Introduction
Non-invasive ventilation (NIV) is established to management of acute hypercapnia respiratory failure patients which is one of the major technical advances in respiratory care with obvious reduction in intubation rate and mortality. By using NIV treatment, several key points should be emphasis such as synchronization, leakage, mask fitting and nursing care which may affect the efficiency of NIV treatment. However, insufficient NIV training is noted. As nursing care is significant in success of NIV treatment, an enhancement program was established in Department of Medicine & Geriatrics (M&G) by respiratory unit of United Christian Hospital (UCH) to enhance nurses’ competency in NIV care.

Objectives
1. Recruit more than 50% nursing staff of M&G in the program. 2. Staffs acquire the knowledge of indications and clinical management for patients with NIV. 3. Staffs understand the concept, safety demonstration, effective operation and nursing care of NIV.

Methodology
The enhancement program was consisted with 10 identical sessions. Eight sessions were conducted from March to December 2015. Each identical session included 45 minutes classroom lecture and 45 minutes practical workshop. The lecturer and workshop lecturers are qualified respiratory nurses. Each session can accommodate around 25 nurses. Evaluation forms has been delivered and collected in each session. Feedbacks were composited and analyzed in evaluation report.

Result
Ten identical sessions was provided to all nursing staff of M&G. Total 212 nurses attended this course which is more than 50% of nursing staff in 16 M&G wards. Evaluation forms 210 were distributed and 172 forms were returned. All participants (100%) agreed that this program has achieved its stated objective and they also understand the basic physiology, mechanism, principle, the complications, indications and contraindications of non-invasive ventilation. All participants (100%) agreed that
they understand the different modes of NIV, monitoring synchronization, mask fitting of patients, the rational nursing care with NIV, the preoperational check, safety operation and infection control measures of using NIV. Conclusion All participants satisfied with this program and agreed the knowledge of NIV increased. They show the program is useful in clinical work and make more confident to care patients with NIV.