ENHANCEMENT OF CLINICAL SKILLS ON SPECIAL PROCEDURES FOR NEWLY GRADUATES
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Introduction
Although new fresh graduated nurses got through the orientation program, they are only familiar with basic ward routines and simple nursing procedures. However, being a Department of Cardiothoracic Surgery that some special clinical skills such as care patient with pacemaker; central venous lines and etc. are essential for these graduates. Therefore, a structured clinical skill enhancement program is introduced so that they are competency in caring of patient with special needs.

Objectives
1. To enhance specific knowledge and skill on cardiothoracic surgery nursing for the newly graduates
2. To assist newly graduates to cope with new roles as registered nurses by providing them with psychological support via ‘Big Sister Program'

Methodology
1. List out the cardiothoracic specific care topics for newly graduates
2. Appointed senior staff to be responsible for teaching different special clinical skills to the newly graduates and they are also responsible to ensure the competency of the newly graduates on those special clinical skills. 3. Apart from that, big sister program will also introduce to those newly graduates. Therefore, the newly graduates are being care by big sisters who are responsible for consolidate their basic skill as well as special nursing skills in related to cardiothoracic nursing. 4. In addition, the appointed big sister will also take care of their psychological feelings so that they are able to cope with the new roles as registered nurses. 5. And, clinical instructor has been arranged every day to perform the clinical teaching and support them whenever they have problems. 6. Besides, a series doctors' lectures on operative care for cardiac and thoracic surgery would be introduced by the mentor team. 7. Then, a series of doctors' lectures would be processed into VCDs so that the newly graduates would be able to revise whenever they need. And, this will also implement as self study program in the future. 8. Finally, patient care study sharing among newly graduates is organized in order to strengthen their knowledge and skills.

Result
After that, qualitative interview of individual was made by interviewer to evaluate the program. The newly graduates stated that they are satisfied with the program
arrangement: 1. training on cardiothoracic specific topics are useful for their daily work
2. the big sister will care for their inside feeling apart from enhance their nursing skill 3. the clinical instructor can show her supervision and support role to juniors 4. the doctors' lectures are treasure to enrich their knowledge 5. doctors' lecture VCDs are handy for their revision and no time strain for their self-study on cardiothoracic nursing
In order to have further improvement of the training program, Department will also carry out the long term evaluation in future.