



DR. PABLO O. TORRE
MEMORIAL HOSPITAL

RIVERSIDE MEDICAL CENTER, INC.



METRO PACIFIC HEALTH
THE HEART OF FILIPINO HEALTHCARE

DEPARTMENT: Nursing Service Division		POLICY NUMBER: DPOTMH-MPP-NSD-P024-(01)	
TITLE/DESCRIPTION: DEDICATED EDUCATIONAL UNIT (DEU) POLICY FOR NEW NURSES AND NURSING STUDENTS			
EFFECTIVE DATE: December 12, 2024	REVISION DUE: December 11, 2027	REPLACES NUMBER: N/A	NO. OF PAGES: 1 of 8
APPLIES TO: Nursing Service Division, Riverside College, Inc.		POLICY TYPE: Multi Disciplinary	

PURPOSE:

1. The Dedicated Education Unit serves as a comprehensive training platform for new nurses, for competency assessments and as a critical checkpoint before their deployment to general wards, ensuring they can safely manage patients.
2. It will also serve as a training ground for newly hired clinical instructors, aligning their teaching with RMCI's standard of patient care, and as a preparatory environment for graduating students before they transition into on boarding at RMCI Hospital.

DEFINITIONS:

Dedicated Education Unit (DEU) - A designated clinical unit within a DPOTMH, specifically designed to provide a structured and immersive learning environment for new nurses, clinical instructors, and nursing students. It fosters collaboration between the nursing service operations team, administrative support units, and external educational institutions to enhance clinical education and support professional development.

DEU Preceptor - An experienced nurse within the unit assigned to guide, supervise, and support new nurses, clinical instructors, and nursing students during their training exposure within the DEU. They provide hands-on skills training, offer feedback, prepare evaluation reports, and submit handover reports to the training team regarding the trainees' performance prior to their deployment in RMCI hospital facilities.

Clinical Instructor - A clinical instructor hired by the RCI is assigned to RMCI for training to gain knowledge of the hospital's vision, mission, values, standard operating procedures, and policies, as well as basic nursing care procedures and safety protocols. This training ensures that they learn and adapt to RMCI's standards before their deployment as clinical instructors. By aligning their teaching methodologies and practices with RMCI's nursing standards, they ensure consistency in the education provided to students.

Entrustable Professional Activities (EPAs) - These are core nursing responsibilities and tasks that healthcare professionals, particularly nurses, are entrusted to perform independently once they have demonstrated sufficient competence.

These activities encompass patient care duties, ensuring the safe management of patients and contributing effectively to their healing and recovery.

EPAs serve as clear, measurable benchmarks for assessing a nurse's readiness to take on essential roles in clinical practice, ensuring that they can operate with autonomy while maintaining the highest standards of patient care and safety.

RESPONSIBILITY:

Chief Nurse, Assistant Chief Nurses, Training and Education Supervisor, Assistant Chief Nurse for General Services and Clinical Coordinator of partner nursing school, Head Nurses and DEU

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Preceptors, Staff Nurses, Nursing Students under the Supervision of Riverside College Clinical Instructor

POLICY:

1. Station 8 has been designated as the Dedicated Education Unit (DEU), functioning as a specialized training environment for new nurses, newly hired clinical instructors and graduating nursing students from the Riverside College, Inc. (RCI).
 - 1.1 In case of surge of trainees that has to go through the DEU, a regular station with DEU trained preceptors shall be designated as an extension with trained preceptors.
 - 1.2 Clinical instructors and graduating nursing students shall be scheduled for rotation in DEU in in collaboration with RCI Clinical Instructor, for one week.
2. After the In-Service Training Program (ISTP), they will be assigned in the DEU station for competency assessment for a period of 2-3 months. If the DEU staff, meets the required standards before the 2-3 months period, they can be deployed to NSO pool or different nursing unit.
 - 2.1 If the DEU staff failed to meet the required standards after 3 months, the staff will be subjected to monthly evaluation until the 5th month probationary status.
3. DEU Preceptors shall be selected in accordance with the selection criteria:
 - 3.1 Recommendation from the Education Committee/Head Nurses
 - 3.2 Performance appraisal rating of at least 88%
 - 3.3 Very satisfactory attendance record
 - 3.4 Completed the EPA Assessment with an evaluation remarks of "Fully Independent".
4. The DEU program shall be included in the ISTP orientation.
5. Shift Supervisor determines the staffing requirement of the DEU station depending on census, manpower availability and patient acuity.
6. Performance progress evaluation of the DEU staff shall be done every two weeks by the preceptor through the EPA Assessment Tool.
7. All newly hired Clinical Instructors shall undergo an orientation and training program within the Dedicated Educational Unit (DEU) before commencing their Related Learning Experience (RLE)



