

Original Research Article

Assess the Promotors and Barriers for Adherence to Clinical Practice Guidelines Among Nurses

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Abstract: Clinical practice guideline having much importance to improve the patient care outcomes and safety from complications. Nurses depend on multi-disciplinary knowledge and skills to use of clinical practice guidelines to promote their nursing practices. Nursing staff adherence to clinical practices guidelines is help in improving patient safety in hospital. The purpose of study is exploring the factors that promotes and inhibit adherence to clinical practices. This study considers the public hospital due to poor health care services. The population is comprised of registered nurses who are working in Jinnah hospital Lahore is included except critical areas, head nurses and other health care professionals. Sample size consists of 175 registered nurses of Jinnah hospital. According to analysis by using SPSS 21, results show that the organizational factors like development of guidelines, resources to carry out the skills, and support from hospital administration are the major promotors to adhere the clinical practice guidelines. Moreover, the results of this study depict that the personal factors including nurses have not enough knowledge about clinical practice guidelines, leadership and peer support, skill development, lack of communication, lack of resources and other facilities are major barriers to adherence the clinical practice guidelines. Finally, as a result of the research, multifaceted recommendation to assist the policy makers of health care organization and nursing managers to updating the guidelines, conduct educational and training session for nurses in a manner to up gradation of knowledge and improve the overall care and safety of patients.

Keywords: Clinical practice guidelines, promotors, barriers, Registered Nurses

INTRODUCTION

Clinical practices guidelines is used as an important tool of utilization of best evidence based practices to provide the quality care services to the patients [1]. Nurse's role in promoting the patients' health and individuals' behavior regarding disease cannot be underestimated. In addition, nurses task in not easy and depends both on knowledge and clinical practices guidelines [2]. The know-how of medical field disseminates rapidly in the clinical practices through the practices guidelines [3]. Furthermore, adherence to the clinical practices guidelines helps in improving patient safety and failure in implementing the practices guideline may have bad impact on the patient's prognosis due to poor diagnosis, miscommunication and other medication errors [1].

However, there exists promotors and barriers at the same time to adhere the clinical practices guidelines [2]. The two major factors that have impact to adhere the clinical practices guidelines are the environmental

factors like organization, patients, colleagues etc. and personal factors like knowledge, attitude, skills and personal attention.

Though the primary promotors that may help in the adherence of the clinical practices guidelines are the focus on standard patient care, optimization of patient care outcomes, expert colleagues and readily accessible guidelines [4]. However, MacDermid *et al.* [5]. Emphasizes that knowledge is among the best promotors to adhere the practices guideline. It considers the training sessions, workshops and collaboration of the experts in the field. Thus, nurses' education and training regarding clinical practices plays a crucial role to enhance the knowledge and skills [6].

Consequently, the study emphasizes that if the hospital's management facilitates and makes the nurses responsible for the enhancement of knowledge and awareness then it provides the better results practices guideline's adherence [7]. However, organizations can

themselves promote the adherence of clinical practices guidelines through focusing and emphasizing on its importance. Therefore, health care organizations should facilitate, encourage and establish the system which make sure the adherence of the practices guidelines [1]. In addition, feedback on the nurse's performance, outcomes, implementation of guidelines and communication between colleagues can also become the promoters to adhere the clinical practices guidelines [8].

Contrary to this, there exists barriers to adhere the clinical practices guidelines i.e. nurse's attitudes towards the adoption of the guidelines [9]. Likewise, patient may become the barrier to adhere the clinical practices guidelines [2]. Similarly, behavior of the nurses is the major barrier to adhere the clinical practices guideline that is caused through the environment. Lack of education, training and development may also effect the nurses' behavior towards the evidence based clinical practice guidelines [10]. The study noted that organization and its staff may paly role as barrier to adhere the clinical practices guidelines [11].

In the developing countries, there is need to investigate the promoters and barriers to adhere the clinical practices guidelines. The current study investigates the promoters and barriers to adhere the clinical practices guidelines for the nurses of Jinnah hospital Lahore, Pakistan.

Research problem

The ignorance of the evidence base practices makes the compromise on the patient care outcomes. Moreover, the irregularity in the utilization of the clinical practices guidelines effects the patients badly and results the complication and increases the stay of the patient in the hospital [12]. The major problem is that the management of the hospitals do not focus on the promoters so that the nurses can be motivates to use the clinical practices guideline. In the same manner, hospital's management focus on the reduction of the barriers to adhere the clinical practices guidelines is lacking. Thus, it is need of the time to identify the key promoters and barriers especially in the public health care sector to ensure the better health care services.

