



Service Priorities and Programmes Electronic Presentations

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An EPS approach on the first day Nurses Orientation Program in the Department of Surgery

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Introduction

Newly nurse comers commonly describe feeling of inadequacy in assuming clinical responsibilities, inadequate support by team members, and unclear expectation on the orientation program are often a challenge and difficult period for many nurses. A supportive practice environment that nature and benefit new nurses comers to reduce stress , ease transition period and increase competence and ensure safe quality care. Therefore, a pioneer 1 page orientation program in the 1st day orientation program to facilitate the transition of new nurses into the workforce.

Objectives

Objective:

1. User friendly, practical in use orientation program to ease both mentor and mentee are adopted.
2. Diminished the stress , workload and frustration on both mentors and mentees are highlighted in this program

Methodology

Method:

A pilot program has been launched on July 2017. The program designed which immersed the elements on "Efficiency" "Practical" "Safety" on the one page 1st day Orientation Program.

Efficient: Only 10 critical items for demonstrated on the first day orientation program

Practical: User friendly, easy accessible and visualized in clinical area

Safety: Content related to both patient and staff safety in clinical area.

Four parameters were evaluated in this study

1. Content of the orientation program
2. Workload on the mentors
3. Psychological Impact on both mentors and mentees
4. Staff and Patient's safety aspect among this program.

Result

Post orientation survey from the 20 mentors and the mentees had been collected. Result indicated that both mentors and the mentees are welcome this one page Orientation Program on the 1st day Nurses Orientation Program. 95% satisfaction on the content which is appropriate and practical in use on the 1st day orientation. 90% of mentees expressed that stress and frustration diminished on the ward operation after this program. 95% of mentors agreed that this orientation program will not offer them extra workload. 90% of mentors and mentee agreed on staff and patient's aspect among this program was helpful.

Conclusion:

This program is high indicated the feasibility in practical use and the outcome is appreciated. Also, the increase interaction between the mentors and mentee which enhance the team building and the team spirit development.