



# Research update

Yunjia Tian, M2

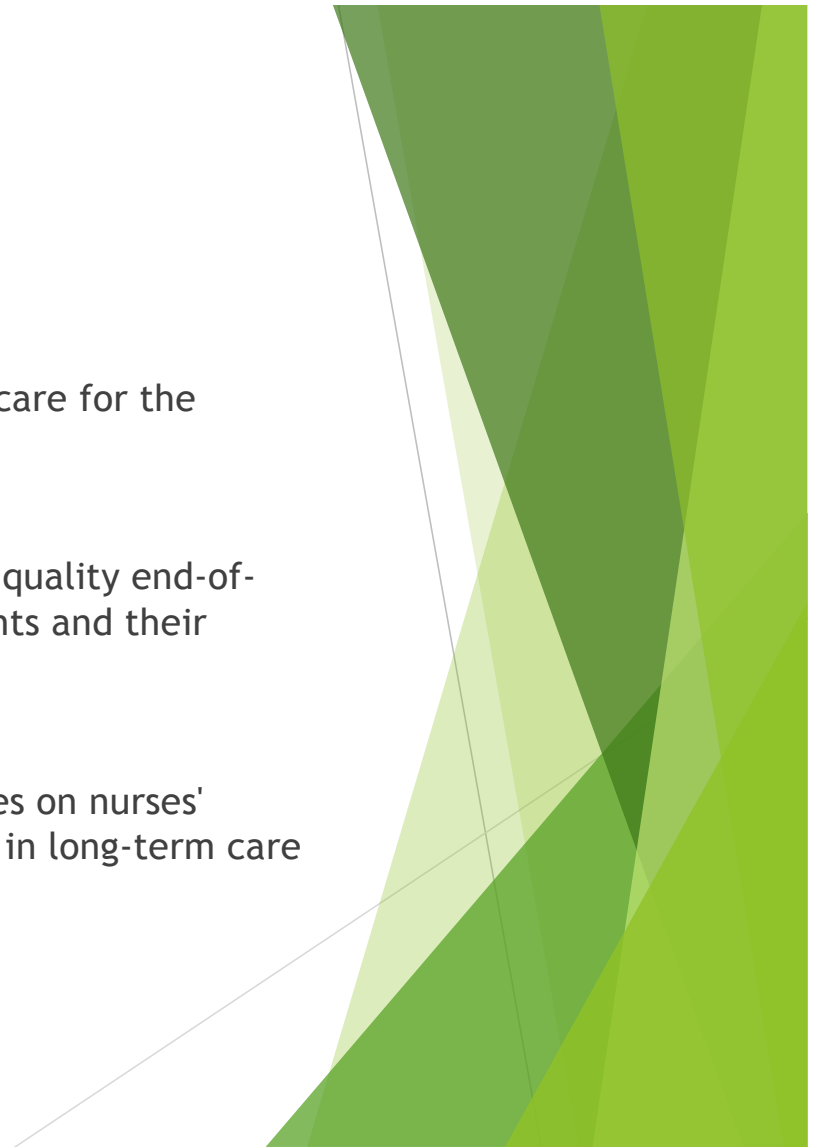


# Exploring Nurses' Role in Decision-Making Support for Elderly Residents

Research on the Impact of Workplace Learning on Nurse Competency in  
Long-Term Care Facilities

# Introduction

- ▶ Rapidly increasing aging population, making comprehensive care for the elderly a critical challenge
- ▶ Advance Care Planning (ACP) plays a crucial role in ensuring quality end-of-life care, respecting the dignity and values of elderly residents and their families.
- ▶ Aims to explore the impact of workplace learning experiences on nurses' competency in supporting elderly residents' decision-making in long-term care facilities.



