



## Reframing of NCCS Chemotherapy Training Programme

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Amidst the multifaceted challenges evolving oncology nursing, the paradigm shift of more complex cancer treatment to outpatient setting coupled with the plethora of chemotherapy treatment protocols, achieving smooth transition for newly joined nurses to the working environment is paramount. The exigency of adopting a robust training program for new nurses is riveted by the limited curriculum coverage on oncology components in the pre-registration nursing course.

New nurses in Ambulatory Treatment Unit (ATU) often reported high level of anxiety with steep learning curves. NCCS Nursing relooked into its training programme for the new nurses in late 2017. The goal of the revised programme was to equip new graduates at ATU with greater chemotherapy regime and protocols insights. The yearlong training programme encompasses of theory components whereby basic oncology knowledge is delivered via lectures and online e-learning modules. New staff will be exposed to clinical area assigned to facilitate their practical learning needs. A chemotherapy training programme booklet comprising of four levels, was devised to guide individual into attaining the unit-based chemotherapy administration competency. As part of the revised programme, sessions on protocol based case presentation and discussion guided by our experienced clinical instructors were also held weekly for the first six months and bi-monthly for subsequent six months during the training period with evaluation of progress done at each level before proceeding to the next.

Feedback of the training programme from the new nurses and the clinical instructors are encouraging. New nurses are able to translate theories into practices in a shorter time-frame with reported higher level of confidence in managing the array of chemotherapy regimens and patient education. Continuously efforts are consistently being deployed to enhance the programme so as to achieve optimal training outcome with glit-edged clinical excellence.



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