Significance of the study

The findings of this study will be helpful for the nursing staff to understand the promoters and barriers to adhere the clinical practice guidelines. The current study will enhance the awareness of hospital policy makers regarding key promoters and barriers of the clinical practice guidelines. This study results can also be used in the private hospitals to identify the promoter and barriers to adhere the clinical practices guidelines. However, health care strategy makers can

get the benefit through this study to understand how to increase the promoters and barriers to achieve the better health care services.

Objective

- To assess the promoters for adherence to clinical practice guidelines among the nurses at Jinnah Hospital Lahore, Pakistan.
- To assess the barriers of the adherence to the clinical practice guidelines among the nurses of Public hospitals of Lahore, Pakistan.

LITRATURE REVIEW

The clinical practices guideline is a tool for the healthcare professionals to provide the best evidence based patient care services [13]. The earlier studies were more disease specific while assessing the barriers to adhere the clinical practice guidelines and the issue in not documented well among the countries where human and financial barriers exists at large scale [14]. Similarly, clinical guideline provides the useful information and the barrier to adhere these practice guidelines are intention, attitude, behavior and the system of the organization. However, the major barrier is time and the resources to implement the guidelines.

The study noted that very few studies investigated the promotors and facilitators to implement the clinical guidelines [15]. Furthermore, the study emphasizes that lack of organizational support; change over the concern of quality care services may become the barrier to adhere the clinical guidelines. However, feedback to the staff, management intervention and implementing the local scenario act as facilitator to adhere the clinical practices. In addition, the readily available guideline on the internet also acts as the valuable promoter [14].

Moreover, the study noted the lack of education, skills and communication become the barrier to adopt the practices guidelines [16]. Likewise, the study explained that the absence of education, motivation and supporting staff are the barrier of adherence of the clinical practices guidelines [17].

The study emphasizes that organization is main barrier and promoter as well for adherence of the clinical practice guidelines because organization can support as a promoter to provide best resources and mandatory polies to follow the evidence base practice clinical practice guidelines [18]. In the same manner, environment of an organization also serve as promoters and barriers for adherence of clinical practice guidelines [18].

Furthermore, knowledge was considered as a promoter and barrier for adherence. Having the knowledge about guidelines was seen as a promoter for

adherence. Similarly, attitude and behavior of clinician towards the clinical practice guidelines is also a promoter of the adherence of practices guidelines [19].

According to Keiffer [4] barriers to implement the clinical practices guidelines are lack of knowledge, complexity of guidelines, staff behavior and attitude, less education, lack of organizational support and resources are major barriers for nurses to adherence the clinical practice guidelines.

According to Pincus *et al.* [20] barriers that can affect the adherence of the clinical practices guidelines are lack of evidence about appropriate clinical practices on which the quality of care depends, lack of coordination, lack of communication, lack of information and organizational resources [20]. Likewise, the study mentions that attitude, knowledge and organizational resources are the leading barriers to adhere the clinical practice guidelines.

METHODOLOGY

Demographic data

Table-01: Shows the combine results of all question of demographic section

Wards specialty	No of Nurses		Valid	Frequency	percentage
AngioWard	8	Designation	Register Nurses	175	100
CCU	8				
ENT	9				
Eye Ward	9				
Gynea	8				
Maxillo facial	1				
Medical	23	Gender	Female	175	100
Nephro	8	Age	21-25	85	48.6
Neuro	9		26-30	66	37.7
Nursery	8		31-35	18	10.3
Oncology	5		36-40	6	3.4
Ortho	17		Total	175	100.0
Peads Ward	9	Job Experience	0-5	84	48.0
Plastic Surgery	9		6-10	66	37.7
Private Unit	9		11-15	18	10.3
Skin	5		16-20	7	4.0
Surgical	17		Total	175	100.0
TB chest	5				
Urology	8				
Total	175				

The current study is of quantitative and descriptive study design. The 36 items questionnaire of Ismaile [1] based on 5-point Likert scale was used to measure the barriers and promoters to adhere the clinical practices guideline. The self-administered questionnaire was distributed to 175 nurses of Jinnah hospital Lahore, Pakistan through convenient sampling. Registered Nurses from all departments except critical areas who are working in Jinnah hospital Lahore was included in this research. The Head nurses, student nurses and other paramedics were excluded in this research. The data was taken after taking permission letter from Head of department Principal Lahore school of Nursing, The University of Lahore. Participant's recruitment was on purely voluntary basis. The data was analyzed by using the statistical package for social sciences (SPSS) version 21.