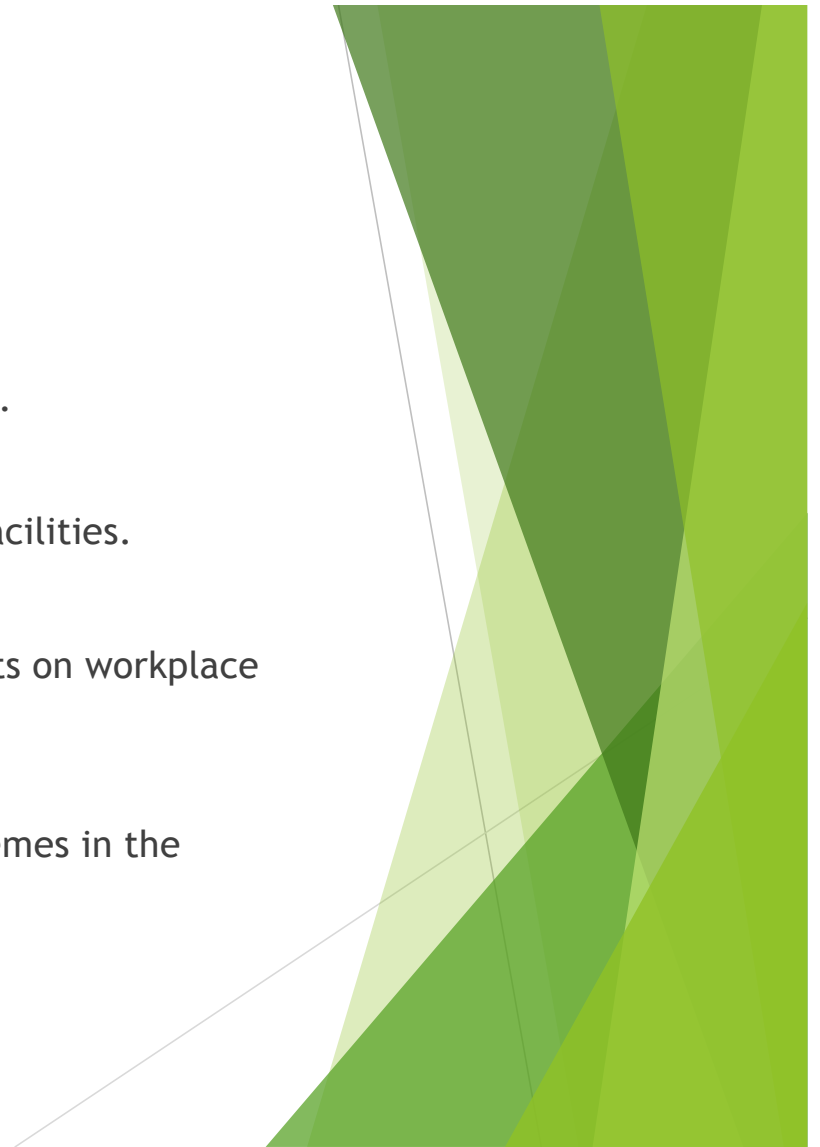
# Research Objectives

- ▶ 1. Assess nurses' understanding of their role in elderly residents' Advance Care Planning (ACP) process.
- ▶ 2. Identify challenges and barriers faced by nurses in participating in end-of-life care decision-making.
- ▶ 3. Explore the effectiveness of workplace learning on nurses' professional growth and competency in ACP.



# Methodology

- ▶ Qualitative research design using semi-structured interviews.
- ▶ Participants: Registered nurses and managers in aged care facilities.
- ▶ Data Collection: Interviews were conducted to gather insights on workplace learning and its impact on ACP competency.
- ▶ Data Analysis: Thematic analysis to identify patterns and themes in the interview data.



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graph LR; A[Qualitative Research Design: Semi-structured interviews.] --> B[Participants: Registered nurses and managers in aged care facilities.]; B --> C[Data Collection: Conduct interviews to gather insights on workplace learning and its impact on ACP competency.]; C --> D[Data Analysis: Perform thematic analysis to identify patterns and themes in the interview data.];
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**Qualitative Research Design:**  
Semi-structured interviews.

