



# **DEDER GENERAL HOSPITAL**

## **SKILL LAB PERFORMANCE REPORT**

**Quarter:** 4th Quarter 2017 E.C

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Deder, Ethiopia

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## **1. INTRODUCTION**

In-service skill development is an essential pillar for ensuring the competency of healthcare professionals. As part of Deder General Hospital's quality improvement initiative, the skill laboratory has been routinely utilized to build and strengthen clinical capacity. The Skill Lab supports continuous professional development through practical training, guided simulation, and supervised coaching. This report summarizes the 4th Quarter 2017 E.C skill lab training implementation, achievements, gaps, and improvement actions.

## **2. PURPOSE**

The primary purpose of this report is to document the planning, implementation, and outcomes of skill-based clinical capacity-building training sessions carried out during the **fourth quarter of 2017 E.C.**

## **3. OBJECTIVES**

- ❖ To assess the implementation of scheduled skill training sessions in Q4 2017 E.C).
- ❖ To evaluate pre- and post-intervention knowledge and skill improvements among participants.
- ❖ To identify performance gaps and challenges encountered during training.
- ❖ To provide evidence-based recommendations for strengthening future skill lab activities.

## 4. Methodology

### 4.1. Data Sources

- ❖ **Primary Data:** Collected through attendance records, pre- and post-test scores, trainer reports, and observation.
- ❖ **Secondary Data:** Quarter plan, hospital training schedule, and trainer feedback.

### 4.2. Data Collection Methods

- ❖ Direct participant evaluation
- ❖ Observational performance during simulation
- ❖ Trainer debriefings

### 4.3. Analysis Approach

**Descriptive analysis** of planned versus achieved sessions, percent achievement, qualitative improvement trends, and gap analysis.

## 5. Summary Table – Capacity Development

Skill Lab Activity	Plan (%)	Achievement (%)	Pre-Intervention	Post-Intervention	Improvement	Remarks
<b>Range of Motion</b>	100%	100%	25%	100%	Full improvement with practice	Positive
<b>Physical Examination</b>	100%	100%	Poor knowledge	Perfect execution	Excellent improvement	Positive
<b>Bandage and Cast Application</b>	100%	100%	Weak understanding	Proper technique	Enhanced skill application	Positive
<b>Pre &amp; Post Operative Care</b>	75%	100%	Not per standard	Performed per SOP	Compliance improved	Positive

## 6. Quarter 4 Activity Performance Summary

<b>SN</b>	<b>Activity</b>	<b>Month</b>	<b>Start Date</b>	<b>End Date</b>	<b>Duration</b>	<b>Location</b>	<b>Trainer(s)</b>	<b>Plan (%)</b>	<b>Achieved (%)</b>
1	<b>Range of Motion</b>	April	27/8/2017	27/8/2017	8 hrs	Skill Lab	Yoniso	60	42
2	<b>Physical Examination</b>	April	28/8/2017	29/8/2017	8 hrs	Skill Lab	Dr. Anawar & Abdi Tofik	55	40
			30/8/2017	30/9/2017	8 hrs	Skill Lab	Dr. Anawar & Abdi Tofik	55	40
3	<b>Bandage and Cast Application</b>	May	28/9/2017	29/9/2017	10 hrs	Skill Lab	Balisa Seyfudin	55	45
4	<b>Pre &amp; Post Operative Care</b>	June	28/10/2017	28/10/2017	8 hrs	Skill Lab	Jaabir	40	36

## **7. PERFORMANCE ANALYSIS AND KEY OBSERVATIONS**

### **Activity Completion:**

- All planned skill sessions were conducted on time.
- Actual participation was consistently lower than targets.

### **Duration & Structure:**

- Sessions ranged from 8 to 10 hours.
- Physical examination training occurred in two sessions due to high demand.

### **Trainers:**

- All sessions were conducted by experienced in-house trainers.

### **Achievement Levels:**

- Range of Motion: 70%
- Physical Examination: 73%
- Bandage & Cast Application: 82%
- Pre & Post-Op Care: 90%

## **8. STRENGTHS**

- Strong demand and interest from participants.
- 90%+ performance on post-tests in all trainings.
- Effective delivery by committed trainers.
- Skill application improved dramatically after sessions.

## **9. WEAKNESSES**

- Significant gap between planned and achieved participant numbers.
- Lack of material and budgetary support.
- No financial motivation or incentive for trainees.
- Minimal administrative follow-up and engagement.

## 10. RECOMMENDATIONS & PERFORMANCE IMPROVEMENT PLAN

Identified Gap	Proposed Action	Responsible Body	Timeline
Low attendance	Improve mobilization & scheduling	Skill Lab + HR	<b>Immediate</b>
No allocated training budget	Allocate annual budget for skill training	Hospital Admin	<b>FY 2018 EC</b>
Inadequate equipment & supplies	Procure standard mannequins and consumables	Admin + Procurement	<b>Q1 2018 EC</b>
No incentives	Include motivational incentives for trainees	Hospital Management	<b>FY 2018 EC</b>
Poor leadership follow-up	Integrate skill lab in hospital's performance indicators	Quality Directorate	<b>Ongoing</b>

## 11. FORWARD

To improve training outcomes and ensure long-term sustainability, the following must be prioritized:

- Budget allocation for skill development activities.
- Administrative engagement and supervision.
- Material fulfillment including standard skill lab supplies.

## 12. CONCLUSION

The 4th Quarter Skill Lab Report demonstrates strong performance in training execution and participant improvement. Despite challenges, the lab remains a valuable center for practical learning. Enhanced support from leadership will ensure that competency development continues to grow in depth, scale, and impact.



**Guyyaa/ቁጥር/Date:** \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

- ❖ Skill Lab focal person irraa
- ❖ SMT'dhaaf

**Dhimmi: waa'ee Gabaasa “Skill Lab Performance” erguu ilaala**

Akkuma mata Dureerrattii ibsamuuf yaalameettii gabaasa “Skill Lab Performance” kan kurmaana **4ffaa\_bar 2017** xalayaa **Fuula 7** qabuu gaggeessituu kana waliin walqabsiifnee isiiniif eerguu keenya kabajaan isiniif beeksiifnaa.

**Nagaya wajjiin!!**