RESULTS

This chapter comprises on three sections, one is demographics section of participants, second section consist on promoting factors and barriers to adherence with clinical practice guideline.

You are adhering to clinical practice guidelines because, (Promoters)**Question # 1: They are mandatory and compulsory****Table No 2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	52	29.7	29.7	29.7
	Disagree	54	30.9	30.9	60.6
	Neutral	12	6.9	6.9	67.4
	Agree	35	20.0	20.0	87.4
	strongly agree	22	12.6	12.6	100.0
	Total	175	100.0	100.0	

Table no. 2.1 shows the nurses' response on the question that guidelines are mandatory and compulsory. The results show that 29.7% (n=52) were strongly

disagree, 30.9% (n=54) were disagree, 6.9% (n=12) were neutral, 20 % (n=35) were agree and 12.6% (n=22) were strongly agree with this question.

Question # 02: you are competent and you have the skills to carry out**Table No 2.2:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	37	21.1	21.1	21.1
	Disagree	47	26.9	26.9	48.0
	Neutral	20	11.4	11.4	59.4
	Agree	47	26.9	26.9	86.3
	strongly agree	24	13.7	13.7	100.0
	Total	175	100.0	100.0	

Table no 2.2 shows the results of question that you are competent and you have skills to carry out in. The results show that 21.1% (n=37) of the participants were

strongly disagree, 26.9% (n=47) were disagree, 11.4% (n=20) were neutral, 26.9% (n=47) were agree and 13.7% (n=24) were strongly agree.

Question# 03: You have the knowledge to carry out the task**Table No 2.3:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	15	8.6	8.6	8.6
	Disagree	28	16.0	16.0	24.6
	Neutral	32	18.3	18.3	42.9
	Agree	69	39.4	39.4	82.3
	strongly agree	31	17.7	17.7	100.0
	Total	175	100.0	100.0	

Table no 2.3 shows the results of statement that you have the knowledge to carry out the task. The results show that 8.6% (n=15) of the participants were strongly

disagree, 16% (n=28) were disagree, 18.3% (n=32) were neutral, 39.4% (n=69) were agree and 17.7% (n=31) were strongly agree.

Question # 04: You are accountable for your action**Table No 2.4:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	32	18.3	18.3	18.3
	Disagree	41	23.4	23.4	41.7
	Neutral	19	10.9	10.9	52.6
	Agree	56	32.0	32.0	84.6
	strongly agree	27	15.4	15.4	100.0
	Total	175	100.0	100.0	

Table No 2.4 shows the results of the question that you are accountable for your action. The results show that 18.3% (n=32) of the participants were strongly disagree,

23.4% (n=41) were disagree, 10.9% (n=19) were neutral, 32% (n=56) were agree and 15.4% (n=27) were strongly agree.

Question# 05: You fear you may lose your job**Table No 2.5:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	31	17.7	17.7	17.7
	Disagree	71	40.6	40.6	58.3
	Neutral	19	10.9	10.9	69.1
	Agree	41	23.4	23.4	92.6
	strongly agree	13	7.4	7.4	100.0
	Total	175	100.0	100.0	

Table no. 2.5, shows the results of question that you fear you may lose your job. The results show that 17.7% (n=31) of the participants were strongly disagree,

40.6% (n=71) were disagree, 10.9% (n=19) were neutral, 23.4% (n=41) were agree and 7.4% (n=13) were strongly agree.

Question# 06: It protects you from risk**Table No 2.6:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	45	25.7	25.7	25.7
	Disagree	46	26.3	26.3	52.0
	Neutral	12	6.9	6.9	58.9
	Agree	50	28.6	28.6	87.4
	strongly agree	22	12.6	12.6	100.0
	Total	175	100.0	100.0	

Table no 2.6 shows the results of the question that It protects you from risk. The results show that 25.7% (n=45) of the participants were strongly disagree, 26.3%

(n=46) were disagree, 6.9% (n=12) were neutral, 28.6% (n=50) were agree and 12.6% (n=22) were strongly agree.