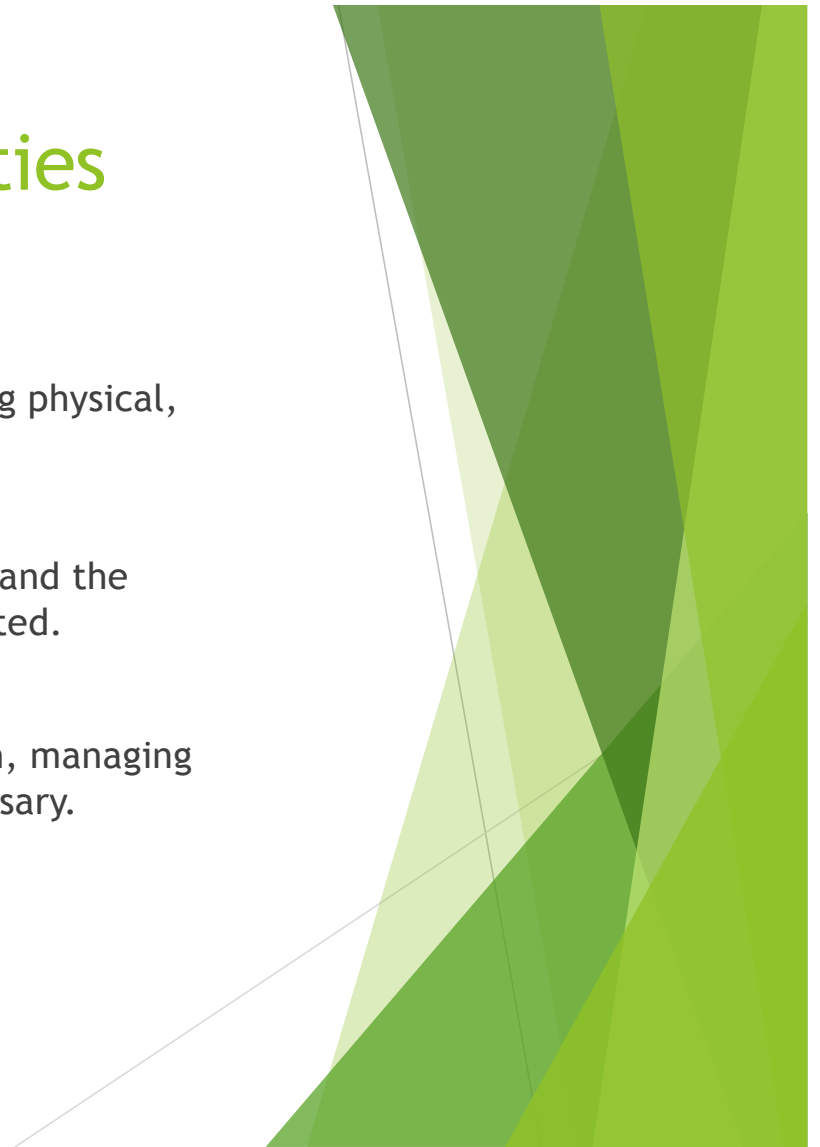
**Participants:**  
Registered nurses and managers in aged care facilities.



**Data Collection:**  
Conduct interviews to gather insights on workplace learning and its impact on ACP competency.

**Data Analysis:**  
Perform thematic analysis to identify patterns and themes in the interview data.

# Nurses' Role in Aged Care Facilities

- ▶ Nurses are pivotal in providing comprehensive care, including physical, emotional, and psychosocial support to elderly residents.
- ▶ They facilitate communication between residents, families, and the healthcare team, ensuring residents' preferences are respected.
- ▶ Nurses also play a crucial role in monitoring residents' health, managing chronic conditions, and providing palliative care when necessary.



