confront death will depend on the beliefs, experiences and values of the nursing staff	1 2 3 4 5 6 7 8 9 10
P27	ICU nursing professionals, within their competence, seek excellence at the clinical level	1 2 3 4 5 6 7 8 9 10
P28	Verbal and non-verbal language are essential in ICU communication	1 2 3 4 5 6 7 8 9 10
P29	In stressful situations, nurses must communicate in a technical, concise and clear manner, adjusting the information to the characteristics of the speaker	1 2 3 4 5 6 7 8 9 10
P30	The main communication tools are assertiveness, empathy and active listening with users and families, in addition to professionals	1 2 3 4 5 6 7 8 9 10
P31	Information and communication technologies (ICTs) are essential tools for training, learning and professional development	1 2 3 4 5 6 7 8 9 10
P32	Written communication in ICUs must always be encouraged, as it is essential for the continuity of care	1 2 3 4 5 6 7 8 9 10

Management domain.

This domain seeks to explore the development of knowledge and skills in the field of management and organization related to intensive care nurses.

P33	Continual reassessment is the main measure that nurses must implement, in order to assess improvement strategies in the nursing care plan.	1 2 3 4 5 6 7 8 9 10
P34	To register the care given is the best measure possible to ensure continuity	1 2 3 4 5 6 7 8 9 10
P35	ICU nurses act as a link between the different professionals	1 2 3 4 5 6 7 8 9 10
P36	A good coordination of the health team is essential	1 2 3 4 5 6 7 8 9 10
P37	The nurses are able to plan interventions over the course of their work shift	1 2 3 4 5 6 7 8 9 10
P38	Nurses working in ICU collect data related to quality indicators	1 2 3 4 5 6 7 8 9 10

P39	Quality indicators are monitored	1 2 3 4 5 6 7 8 9 10
P40	Regular training is necessary to ensure clinical safety	1 2 3 4 5 6 7 8 9 10
P41	ICU nurses are involved in clinical safety	1 2 3 4 5 6 7 8 9 10
P42	ICU nurses must be able to act quickly in the event of patient deterioration and adverse events	1 2 3 4 5 6 7 8 9 10
P43	Critical care teams in ICUs are able to conduct their work in a stressful and pressurized environment	1 2 3 4 5 6 7 8 9 10
P44	Workload for the ICU nurses is managed appropriately	1 2 3 4 5 6 7 8 9 10
P45	In an ICU, it is essential that the nurses have the ability to adapt in urgent and emerging situations	1 2 3 4 5 6 7 8 9 10
P46	To prevent unnecessary noises, dim lights or lower the volume of alarms are actions that promote rest for the critically ill patient	1 2 3 4 5 6 7 8 9 10
P47	Appropriate actions for the comfort and rest of patients are encouraged	1 2 3 4 5 6 7 8 9 10
P48	In ICUs, measures are taken to help prevent or avoid delirium or confusion	1 2 3 4 5 6 7 8 9 10

Education and Development domain.

In this area, the research is focused on exploring the competencies that affect the education and development of critical care nurses.

P49	The nurses carry out intensive care training activities	1 2 3 4 5 6 7 8 9 10
P50	The completion of this training depends on the nurse's motivation	1 2 3 4 5 6 7 8 9 10
P51	Training activities have a positive impact at the clinical level	1 2 3 4 5 6 7 8 9 10
P52	The institution collaborates on specific ICU training	1 2 3 4 5 6 7 8 9 10
P53	New staff must be incorporated slowly and progressively	1 2 3 4 5 6 7 8 9 10
P54	Nurses carry out ICU training mainly due to incentive payments, job listings and public examinations	1 2 3 4 5 6 7 8 9 10

Part B

Second phase. Training dimensions.

This chapter seeks to explore how excellence of care could improve for both junior and senior staff.

