A new experiential learning programme for newly graduated nurses to nurture caring attitude

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Introduction
A high resignation rate of newly graduated nurses in 2013 was concerned. The two major reasons are 1) a higher stress level and 2) poor role transition. The previous orientation programmes mainly focused on knowledge and skills enhancement for the graduates but were lack of caring elements as well as stress coping. Therefore, Nursing Services Division (NSD) launched a ToUCH programme to entail 3-domain of integration including sense of belonging and commitment in good nursing, knowledge and skills and affective domain by means of 6-stage.

Objectives
1. To increase their sense of belonging and commitment To-U CH 2. To nurture caring attitude through experiential learning. 3. To care for the carer by offering Stress Reduction and Resilience Skills Training 4. To equip with professional practice skills for safe and quality care delivery through: - Clinical Knowledge and Skills teaching sessions - Simulation-based training workshop

Methodology
Details of the ToUCH programme at the first 3 stages after 3-month employment are summarized as follows, 1. Welcomed by HCE, GM(N), DOM, and WM at the beginning of the program; 2. Induction of the hospital history; 3. Sharing of successful survival skills and touching stories by preceptee 2013; 4. Experiencing a simulated patient journey from admission to discharge; 5. Introduction of basic & advanced clinical practice skill, operation of the common equipment devices, documentation and skills in duty-hand over through simulated case scenarios; and 6. Promoting self-awareness, self-compassion by applying basic cognitive therapy techniques. A longitudinal study was employed to collect 3 times of data at baseline, 1st month, and
3rd month during the one-year ToUCH program. Evaluation was carried out to collect feedback at the end of the 1st stage of the ToUCH programme. Outcomes measure of stress, competence, and self-efficacy were evaluated by self-administered of the revised Occupational Stress Scale of Newly-graduated Nurse (OSSNN), the Clinical Competence Questionnaire (CCQ) and the General Self-Efficacy Scale respectively.

**Result**

Of 96 participants, most of them were female (n=68, 70.8%), with mean age of 23.55 (21-29). A significant improvement in skill competencies (t=−2.28, p=0.03), stress due to workload (t=3.1, p=0.003), interpersonal relationship (t=2.05, p=0.04) and ward management (t=2.26, p=0.03) was found when comparing to the baseline data at the 3rd month of employment. Over 90% perceived increased sense of belongings, demonstrated the understanding of professional practice skills, and support from UCH. The ToUCH programme is continued with all-rounded support in UCH. The ToUCH programme is evidenced by a remarkable sense of belongings apart from a significant improvement in the skill competencies and stress management.