Welcome Aboard: ‘Staff Partnership Programme’ for retention of new nursing workforce
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Introduction
To manage nursing manpower shortage and to enhance organizational efficiency, recruitment of newly graduated nurses is a significant solution. However, the highly dynamic and intense clinical environment burdened by escalating levels of service demand induces work reality shock to the new comers. Such stressful experience is affecting their personal growth and professional development. From the organizational perspective, associated performance problems and high turnover provoke negative impacts that eventually incur adverse patient outcome. The ways to retain and to develop this large cohort of new nursing graduates become a high priority of hospitals.

Objectives
To facilitate the role transition of newly graduated nurses and to sustain a healthy nursing workforce in the hospitals.

Methodology
A strategic action named ‘Staff Partnership Program (SPP)’ was first launched in 2010 to all newly graduated nurses of Kwong Wah Hospital and Wong Tai Sin Hospital. The establishment of SPP based on ‘Talent management’ framework that covered a variety of elements such as core value of nursing, interpersonal skill, positive psychology, team building and risk management. Programme activities included lectures, sharing session, simulation training and retreat workshop. The SPP would be completed within probation period while programme evaluation by completion of questionnaires was conducted for the following objectives: 1. To understand participants’ experiences of being a registered nurse (RN). 2. To collect comments for programme advancement. 3. To review the programme effectiveness from
organizational perspectives.

**Result**

After a 5 years journey, total 289 newly graduated nurses attended the SPP. Positive comments were collected from the participants and their clinical supervisors. They agreed the learning objectives of SPP were achieved; individual personal growth and mastering of clinical practice were both enhanced by the programme. The turnover rate of newly graduated nurses within first year of employment was gradually decreased from 1011 (14%), 1112 (12%), 1213 (4%), 1314 (0%) to the latest 1415 (1.6%); staff retention was improved with a sustainable increase of 10% nurses’ headcount during the study period. Nil abnormal absenteeism was observed among the participants. In conclusion, the ‘Staff Partnership Programme’ facilitates individual role transition of newly graduated nurses with positive effects on human resources management of nursing workforce.