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duties with graduating nursing students.

PROCEDURE (SOP):

Newly Hired Nurse

1. Training and Education Supervisor endorses all ISTP graduates to the DEU Head Nurse for DEU deployment.
2. DEU Head Nurse orients the DEU set up on their first day to the following:
 - 2.1 New Nurses
 - 2.2 DEU Preceptors
 - 2.3 Clinical Instructors
3. DEU Head Nurse prepares the weekly schedule with a ratio of 1 DEU preceptor: 2-3 DEU Staff.
4. DEU Preceptor assigns four (4) patients to each DEU staff for the first week and shall determine the increments on the succeeding weeks until a maximum of 7 patients.
5. DEU Head Nurse endorses the DEU staff to the Staffing and Deployment Coordinator with the following requirements:
 - 5.1 Recommendation Letter
 - 5.2 EPA with the following notation:
 - 5.2.1 Partially Independent
 - 5.2.2 Fully Independent
 - 5.3 IPPA, (if 1st evaluation for probationary is due for submission)
6. DEU Head Nurse schedules monthly unit meeting for feedbacking and continuing performance assessment.

Clinical Instructor

1. Chief Nurse receives an endorsement letter from the Riverside College, Inc. (RCI) regarding the newly hired Clinical Instructor, along with their duty schedule.
2. Chief Nurse endorses the newly hired Clinical Instructor to the DEU Head for integration into the unit's orientation program.
3. DEU Head Nurse provides the Clinical Instructor with the detailed orientation schedule, outlining key activities and expectations.





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WORK INSTRUCTION:

KEY TASK	PERSON RESPONSIBLE
Newly Hired Nurse	
1. Endorses all ISTP graduates to the DEU Head Nurse for deployment.	The Training and Education Supervisor
2. Conducts a first-day orientation on the DEU setup for new nurses, DEU preceptors, and clinical instructors and prepare the weekly schedule.	
3. Endorses DEU staff to the Staffing and Deployment Coordinator with required documents and schedules monthly meetings for feedback and performance assessment.	DEU Head Nurse
4. Assigns each DEU staff four patients in the first week, with gradual increases in following weeks, up to a maximum of seven patients.	DEU Preceptor
Clinical Instructor	
5. Receives endorsement letter from the Riverside College, Inc. (RCI) regarding the newly hired Clinical Instructor, along with their duty schedule.	Chief Nurse
6. Endorses the newly hired Clinical Instructor to the DEU Head for integration into the unit's orientation program.	
7. Provides the Clinical Instructor with the detailed orientation schedule, outlining key activities and expectations.	DEU Head Nurse





