

Wanted: Professional education for heterogeneous group of CSSD staff.

Yes, we can!

Goedele Baekelandt

KATHO – HIVB

Roeselare

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1. Reasons to start training

- **Central Sterile Supplies Department (CSSD) is the crucial component of a highly efficient functioning hospital**
 - Many 'laypersons' are not aware of this **crucial role** in a hospital.
 - **Professional CSSD =**
 - substantial supplies - equipment
 - good management
 - expert staff
- Only this combination guarantees a **high quality end-to-end process** for CSSD.

Expert staff

- Requires **professional** and **practical** training
 - Before 1997: no accredited training in Belgium
 - Each hospital educates own staff, according to its **internal capacities** and **abilities**
 - **Time** and **skills** are often not present
 - Leads to mainly ‘**executive**’ staff, without really understanding the ‘why’ of their actions.

→ **DANGEROUS!**

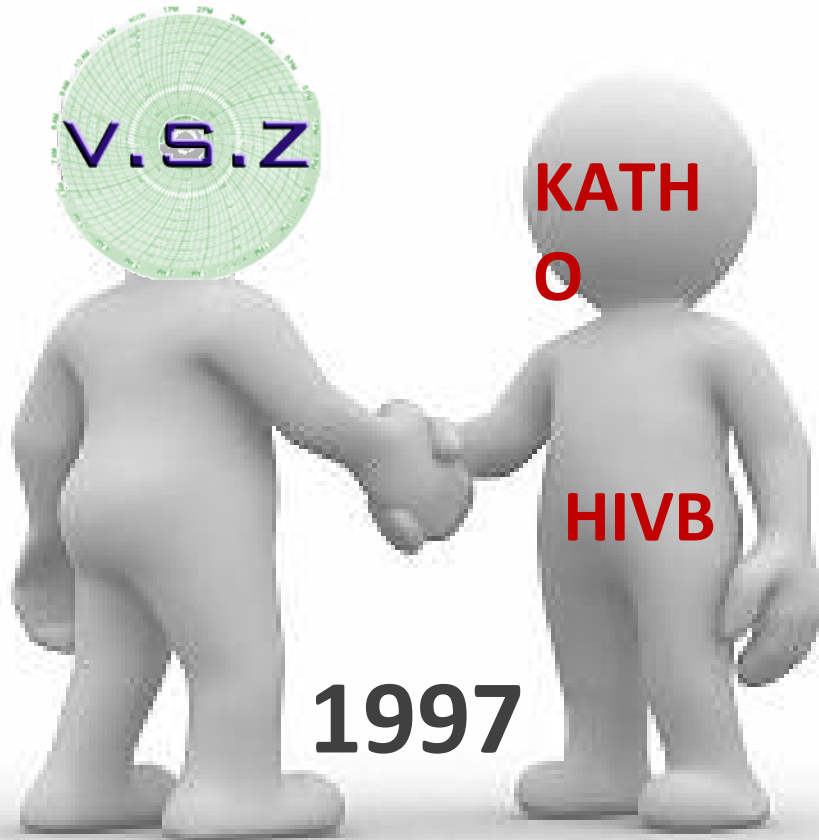


need for **theoretical training** with focus on **practical application**



perceptive and **well-informed** functioning staff

1995 – 1996: V.S.Z. (Organization for Sterilization in Hospitals in B.) starts their own training program




2001:

- Cooperation with U.C. in Hasselt
- No geographic competition (± 200 km)
- Same program & teachers

2. Basic training: disinfection and sterilization techniques

- **Target: all CSSD staff** (new - existing staff)
 - Mainly **nurses** (bachelor / non-bachelor level)
 - Also: veterinarians, medical representatives, pharmacists,...
- **Training:**
 - 1 day / week or 1 day / 2 weeks
 - 70 CH
 - Internship (38 hours practical experience)
 - Final test
 - Total: **8 credits**
- **Content Responsibility** : Mr. Renders (CSSD Manager AZ St Jan – Brugge) & Mr. Accoe (CSSD Manager UZ Gent) in collaboration with **VSZ**
- **Coordination Training** : KATHO

Content responsibility

- Course contents assigned i.c.w.  V.S.Z
- **Job profile** of CSSD staff kept in mind (exception: technical skills)
- Filtering of available content according to necessities and requirements
- Search for **work field experts** / course content
- Agree on who will cover what, to avoid **overlap** / **gaps**
- All data is presented to KATHO