Question # 07: Sometimes you feel you lack the profession experience for a particular situation**Table No 2.7:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	36	20.6	20.6	20.6
	Disagree	49	28.0	28.0	48.6
	Neutral	23	13.1	13.1	61.7
	Agree	54	30.9	30.9	92.6
	strongly agree	13	7.4	7.4	100.0
	Total	175	100.0	100.0	

Table no 2.7 shows the results of the question that sometimes you feel you lack the profession experience for a particular-situation. The results show that 20.6% (n=36) of the participants were strongly disagree, 28%

(n=49) were disagree, 13.1% (n=23) were neutral, 30.9% (n=54) were agree and 7.4% (n=13) were strongly agree.

Question # 08: It standardizes care as well as providing patient safety**Table No 2.8:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	37	21.1	21.1	21.1
	Disagree	28	16.0	16.0	37.1
	Neutral	26	14.9	14.9	52.0
	Agree	57	32.6	32.6	84.6
	strongly agree	27	15.4	15.4	100.0
	Total	175	100.0	100.0	

Figure no.13 and table no 2.8 shows the results of the item that it standardizes care as well as providing patient safety. The results show that 21.1% (n=37) of the participants were strongly disagree, 16% (n=28)

were disagree, 14.9% (n=26) were neutral, 32.6% (n=57) were agree and 15.4% (n=27) were strongly agree.

Question# 09: Habit and routine enable you to become familiar with guidelines**Table No 2.9:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	27	15.4	15.4	15.4
	Disagree	41	23.4	23.4	38.9
	Neutral	19	10.9	10.9	49.7
	Agree	59	33.7	33.7	83.4
	strongly agree	29	16.6	16.6	100.0
	Total	175	100.0	100.0	

Table no 2.9 shows the results of the item that habit and routine enable you to become familiar with guidelines. The results show that 15.4% (n=27) of the participants

were strongly disagree, 23.4% (n=41) were disagree, 10.9% (n=19) were neutral, 33.7% (n=59) were agree and 16.6% (n=29) were strongly agree.

Question # 10: You receive motivation and encouragement**Table No 2.10:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	31	17.7	17.7	17.7
	Disagree	34	19.4	19.4	37.1
	Neutral	25	14.3	14.3	51.4
	Agree	63	36.0	36.0	87.4
	strongly agree	22	12.6	12.6	100.0
	Total	175	100.0	100.0	

Table no 2.10 shows the results of the question that you receive motivation and encouragement. The results show that 17.7% (n=31) of the participants were

strongly disagree, 19.4% (n=34) were disagree, 14.3% (n=25) were neutral, 36% (n=63) were agree and 12.6% (n=22) were strongly agree.

Question #11: It could be cost effective when performing a clinical procedure**Table No 2.11:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	38	21.7	21.7	21.7
	Disagree	56	32.0	32.0	53.7
	Neutral	12	6.9	6.9	60.6
	Agree	51	29.1	29.1	89.7
	strongly agree	18	10.3	10.3	100.0
	Total	175	100.0	100.0	

Table no 2.11 shows the results of the question that it could be cost effective when performing clinical procedure. The results show that 21.7% (n=38) of the

participants were strongly disagree, 32% (n=56) were disagree, 6.9% (n=12) were neutral, 29.1% (n=51) were agree and 10.3% (n=18) were strongly agree.

Question # 12: You are aware of guidelines existence**Table No 2.12:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	29	16.6	16.6	16.6
	Disagree	55	31.4	31.4	48.0
	Neutral	18	10.3	10.3	58.3
	Agree	49	28.0	28.0	86.3
	strongly agree	24	13.7	13.7	100.0
	Total	175	100.0	100.0	

Table no. 2.12 shows the results of the question that you are aware of guidelines existence. The results show that 16.6% (n=29) of the participants were strongly disagree,

31.4% (n=55) were disagree, 10.3% (n=18) were neutral, 28% (n=49) were agree and 13.7% (n=24) were strongly agree.

Question # 13: You are having audits and supervision by seniors**Table No 2.13:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	15	8.6	8.6	8.6
	Disagree	67	38.3	38.3	46.9
	Neutral	20	11.4	11.4	58.3
	Agree	46	26.3	26.3	84.6
	strongly agree	27	15.4	15.4	100.0
	Total	175	100.0	100.0	

Table no. 2.13 shows the results of the question that you are having audits and supervision by seniors. The results show that 8.6% (n=15) of the participants were

strongly disagree, 38.3% (n=67) were disagree, 11.4% (n=20) were neutral, 26.3% (n=46) were agree and 15.4% (n=27) were strongly agree.