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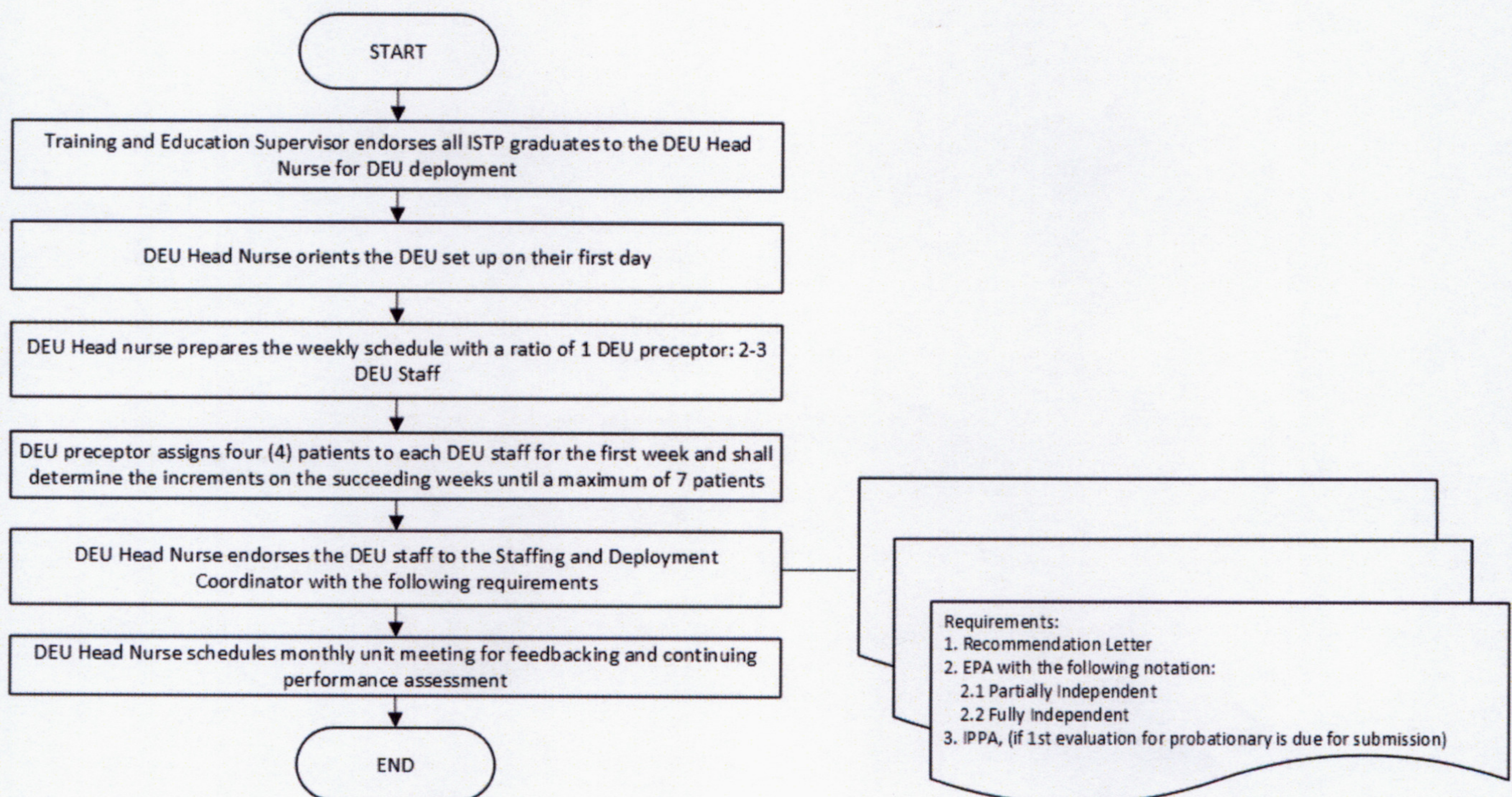
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WORK FLOW:**Newly Hired Nurse**