P55	A newly incorporated nurse should have knowledge on haemodynamics, mechanical ventilation, basic and advanced cardiopulmonary resuscitation, in addition to monitoring	1 2 3 4 5 6 7 8 9 10
P56	There should be a nurse tutor in the unit to help new nurses	1 2 3 4 5 6 7 8 9 10
P57	Previous postgraduate ICU training is necessary for new nurses	1 2 3 4 5 6 7 8 9 10

P58	The first week, new nurses must be supervised at all times	1 2 3 4 5 6 7 8 9 10
P59	Veteran personnel require specific annual training programmes	1 2 3 4 5 6 7 8 9 10
P60	Extensive and specific training in critical care makes it easier for professionals to reach their degree of excellence	1 2 3 4 5 6 7 8 9 10
P61	The training must be supported by theoretical and practical events and simulation, before putting this knowledge into practice	1 2 3 4 5 6 7 8 9 10
P62	The training must end with a real intervention, always under the supervision of an experienced professional	1 2 3 4 5 6 7 8 9 10
P63	Empathy is an essential attitude to develop within the health team	1 2 3 4 5 6 7 8 9 10
P64	Nurses need specific training to cope with patients' death	1 2 3 4 5 6 7 8 9 10
P65	ICU nurses should develop the following skills: to be calm, methodical and decisive	1 2 3 4 5 6 7 8 9 10
P66	ICU nurses need to develop emotional intelligence	1 2 3 4 5 6 7 8 9 10

Socio- demographic data

Hospital features

Hospital Classification

- Public Management Hospital
- Private Management Hospital
- Mixed Management Hospital

Relations with the university

- University Hospital
- Non- University Hospital

Number of beds in the hospital

- <200 beds
- 200-500 beds
- >500 beds

Intensive Care Unit features

Type of ICU

- Cardiology and coronary care
- Respiratory
- Post-surgical
- Multipurpose
- Intermediate care
- Paediatric care
- Medical
- Burns Unit

Trauma Unit

Number of ICU beds (numerical response) : _____

Nurse patient ratio

1:1 1:2 1:3 1:4 1:≥5

What state is your ICU located in? :

Sample description section

M1. Gender

Male Woman

M2. Age group

22-25yo 26-30yo 31-35yo 36-40yo 40-45yo More than 45 years old

M3. Years of experience as a nurse

Less than one year 1-5 years 6-10 years 11-15 years 16-20 years More than 20 years

M4. Years of experience as a ICU nurse

Less than one year 1-5 years 6-10 years 11-15 years 16-20 years More than 20 years

M5. Highest level of education reached.

- University degree.
- Bachelor degree.
- University expert.
- Master's degree as own university title
- Master of Science in nursing
- Doctorate

M6. In your opinion, before start working at the ICU it is necessary to have some previous experience or training

Yes No

M7. Answer only if you have answered "Yes" to question M6. What minimum previous experience should candidates have before starting to work as ICU nurses?

- At least 1 year's work experience in hospitalisation ward.
- At least 2 year's work experience in hospitalisation ward.
- At least 3 year's work experience in hospitalisation ward.
- At least 4 year's work experience in hospitalisation ward.

M8. Answer only if you have answered "Yes" to question M6. What minimum previous experience should candidates have before starting to work as ICU nurses?

- At least one year work experience in the emergency and/or operating room.
- At least two years work experience in the emergency and/or operating room.
- At least three years work experience in the emergency and/or operating room.
- At least four years work experience in the emergency and/or operating room.

M9. In your personal opinion, what minimum prior training would be advisable before nurses start working in the ICU?

- No extra education is required, beyond that obtained in nursing studies.
- Postgraduate training with continuing education credits in the health professions.
- Postgraduate training through the units' induction programmes.
- Postgraduate training developed through a university expert (internships included).
- Postgraduate training developed through a master's degree (internships included)

M10. In your personal opinion, would EIR (Nurse Resident Intern) programme training be necessary to work in the ICU?

- Yes
- No

M11. Does your unit have an induction plan for new recruits?

- Yes
- No

M12. If the answer to M11 is yes, what does this plan include?

M13. In your personal experience, would an induction plan for new staff be necessary?

- Yes
- No

M14. If the answer to M13 is yes, what should this reception plan consist of?

Control questions:

In order to ensure the quality of responses, there are two control questions throughout the questionnaire. After the question P22:

If you are filling in this survey accurately, please tick answer five in this item (control question).	1 2 3 4 5 6 7 8 9 10
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After the question P 43:

If you are filling in this survey accurately, please tick answer three in this item (control question).	1 2 3 4 5 6 7 8 9 10
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