



Service Priorities and Programmes
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Bridging the theory and practice gap for the New Nurse Graduates (NG) during their initial stage after recruitment through the Accredited Nurse Graduated Elementary Learning (ANGEL) Program

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Introduction

Tseung Kwan O Hospital (TKOH) is an acute hospital, and recently the services are extending and expanding. Nowadays, the demand of NG is increasing and nearly consists of 10% within our nursing staffs. They are expected to handle intense working environments including advanced medical technology, high patient acuity and scarce resources after recruitment. However, the past literatures have showed that NG has difficulties to transfer their knowledge in real clinical situations. Certainly, their abilities to handle the above working environments must be deficient. There may be a great impact on the quality and safety issues in caring A 3-days induction course of the ANGEL program was set up for NG after recruitment. It is hoping that this induction program can facilitate them to apply the knowledge/ skills in clinical settings.

Objectives

1. To close the theory and practical gap, and enhance the NG's clinical competencies.
2. To facilitate the NG to breakthrough their fear and worry in clinical settings.
3. To increase the NG's confidence to be a qualified nurse.

Methodology

ANGEL program has been set up since 2012. The 3-days induction course is the first part of this program. In this course, clinical frontline experienced staffs were invited to act as speakers. The content of the course was focused in the clinical knowledge/ skills. Except classroom teaching, demonstration, return-demonstration, competency assessment and written test (pre- and post-tests) were involved. After the induction course, a clinical instructor visited the NG individually. Clinical audits will be conducted within 3 months after the induction course.

Result

17 NG had participated in the induction course and completed the tests and the

questionnaire (Casey-Fink Graduate Nurse Experience Survey). 11 NG (6 NG not available) participated in the interview before and after the induction course. In the written tests, their mean score was increased 70% (pre-test 14.27, post-test 27.21). The NG's perception on clinical competence was measured by their responses to questions on the questionnaire. Improvements were found in the "Patient Care", "Professional Role" and "Comfort and Confidence" of the above survey. In the interviews, nearly all NG did not have anxiety, nervous and worry and most of them expressed their confidence in their daily work after the induction course. Interestingly, even though majority admitted that they need to continue learning to be a qualified nurse, no one expressed him/herself as pupil nurses in the interviews. Most of them expressed their satisfaction and confidence because of helping patients by own.