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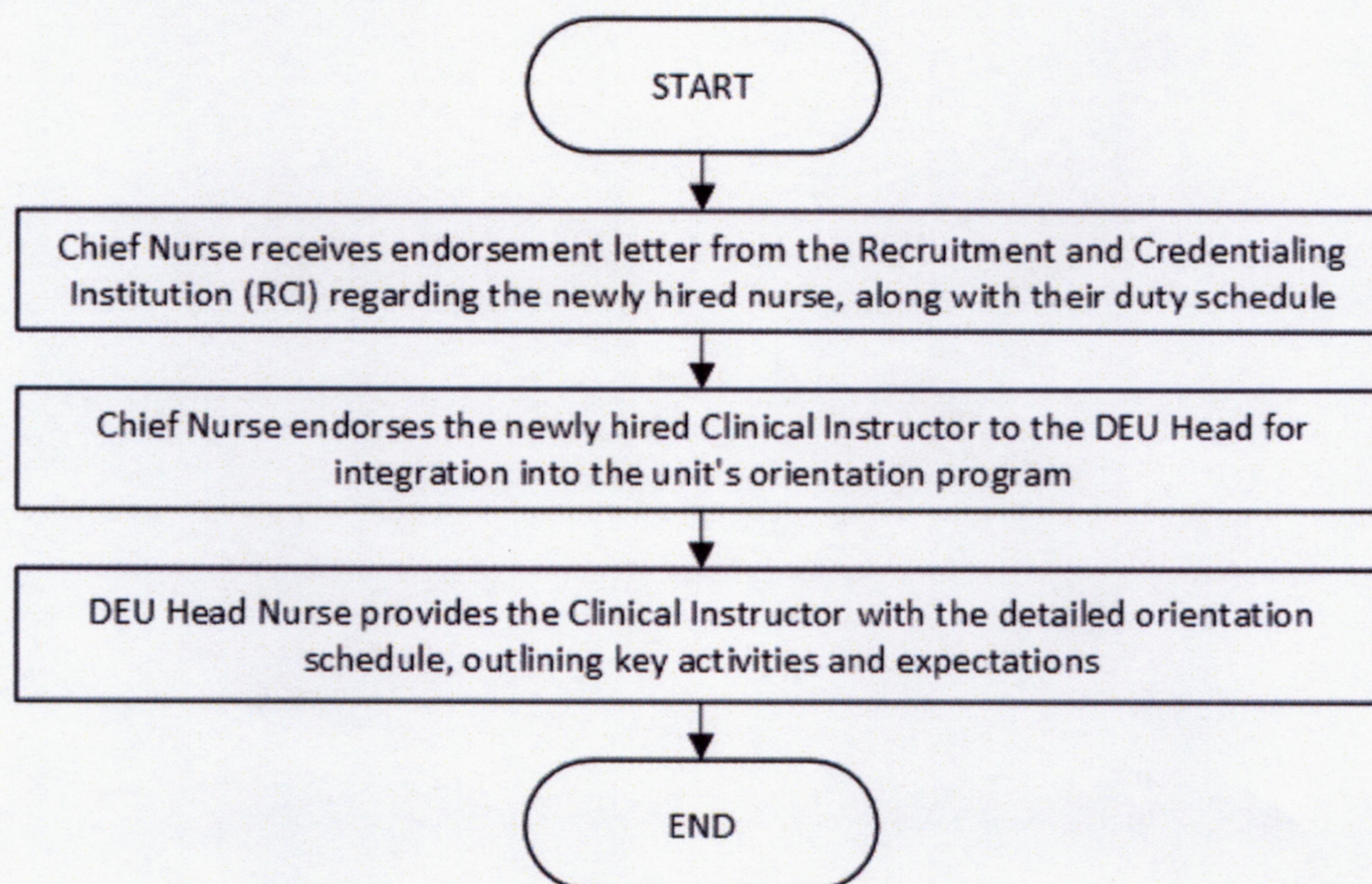
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Clinical Instructor



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FORMS: N/A

EQUIPMENT: N/A

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1. Benner, P. (2001). From Novice to Expert: *Excellence and Power in Clinical Nursing Practice*. Prentice Hall.
2. Edgecombe, K., Jennings, M., & Bowden, M. (2013). *International Nursing Review: The Impact of a Dedicated Education Unit on Learning Outcomes for Nursing Students*. Wiley.
3. Henderson, A., Heel, A., & Twentyman, M. (2007). *Enabling Education and Improving Learning Outcomes: The Role of a Dedicated Education Unit in Nursing Education*. Journal of Nursing Education, 46(4), 165-170.





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