



Service Priorities and Programmes
Electronic Presentations

Convention ID: 853

Submitting author: Ms W S YEE

Post title: Advanced Practice Nurse, PYNEH, HKEC

Understanding First Year Nurses: Start from us!

YEE WS, CHAN SKL & LEUNG WS

Nursing Services Division, Pamela Youde Nethersole Eastern Hospital

Keywords:

First Year Nurses

Introduction

Understanding about beginning nurses' experiences on practice provide specific outcomes that direct training design and support priorities to prepare new graduate nurses for today's clinical environments. A Casey-Fink Graduate Nurse Experience Survey was distributed to all graduate nurses from 2015 and 2016 intake by Nursing Services Division (NSD) at the end of their first year in PYNEH.

Objectives

The purpose of the cross-sectional survey was to examine first-year graduate nurse transition experiences, so as to gain insight to plan and develop transition program which in turn promotes retention.

Methodology

All the new graduate nurses' intake from 2015 and 2016 in PYNEH were presented with a Casey-Fink Graduate Nurse Experience Survey (4-points) Likert scale (1 = Strongly disagree to 4 = Strongly agree) at a year round-up day camp.

Result

Participants Demographics - Total 219 new graduate nurses (80 male & 139 female) completed the survey.

Skills/ Procedure Performance – Top 5 amongst 23 skills and procedures that they were uncomfortable performing independently were (1) Emergency Care (32%) (2) Death and dying care (22%) (3) Blood product administration (15%) (4) Tracheostomy Care (12%) & (5) Chest tube care (12%).

Support – New graduates reported ease asking help from RNs, gaining encouragement from preceptors, preceptors were available to develop confidence (mean=3.10, SD=0.48).

Patient Safety – Prioritizing patient care needs, overwhelmed by workload, organizing patient care needs, lack of knowledge and experience which may cause harm to patients were their adaptation difficulties (mean=3.84, SD=0.15).

Stress – Respondents reported experiencing stress related to job performance in life (mean=3.78, SD=0.60).

Communication & Leadership factor – Respondents reported feeling comfortable communication with physician and dying patient, and delegate tasks to supporting staff (mean=2.57, SD=0.42).

Professional Satisfaction – Respondents reported feeling supported by family and

friends, and satisfied chosen nursing (mean=3.01, SD=0.49).

Factors promote transition – Over 68% of nurse graduates reported (1) Improved orientation (including preceptor consistency and key skills practice), (2) Increase support (from ward manager, RNs with feedbacks & recognition) and (3) Unit socialization (e.g. being introduced to staff and opportunities for peer support) could facilitate transition.

A Transitional Program, called GROWTH Program, which promotes nurse graduates' self-confidence on key skills practice, communication with nurse management and peer support with nurse buddies, has been developed to all graduate nurses from 2017 intake at PYNEH.