Question # 14: You receive good communication and good leadership around guideline adherence**Table No 2.14:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	24	13.7	13.7	13.7
	Disagree	32	18.3	18.3	32.0
	Neutral	33	18.9	18.9	50.9
	Agree	58	33.1	33.1	84.0
	strongly agree	28	16.0	16.0	100.0
	Total	175	100.0	100.0	

Table no. 2.14 shows the results of the question that you receive good communication and good leadership around guideline adherence. The results show that 13.7% (n=24) of the participants were strongly disagree,

18.3% (n=32) were disagree, 18.9% (n=33) were neutral, 33.1% (n=58) were agree and 16% (n=28) were strongly agree.

Question # 15: You receive peer support, as well as support from senior staff in carrying out your duty**Table No 2.15:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	36	20.6	20.6	20.6
	Disagree	72	41.1	41.1	61.7
	Neutral	8	4.6	4.6	66.3
	Agree	38	21.7	21.7	88.0
	strongly agree	21	12.0	12.0	100.0
	Total	175	100.0	100.0	

Table no. 2.15 shows the results of the question that you receive peer support as well as support from senior staff in carrying out your duty. The results show that 20.6%

(n=36) of the participants were strongly disagree, 41.1% (n=72) were disagree, 4.6% (n=8) were neutral, 21.7% (n=38) were agree and 12% (n=21) were strongly agree.

Question # 16: There is someone watching you and accessing how you behave**Table No 2.16:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	38	21.7	21.7	21.7
	Disagree	59	33.7	33.7	55.4
	Neutral	8	4.6	4.6	60.0
	Agree	53	30.3	30.3	90.3
	strongly agree	17	9.7	9.7	100.0
	Total	175	100.0	100.0	

Table no 2.16 shows the results of the question that there is someone watching you and accessing how you behave. The results show that 21.7% (n=38) of the

participants were strongly disagree, 33.7% (n=59) were disagree, 4.6% (n=8) were neutral, 30.3% (n=53) were agree and 9.7% (n=21) were strongly agree.

Question # 17: The guidelines are applicable without too much difficulty to patient and clinical situation

Table No 2.17:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	38	21.7	21.7	21.7
	Disagree	68	38.9	38.9	60.6
	Neutral	4	2.3	2.3	62.9
	Agree	45	25.7	25.7	88.6
	strongly agree	20	11.4	11.4	100.0
	Total	175	100.0	100.0	

Table no 2.17 shows the results of the quest that the guidelines are applicable without too much difficulty to patient and clinical situation. The results show that 21.7% (n=38) of the participants were strongly disagree,

38.9% (n=68) were disagree, 2.3% (n=4) were neutral, 25.7% (n=45) were agree and 11.4% (n=20) were strongly agree.

Question # 18: They are issued with a clear scientific base supporting them

Table No 2.18:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	45	25.7	25.7	25.7
	Disagree	42	24.0	24.0	49.7
	Neutral	17	9.7	9.7	59.4
	Agree	52	29.7	29.7	89.1
	strongly agree	19	10.9	10.9	100.0
	Total	175	100.0	100.0	

Table no. 2.18 shows the results of the question that they are issued with a clear scientific base supporting. The results show that 25.7% (n=45) of the participants

were strongly disagree, 24% (n=42) were disagree, 9.7% (n=17) were neutral, 29.7% (n=52) were agree and 10.9% (n=19) were strongly agree.

Question # 19: Which are developed locally?

Table No 2.19:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	40	22.9	22.9	22.9
	Disagree	48	27.4	27.4	50.3
	Neutral	24	13.7	13.7	64.0
	Agree	45	25.7	25.7	89.7
	strongly agree	18	10.3	10.3	100.0
	Total	175	100.0	100.0	

Table no. 2.19 shows the results of the question that which is developed locally. The results show that 22.9% (n=40) of the participants were strongly disagree, 27.4%

(n=48) were disagree, 13.7% (n=24) were neutral, 25.7% (n=45) were agree and 10.3% (n=18) were strongly agree.

Question # 20: You were involved in developing the guidelines**Table No 2.20:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	34	19.4	19.4	19.4
	Disagree	42	24.0	24.0	43.4
	Neutral	22	12.6	12.6	56.0
	Agree	58	33.1	33.1	89.1
	strongly agree	19	10.9	10.9	100.0
	Total	175	100.0	100.0	

Table no. 2.20 shows the results of the question that you were involved in developing the guidelines. The results show that 19.4% (n=34) of the participants were

strongly disagree, 24% (n=42) were disagree, 12.6% (n=22) were neutral, 33.1% (n=58) were agree and 10.9% (n=19) were strongly agree.

