BEHAVIORAL EMERGENCY NURSING SIMULATION CURRICULUM HELPS NEW NURSES FEEL MORE CONFIDENT IN BEHAVIORAL EMERGENCES

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Background

- Increasing workplace violence (WPV) and behavioral emergency events in hospitals contribute to both physical and psychological harm and can impact nursing morale.
- Parkland's Behavioral Response Emergency Team (BERT) helps de-escalate ward behavioral emergencies and support nursing.
- Parkland staff reported feeling in "immediate danger" in 15% of 1484 BERT calls from January to October 2024.

Aim

- To increase knowledge and comfort for new nurses to manage behavioral emergencies and improve de-escalation techniques to decrease risk of workplace violence events and improve nursing morale
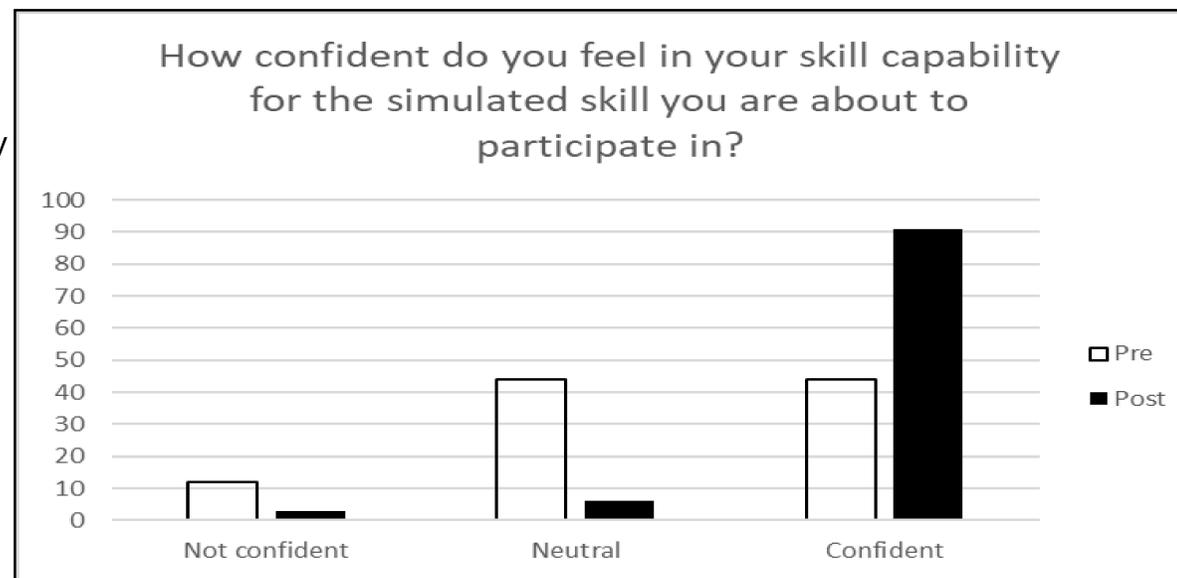
Methods

- Implemented Didactic and Simulation Curriculum for new nurse Residents hired to Parkland Med/Surg units and nurse Fellows moving to inpatient Jan 2024 – Jan 2025
- *Didactic topics*: BERT roles; agitation medications and adverse effects; verbal de-escalation techniques; trauma informed care; restraint use; workplace violence initiatives; and safety event reporting.
- *3 simulation cases* in groups of two livestreamed to rest of orientation group to practice initial care of the escalating patient and when to appropriately request BERT services
- Group debriefing before and after each simulation to identify areas of apprehension and highlight strategies to mitigate WPV events
- Plan-Do-Study-Act (PDSA) cycles were utilized to make continuing curriculum adjustments
- Surveys used to evaluate confidence in managing behavioral events and retained knowledge/ application of training with Surveys before and after the module, then again after six months
- Statistical comparison used Chi-square test with significance level <0.05

Results

- Prior to the simulation activity, 16% of participants reported feeling extremely confident in this skill set, which improved significantly to 38% after the activity (p<0.01)
- Participants who reported feeling most able to perform these skills improved significantly from 32% to 53% (p <0.01) after the simulation activity
- Participants who were most able to identify positive examples of clinical practice role modeling improved significantly from 35 % to 68% (p<0.01) after the activity
- The figure indicates that confidence (somewhat+ extreme) in this skill set improved significantly from 44% to 90% (p<0.001) of participants after the simulation activity

Question		Pre (N=25)	Post (N=62)	p-value
How confident do you feel in your skill capability for the simulated skill you are about to participate in? n (%)	Extremely not Confident Somewhat not Confident Neutral Somewhat Confident Extremely Confident	2 (8) 1 (4) 11 (44) 7 (28) **4 (16)**	1 (2) 1 (2) 4 (6) 33 (52) **24 (38)**	<0.01
I can safely perform clinical skill in practice, n (%) (1 = least able; 10 most able)	1-4 5-7 8-10	5 (20) 12 (48) **8 (32)**	0 (0) 29 (47) **33 (53)**	<0.01
I can identify positive examples of clinical practice role modeling (for desired skill), n (%)	1-4 5-7 8-10	2 (9) 13 (56) **8 (35)**	0 (0) 20 (32) **42 (68)**	<0.01
I can identify feedback received that helped me achieve my learning objective, n (%)	Yes	22 (96)	62 (100)	0.10

How confident do you feel in your skill capability for the simulated skill you are about to participate in?

Discussion

Healthcare based simulation training, as an adult learning tool, has been shown to be effective in the development and retention of complex technical skills. Behavioral emergency nursing simulation helps new nurses build confidence in managing these emergencies on the units.

Participants who were extremely confident in this skill more than doubled after completion of the simulation activity. After six months, nurses reported continued confidence in putting into practice de-escalation techniques, including verbal re-direction and identifying root causes of patient frustrations.

Next steps include broadening scope to see if this curriculum can help experienced nurses and measuring whether preparedness for behavioral emergencies may decrease nursing burnout and workplace violence.

References

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