



Service Priorities and Programmes
Electronic Presentations

Convention ID: 182

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Post title: Registered Nurse, PYNEH, HKEC

Tailor made departmental training program for new nurses: a way to strengthen our new workforce

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Keywords:

training program

new nurse

learning

O&T

clinical skills

Introduction

Nursing shortage has been a well-known issue in Hong Kong. All along, Hospital Authority keeps on recruiting new nurses to cope with the manpower demands. The enhanced recruitment exercises together with the attrition of experienced nurses are contributed to the increasing ratio of young and inexperienced workforce. In order to facilitate the development of new nurses, a departmental based new nursing training program has been developed in Department of Orthopaedics and Traumatology (O&T) in Pamela Youde Nethersole Eastern Hospital (PYNEH), to facilitate new nurses' development.

Objectives

Develop a standardized departmental based induction program in Department of O&T, PYNEH, to:

1. meet the learning needs of new nurses,
2. provide a platform for brush up the basic clinical skills of new nurses, and
3. provide the ground to set up learning references for new nurses.

Methodology

In 3Q2017, a group of 4 O&T nurses with mentoring experiences, ranged from 2 to 17 years, were joined together to formulate a half-day departmental new nurse training program for new nurses in O&T Department. Training contents included basic O&T nursing skills and practical tips in handling a team of patients. Mode of delivery included lecture, scenario discussion and hands on O&T nursing skills demonstrations and return demonstrations. After all, a departmental based quick reference booklet was distributed to the participants for their future use.

Result

Outcomes:

A total of 22 nurses were joined the training program on 4 Oct 2017. After

participated in the program, 91.0% (20) of the participants agreed and strongly agreed that the standardized training contents met their learning needs. 95.5% (21) of them agreed and strongly agreed that the training contents were practical for use in clinical area and able to improve their clinical skills. For the quick reference booklet, 91.0% (20) of them thought it was useful and informative for future use.

Conclusion:

This departmental new nursing induction program has shown positive outcomes. On one hand this program helps to develop new nurses' knowledge and skills in O&T Department; on the other hand it facilitate the new nurses adapting their daily work. In the coming days, the increasing young workforce is a foreseeable trend. This training mode has focused on new learner's training needs and is ready to put as compulsory training for every new nurse in O&T department in the future.