Content Basic Training Program



- Introduction and history
- Organization of CSSD
- Group dynamics
- Biology and epidemiology
- Cleaning and disinfection
- Packaging and packaging methods
- Sterilization methods
- Process control
- Materials knowledge
- Medical occupational aspects
- Standard precautions
- Quality manual and logistic systems

Training coordination : KATHO



- Accreditation & Paid Educational Leave (PEL) 
- Contact all teachers
- Dates & times to capture (puzzle!)
- Brochure – website
- Mailing potential trainees
- Coordinate registration
- Payment teachers (hours & km-fee)
- Lunch & coffee breaks
- Receiving & copying syllabus – ppp on time! (heroic challenge)
- Classroom & infrastructure
- **Final test:** collect questions, compile, reduce, correct, capture results
- Deliberation commission
- Provide certificates - diplomas
- **Problem solving!**
- **Evaluation training** 

KATHO

- Check **absence**
- Provide attendance certificates (**PEL**)
- 3-monthly
- > 10% duty unauthorized absence → PEL expires!



Accreditation

- Applications professional federation
 - Demonstrate necessity & quality of the training : PEL
- easily approved

Paid Educational Leave

- *'the right granted to employees in the private sector to follow an accredited training & to be absent on the job without loss of their salary'*
- Employer gets compensation of **€ 20 / hour** PEL awarded

3. Training evaluation

- **Initially:** evaluation after each training day
- Trainees did not like it → no (relevant) output
- Evaluation after **entire training**
 - Written / teacher
 - verbal, group
 - Most valuable
 - Complaints, overlap, gaps, suggestions, etc... are discussed
- **Intention: Fine-tuning and redirection** of training when necessary
 - = training is **dynamic process**

Result evaluations

1. **Changing inflow of participants:** for an increasing number of students, the training proved to be too difficult, while content difficulty remained the same.
2. Some trainees wanted a more **thorough training**
3. **Score difference** between students was increasing.
(Very) high scores \leftrightarrow (very) low scores

→ **Advanced training**

→ **reorientation basic training?!? **

4. Advanced training disinfection and sterilization techniques



- Mainly continuation of basic training
- Sometimes only advanced training
- **Target:**
 - Head nurse CSSD
 - Nurses aspiring a leadership position
 - Pharmacists
- **Training :**
 - 1 day / 2 weeks
 - 91 ch / total
 - Final test
- **Total: 12 Credits**
- Organized every 2 years

Content responsibility



- Mr. Renders & Mr. Accoe in collaboration with **VSZ**
- **Process:** same as basic training
- Cf. **job profile** head nurse CSSD
- More international teachers → cost!
- Some course content elaborates on topics from basic training
- Some course content is totally new.

Content advanced training



- Sterilization methods - alternatives - endoscopes - dentures & implants
- Cleaning and disinfection
- Staff management
- Organization & management on CSSD
- Biology and epidemiology
- Medical occupational aspects
- Architecture & CSSD
- Budgeting - purchasing - financing - costing
- Litigation & process control on CSSD

Advanced Training coordination



- Comparable to coordination of basic training, only slightly more **complex** :
 - More teachers
 - Distance
 - Course content more difficult , so not easy to find 'competent' (qualified) teachers
 - small target group, so not that easy to find them.
 - Busy occupied teachers, so plan in time !

5. Post-Graduate Education

- Basic training: **8** credits
 - Advanced training: **12** credits
 - Together post-graduate education: **20** credits
 - **Terms :**
 - Minimum bachelor level
 - Both training programs successfully achieved
 - If not: certification
- rarely achieved



6. Adapted basic training?!?

- Discussions have already taken place, but not yet cleared:
 - ➔ **End competences basic training:** required
- **BUT:**
 - ➔ **More extensive training** needed to ensure that every trainee has the opportunity to achieve the certification?
 - ➔ How large will this **target group** be?
- Need not big enough yet, future?

7. Challenges !

Organizational :

- **Stressful** to receive in time:
 - Syllabus to make copies
 - accurate & relevant final test questions
- Design training schedule + unexpected changes during training program!
- **Financial balance:**
 - Basic training: ok
 - Advanced training: difficult
 - Compromise Hasselt & Roeselare

Content:

- Find new **qualified teachers**
- Avoid **overlaps - gaps** in training!

Strengths of the training program



- Content **clearly applicable** and **useful** on the job
- **Persistent large influx** of students
- All CSSD wants their (new) staff to attend the training program
- Little adjustment required after evaluation, mainly **positive feedback**
- **Annual recognition** of training

Wanted:

Professional education for heterogeneous group of CSSD staff

Yes, we can!

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