Question # 21: They are accessible and easy to find**Table No 2.21:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	8	4.6	4.6	4.6
	Disagree	34	19.4	19.4	24.0
	Neutral	42	24.0	24.0	48.0
	Agree	68	38.9	38.9	86.9
	strongly agree	23	13.1	13.1	100.0
	Total	175	100.0	100.0	

Table no 2.21 shows the results of the question that they are accessible and easy to find. The results show that 4.6% (n=8) of the participants were strongly disagree,

19.4% (n=34) were disagree, 24% (n=42) were neutral, 38.9% (n=68) were agree and 13.1% (n=23) were strongly agree.

Question # 22: They are written in clear and unambiguous text**Table No 2.22:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	38	21.7	21.7	21.7
	Disagree	41	23.4	23.4	45.1
	Neutral	19	10.9	10.9	56.0
	Agree	58	33.1	33.1	89.1
	strongly agree	19	10.9	10.9	100.0
	Total	175	100.0	100.0	

Table no 2.22 shows the results of the question that they are written in clear and unambiguous text. The results show that 21.7% (n=38) of the participants were

strongly disagree, 23.4% (n=41) were disagree, 10.9% (n=19) were neutral, 33.1% (n=58) were agree and 10.9% (n=19) were strongly agree.

Question # 23: They are simple and short**Table No 2.23:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	30	17.1	17.1	17.1
	Disagree	39	22.3	22.3	39.4
	Neutral	17	9.7	9.7	49.1
	Agree	69	39.4	39.4	88.6
	strongly agree	20	11.4	11.4	100.0
	Total	175	100.0	100.0	

Table no. 2.23 shows the results of the question that they are simple and short. The results show that 17.1% (n=30) of the participants were strongly disagree, 22.3%

(n=39) were disagree, 9.7% (n=17) were neutral, 39.4% (n=69) were agree and 11.4% (n=20) were strongly agree.

Question # 24: They are designed with a reminder system that provides messages

Table No 2.24:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	10	5.7	5.7	5.7
	Disagree	28	16.0	16.0	21.7
	Neutral	48	27.4	27.4	49.1
	Agree	72	41.1	41.1	90.3
	strongly agree	17	9.7	9.7	100.0
	Total	175	100.0	100.0	

Table no. 2.24 shows the results of the question that they are designed with a reminder system that provides messages. The results show that 5.7% (n=10) of the participants were strongly disagree, 16% (n=28) were disagree, 27.4% (n=48) were neutral, 41.1% (n=72) were agree and 9.7% (n=17) were strongly agree.

Question # 25: They are colored and laminated

Table No 2.25:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	49	28.0	28.0	28.0
	Disagree	53	30.3	30.3	58.3
	Neutral	20	11.4	11.4	69.7
	Agree	39	22.3	22.3	92.0
	strongly agree	14	8.0	8.0	100.0
	Total	175	100.0	100.0	

Table no. 2.25 shows the results of the question that they are colored and laminated. The results show that 28% (n=49) of the participants were strongly disagree,

30.3% (n=53) were disagree, 11.4% (n=20) were neutral, 22.3% (n=39) were agree and 8% (n=14) were strongly agree.

Question # 26: They are disseminated in a variety of ways, including internet databases, e-mails, face-to-face sessions, team briefing, and through the management chain

Table No 2.26:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	27	15.4	15.4	15.4
	Disagree	40	22.9	22.9	38.3
	Neutral	32	18.3	18.3	56.6
	Agree	59	33.7	33.7	90.3
	strongly agree	17	9.7	9.7	100.0
	Total	175	100.0	100.0	

Table no. 2.26 shows the results of the question that they are disseminated in a variety of ways, including internet databases, e-mails, face-to-face sessions, team briefing, and through the management chain. The

results show that 15.4% (n=27) of the participants were strongly disagree, 22.9% (n=40) were disagree, 18.3% (n=32) were neutral, 33.7% (n=59) were agree and 9.7% (n=17) were strongly agree.

