A cradle of new emergency nurse talent - Accident & Emergency Department, Tuen Mun Hospital

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Introduction
The depth and breadth of knowledge and skill required to work in an emergency department as well as the rapid pace of the clinical setting, often overwhelm new graduates. A successful orientation program is importance to help the transition of new graduates and reduce new graduates turnover rates, which also helps growing of succession, to fill the gap in generations of emergency nursing professional. Since 2009, a highly structured orientation program for new graduates was developed in Accident and Emergency Department Tuen Mun Hospital, to prepare new graduates for the challenging specialty of emergency nursing.

Objectives
1) To help new graduate nurses to overcome the first year of transition. 2) To increase the confident and competence of new graduates at 1 year. 3) To ensure efficient and safe practice of new graduates. 4) To achieve staff retention.

Methodology
"Preceptorship and Mentorship Program for new comers (PMP)" – a 1 year program features a comprehensive orientation, tutorials, simulation trainings, clinical coaching and mentoring by senior nurse, nurse specialist (NS) and nurse consultant (NC). Other than knowledge and skill development, social and psychological supports are also provided to new graduates. The program has 7 components: 1) Orientation – 5 day comprehensive lectures and workshops cover 22 topics from safety management to resuscitology and disaster management. 2) Preceptorship – 1.5 month 1:1 clinical training was provided by senior RN preceptor, who had attended preceptor workshop. 3) Mentorship – after preceptorship, preceptee functions quite independently, but the preceptor continues to serve as a resource person for 1 year. 4) Consolidation training - regular tutorials, included case presentation, quiz, triage and trauma simulation
workshop were facilitated by NC and NS. 5) Assessment – at end of preceptorship (1.5 month) and end of mentorship (1 year) for triage, wound suturing and handling resuscitation case. 6) Socialization activities – team building activities, graduation party and voluntary work. 7) Evaluation – satisfaction survey and sharing of the 1 year journey. By the end of 1 year program, new graduates should equip with the skills and confidence to demonstrate safe, independent nursing practice.

**Result**

1) 100% of 2013 graduates rated their satisfaction towards the program as sufficient / effective or about. 2) Skill and knowledge self-assessment before and after the orientation week (2014): overall confidence and competency were increased by 26%. 3) From 2009 to 2014, 31 new graduates went through this program, 3 resigned up to Feb 2015. New graduate retention rate at 1 year was 100%.