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- ▶ **Interview Guides Overview:** The study will utilize semi-structured interviews with registered nurses and managers in aged care facilities to explore their roles in supporting elderly residents with decision-making, particularly in the context of Advance Care Planning (ACP).
  - ▶ **Interview Focus Areas:**
    - ▶ **Nurses:** Understanding their educational background, roles, workplace learning experiences, and perceived competencies in ACP.
    - ▶ **Managers:** Understanding their perspective on nurses' roles in ACP, challenges faced by nurses, and the effectiveness of workplace learning on nurses' individual growth.



# Interview Guides Key Focus

## ▶ Key Focus Areas of Interview Guides

### ▶ Nurses:

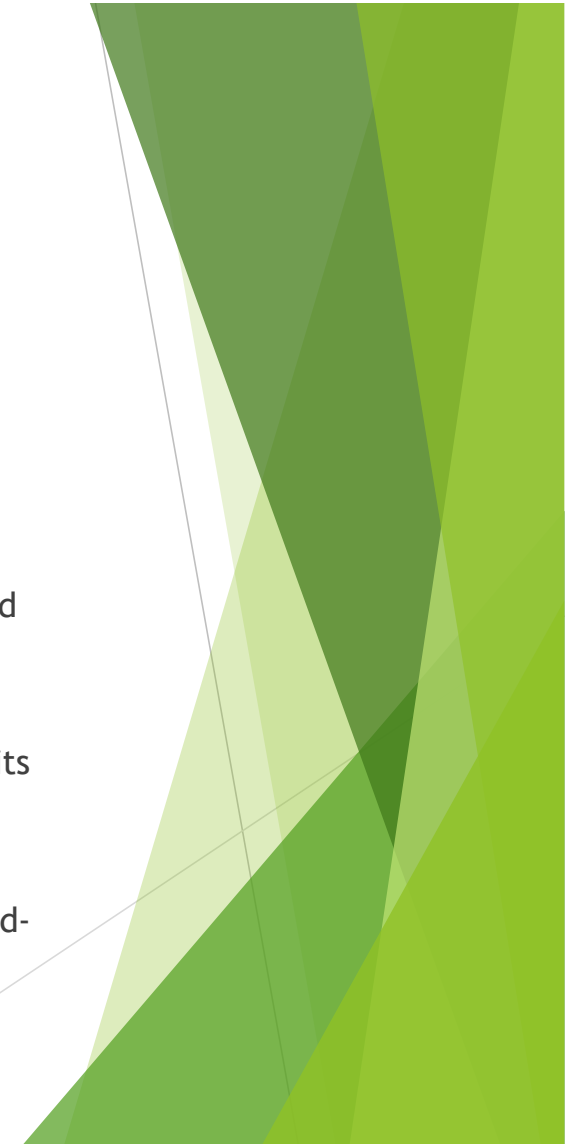
- ▶ Role in decision-making support for elderly residents.
- ▶ Experiences with workplace learning and ACP practice.
- ▶ Challenges in balancing professional intervention with respecting residents' autonomy.

### ▶ Managers:

- ▶ Perspective on nurses' roles and responsibilities in ACP.
- ▶ Challenges observed in ACP discussions, including conflicts with other healthcare providers.
- ▶ Strategies for enhancing nurses' competencies through workplace learning.