You don't adhere to clinical practice guidelines because, (Barriers)**Question # 01: You do not always agree with a guideline****Table No 3.1:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	13	7.4	7.4	7.4
	Disagree	32	18.3	18.3	25.7
	Neutral	16	9.1	9.1	34.9
	Agree	69	39.4	39.4	74.3
	strongly agree	45	25.7	25.7	100.0
	Total	175	100.0	100.0	

Table no 3.1 shows the result of the question that you do not always agree with a guideline. The results show that 7.4% (n=13) of the participants were strongly

disagree, 18.3% (n=32) were disagree, 9.1% (n=16) were neutral, 39.4% (n=69) were agree and 25.7% (n=45) were strongly agree.

Question# 02: Not all guidelines are applicable to a particular patient**Table No 3.2:**

2.Not all guidelines are applicable to a particular patient					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	10	5.7	5.7	5.7
	Disagree	25	14.3	14.3	20.0
	Neutral	16	9.1	9.1	29.1
	Agree	83	47.4	47.4	76.6
	strongly agree	41	23.4	23.4	100.0
	Total	175	100.0	100.0	

Table no.3.2 show the results of the question that not all guidelines are applicable to a particular patient. The results show that 5.7% (n=10) of the participants were strongly disagree, 14.3% (n=25) were disagree, 9.1% (n=16) were neutral, 47.4% (n=83) were agree and 23.4% (n=41) were strongly agree.

Table no. 3.3 show the results of the question that off-time constraints and work pressure. The results show that 4% (n=7) of the participants were strongly disagree, 16.6% (n=29) were disagree, 6.9% (n=12) were neutral, 41.7% (n=73) were agree and 30.9% (n=54) were strongly agree.

Question #03: Off time constraints and work pressure**Table No: 3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	3	1.7	1.7	1.7
	Disagree	29	16.6	16.6	18.3
	Neutral	22	12.6	12.6	30.9
	Agree	69	39.4	39.4	70.3
	strongly agree	52	29.7	29.7	100.0
	Total	175	100.0	100.0	

Table no.3.4 show the results of the question that they are a challenge to your professional autonomy. The results show that 1.7% (n=3) of the participants were

strongly disagree, 12.6% (n=29) were disagree, 12.6% (n=22) were neutral, 39.4% (n=69) were agree and 29.7% (n=52) were strongly agree.

Question # 05: You lack the resources and funds to carry out clinical procedure**Table No 3.5:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	9	5.1	5.1	5.1
	Disagree	16	9.1	9.1	14.3
	Neutral	14	8.0	8.0	22.3
	Agree	89	50.9	50.9	73.1
	strongly agree	47	26.9	26.9	100.0
	Total	175	100.0	100.0	

Table no 3.5 show the results of the question that you lack the resources and funds to carry out clinical procedure. The results show that 5.1% (n=9) of the

participants were strongly disagree, 9.1% (n=16) were disagree, 8% (n=14) were neutral, 50.9% (n=89) were agree and 26.9% (n=52) were strongly agree.

Question# 06: You lack understanding of a guideline**Table No 3.6:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	7	4.0	4.0	4.0
	Disagree	28	16.0	16.0	20.0
	Neutral	13	7.4	7.4	27.4
	Agree	81	46.3	46.3	73.7
	strongly agree	46	26.3	26.3	100.0
	Total	175	100.0	100.0	

Table no.3.6 show the results of the question that you lack understanding of a guideline. The results show that 4% (n=7) of the participants were strongly disagree,

16% (n=28) were disagree, 7.4% (n=13) were neutral, 46.3% (n=81) were agree and 26.3% (n=46) were strongly agree.

Question# 07: You lack training and education**Table No 3.7:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	13	7.4	7.4	7.4
	Disagree	31	17.7	17.7	25.1
	Neutral	15	8.6	8.6	33.7
	Agree	70	40.0	40.0	73.7
	strongly agree	46	26.3	26.3	100.0
	Total	175	100.0	100.0	

Table no. 3.7 show the results of the question you lack training and education. The results show that 7.4% (n=13) of the participants were strongly disagree, 17.7%

(n=31) were disagree, 8.6% (n=15) were neutral, 40% (n=70) were agree and 26.3% (n=46) were strongly agree.

Question# 08: Patient preference for one treatment rather than another, may not accord with clinical guidelines**Table No 3.8:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	11	6.3	6.3	6.3
	Disagree	33	18.9	18.9	25.1
	Neutral	24	13.7	13.7	38.9
	Agree	73	41.7	41.7	80.6
	strongly agree	34	19.4	19.4	100.0
	Total	175	100.0	100.0	

Table no 3.8 show the results of the question that patient preference for one treatment rather than another may not accord with clinical guidelines. The results

show that 6.3% (n=11) of the participants were strongly disagree, 18.9% (n=33) were disagree, 13.7% (n=24)

were neutral, 41.7% (n=73) were agree and 19.4% (n=34) were strongly agree.

