Service Priorities and Programmes

Electronic Presentations

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Let's Empower All Freshmen(LEAF Program)

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Introduction

As a hospital gatekeeper, dealing with a high volume of various patients types. The Accident and Emergency Department (A & E Department) requires different handling workflows and discharge plans. It is a big challenge for frontline staff to facilitate and familiarize fresh graduated nurses with the clinical environment and relevant workflows in a short period of time. It would be beneficial to all A& E staff if an updated check-list format discharge reference book was created and maintained. Let's Empower All Freshmen (LEAF Program) acts as a cooperative project whereby Hospital Clinical Mentor and Ward Mentors are responsible for guiding and instructing AED fresh graduated nurse to create and maintain a Discharge Reference Book. We wish to highlight the positive correlation between staff motivation and quality of engagement in relation to quality of care provided.

Objectives

A new AED Discharge Reference Book will be created in the Accident & Emergency Department of North District Hospital.

Methodology

Let's Empower All Freshmen (LEAF Program) is a new program for A&E fresh graduated nurses implemented November 2014. Six fresh graduated nurses are deployed for different topics in the program. They are required to organize and record certain reminder points regarding the handling of special circumstance cases, such as Needle stick injuries, Psychiatric Admissions, etc. Through the process, they will become more familiar with the workflow of their daily practices, which will contribute towards enhancing their engagement with a new working environment whilst at the same time promoting bonding with their mentors. New ideas for service improvement are encouraged and mentors are required to correct any misconceptions if necessary.

Result

Data will be collected at 2 stages by using questionnaire for evaluating the effectiveness of this program. The results of Stage One will be available in April 2015, focusing on the feedbacks towards the new AED Discharge Reference Book from the exiting staff and the new staff. The results of Stage Two will be collected in September 2015, aiming to know the frequency of its use and identifying which topics of information being more demanded. The impact of this project not only relieves any associated anxieties about adaptation to the new role, it also acts to retrain exiting staff member.