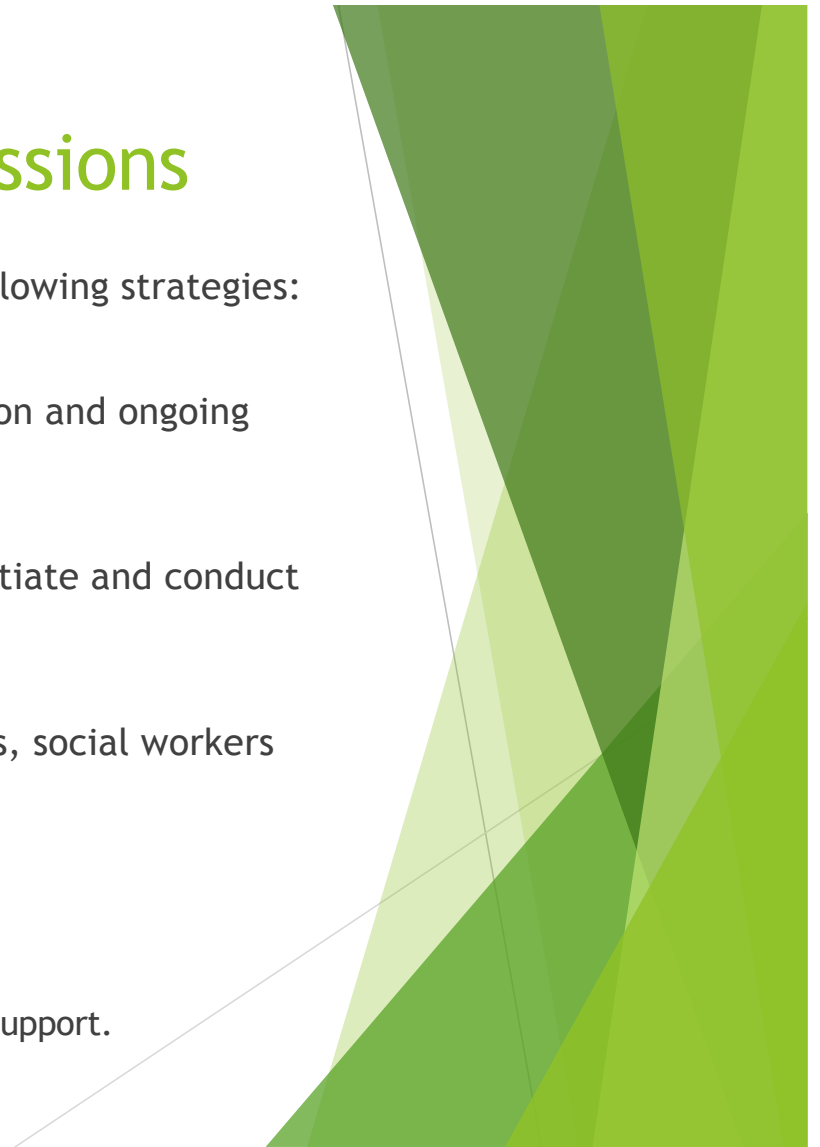
# Cultural Sensitivity in ACP Discussions

- ▶ In many Asian cultures, discussing death is often seen as taboo, which can hinder open communication about end-of-life care.
- ▶ Strategies to make ACP discussions more culturally sensitive include:
  - ▶ Using culturally appropriate language and metaphors when discussing death and dying.
  - ▶ Providing education to both healthcare providers and families about the benefits of ACP.
  - ▶ Building trust with residents and families to encourage open dialogue about end-of-life preferences.



# Strategies to Improve ACP Discussions

- ▶ To facilitate more effective ACP discussions, consider the following strategies:
- ▶ Integrate cultural competence training into nursing education and ongoing professional development.
- ▶ Develop standardized guidelines and tools to help nurses initiate and conduct ACP conversations.
- ▶ Encourage a multidisciplinary approach, involving physicians, social workers and other professionals to support holistic care.
- ▶ Insights from Interview Guides:
  - ▶ Suggest enhancing cultural competence training.
  - ▶ Recommend involving multidisciplinary teams for holistic care support.



