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Nursing competencies at RRC Hospital's ICU in the Dominican Republic

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Nurses play a critical role at Intensive Care Units (ICU) because they spend the most time with patients, execute doctors' orders, monitor patients' conditions, and take action in case of changes in patient status. The purpose of this study was to identify the critical competencies necessary for nursing practice at the Robert Reid Cabral (RRC) Hospital's ICU according to nursing supervisors and related to nurses' helping role, teaching-coaching role, diagnostic functions, managing situations, therapeutic interventions, ensuring quality and work role. RQ: How do nursing supervisors, working at the RRC Hospital's ICU, describe the competencies of the outstanding nurses working at the ICU? This single instrumental case study considered 4 of the 6 ICU nursing supervisors at the RRC Hospital, which is the main child hospital at Santo Domingo, Dominican Republic. All participants were female from 40 to 64 years old with more than 12 months working at a nursing supervising position. An analytic induction approach was used to analyze interviews with participants, job description manuals, nursing attention protocols and norms. Results include ICU Nursing supervisors from the RRC Hospital consider that the ideal ICU nurse complies with all the requirements established by Dominican Public Health Ministry norms and manuals for nurses working in closed areas. Also, they are proactive in planning the care they provide with precision, empathy; sensibility and hygiene, while also exhibit effective technical and communication skills, accompanied with critical thinking skills to deal with difficult life-dependent situations they face in the unit.

Biography

Wady Ramirez is a PhD candidate of Higher Education Leadership at Western Michigan University. He is a Chancellor at Universidad Eugenio Maria de Hostos (UNIREMHOS) in the Dominican Republic since March 2016. He has completed his MBA at Florida International University in 2010 and Bachelor's degree in Industrial Engineering at INTEC University of Santo Domingo in 2008. He has 14 years of working experience at academic and administrative positions in two Dominican universities. He is working on his doctoral dissertation which is entitled as "Dominican nursing students' self-reported mastery of international nursing competencies".

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