Question# 09: Following a guideline recommendation would not always lead to improved outcome

Table No 3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	17	9.7	9.7	9.7
	Disagree	28	16.0	16.0	25.7
	Neutral	35	20.0	20.0	45.7
	Agree	59	33.7	33.7	79.4
	strongly agree	36	20.6	20.6	100.0
	Total	175	100.0	100.0	

Table no.3.9 show the results of the question that following a guideline recommendation would not always lead to improved outcome. The results show that 9.7% (n=17) of the participants were strongly disagree,

16% (n=28) were disagree, 20% (n=35) were neutral, 33.7% (n=59) were agree and 20.6% (n=36) were strongly agree.

Question# 10: Sometimes, clinical guidelines are rigid and not flexible to adopt to a particular clinical situation

Table No 3.10:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	16	9.1	9.1	9.1
	Disagree	21	12.0	12.0	21.1
	Neutral	33	18.9	18.9	40.0
	Agree	78	44.6	44.6	84.6
	strongly agree	27	15.4	15.4	100.0
	Total	175	100.0	100.0	

Table no. 3.10, show the results of the question that sometimes, clinical guidelines are rigid and not flexible to adopt to a particular clinical situation. The results show that 9.1% (n=16) of the participants were strongly disagree, 12% (n=21) were disagree, 18.9% (n=33) were neutral, 44.6% (n=78) were agree and 15.4% (n=27) were strongly agree.

DISCUSSION

This study investigates the promoters and barriers to adhere the clinical practices among the nurses of public hospital of Lahore, Pakistan. It is important to adhere the clinical practices guidelines as it ensures the better health care services. In the current study, 26 questions analyze that is there presence of promoter in the public hospitals of Lahore or not? In table 2.1 to 2.26 the responses of nurses regarding presence of promoters can be seen. The results of responses from table 2.1 to 2.26 depict the lack of focus on the promoters to adhere the clinical practices guidelines in the public hospital of Lahore, Pakistan. This study results show that the greatest promoter to adhere the clinical practices guidelines are the supportive and effective leadership, peer support, training and development, organizational funding and environment also shown by other study of Ismail Samantha [2].

However, table 3.1 to 3.10 shows the responses of the nurses regarding the existence of

barriers to adhere the clinical practices guidelines. The results in table 3.1 to 3.10 determine the presence of the barriers to adhere the clinical practices guidelines. This study results shows that work pressure, agree with the specific guidelines for all, knowledge and fund resources are greatest barriers to adhere the clinical practices guidelines among the nurses of public hospitals of Lahore, Pakistan. These barriers also determine in other study that was conducted by, Keiffer, [4]. Therefore, this study results demonstrates that the focus of the administration is lacking on the promoters and ignoring the barriers to adhere the clinical practices guidelines. This becomes the reason of the poor health care services of the Jinnah hospital, Lahore, Pakistan.

CONCLUSION

The current study assess the presence of promoters and barriers to adhere the clinical practices guidelines at Jinnah hospital Lahore, Pakistan as it is valid tool to improve patient outcomes. This study results show that organizational factors are major promoters to adhere the clinical practices guidelines. Moreover, the results of the current study depict that personal factors like nurses have not enough knowledge about clinical practice guidelines, leadership and peer support, skills development, lack of communication, lack of resources and other facilities as the major barriers to adhere the clinical practices guidelines. Thus, it is need of the time that public hospital administration focus on the strategies to enhance the promoters and to

avoid the barriers to adhere the clinical practices guidelines.

Limitations & Recommendations:

The limitation of the current study is given in the following:

- This study considers only single public hospital of Lahore Pakistan due to time shortage and accessibility. Further studies would consider more hospital and cities to generalize the results.
- To find out the literature of this study and related articles with quantitative research.
- This study is of quantitative design. Further study should conduct both quantitative and qualitative study to get the more appropriate results.
- This study just identifies the existence of promoters and barriers to adhere the clinical practices guidelines. Further studies should also investigate the relationship of the promoters and barriers to adherence of practice guidelines with other organizational outcomes like performance, patient satisfaction etc.

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