## Integrate cultural competence training

- Include it in nursing education and ongoing professional development

## Develop standardized guidelines and tools

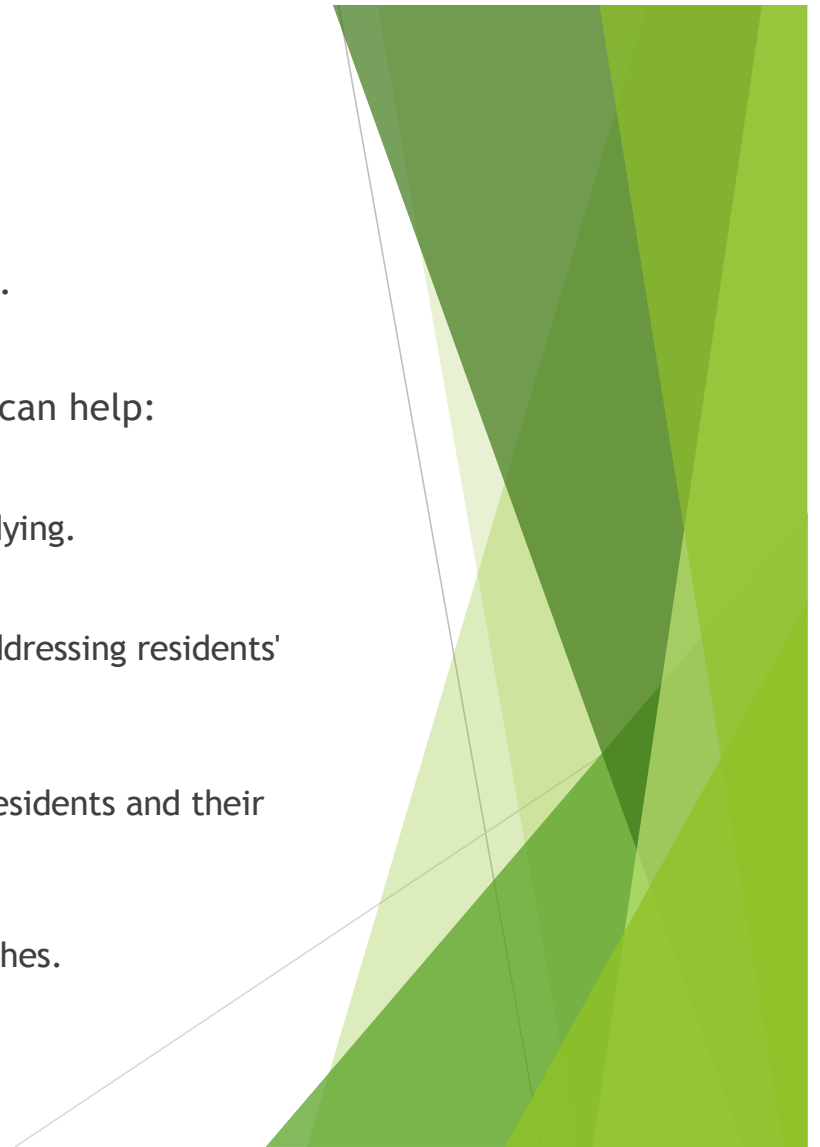
- Help nurses initiate and conduct ACP conversations.

## Encourage a multidisciplinary approach

- Involve physicians, social workers, and other professionals to support holistic care.

# Enhancing Communication Skills

- ▶ Effective communication is key to successful ACP discussions.
- ▶ Trainings focused on enhancing nurses' communication skills can help:
  - ▶ Improve their ability to discuss sensitive topics like death and dying.
  - ▶ Foster a more empathetic and understanding approach when addressing residents' concerns.
  - ▶ Build confidence in handling difficult conversations with both residents and their families.
  - ▶ Advocate for residents and their families of their needs and wishes.



# Conclusion

## ▶ Summary of Research Objectives:

- ▶ To explore the roles of nurses in supporting decision-making for elderly residents in aged care facilities, particularly concerning Advance Care Planning (ACP).

## ▶ Methodology Overview:

- ▶ The study will use semi-structured interviews with both nurses and managers to gather insights into their roles, challenges, and strategies in ACP discussions.

## ▶ Anticipated Outcomes:

- ▶ This research aims to identify key factors that influence effective ACP discussions and to propose strategies that can improve these discussions in aged care settings.

## ▶ Future Implications:

- ▶ The findings will contribute to developing better training programs and policies that support nurses in facilitating ACP, thereby enhancing the quality of care for elderly residents.

