



Service Priorities and Programmes
Electronic Presentations

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Initiation of the welcome programme of Department of Paediatrics in Queen Elizabeth Hospital to newly graduated nurses

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Introduction

As newly upgraded nurses are very valuable asset of the organization, Department of Paediatrics, Queen Elizabeth Hospital has initiated a half day welcome programme for newly upgraded nurses in August 2012. The goal of the programme is to provide warm welcome and give a comprehensive orientation of the Department of Paediatrics to all new graduated nurses. Such welcoming programme could help to retain and increase the new graduate sense of belonging nursing staff in department of Paediatrics. The programme was started with an opening speech by hospital management and the head of department. The programme included fun ice breaking and sharing of the learning journey and difficulty by junior nurses in the department. How they overcome the limitation. Ward managers also provided introduction of different Paediatric wards of the department. The programme was end with lunch together for all participants that sponsored by Department Operational Manager (Paediatric). A staff survey was conducted to assess the feedback of participants toward the programme.

Objectives

1.To provide a warm welcome to newly graduated nurses. 2.To retain newly upgraded nurses in department.

Methodology

A questionnaire survey was designed to collect feedback of the programme. On 23rd August 2012, the questionnaires were distributed to all participant of the welcome programme.

Result

Total 26 numbers of questionnaires were received. The response rate is 100%: 80.8% participants agreed and 19.2% participants strongly agreed that the

programme was useful and informative. 73.1% participants agreed and 26.9% participants strongly agreed that the objectives of the programme were achieved. Above 65% participants reported that the most useful/ meaningful part was the session of 'Sharing from Junior Nurses'. Overall, 100% participants were found the programme was useful. Participants also suggested adding topics on practical skills and future development of the Department in the programmes.

Conclusion The welcome programme certainly has a positive impact that all new graduates had a comprehensive understanding of the Department of Paediatrics. All the participants are satisfied with the programme. Participants gained valuable experience and sharing from other nursing staff of the department. The sense of belonging of newly upgraded nurse was likely being established. Resignation or withdrawal of participants has not been reported up till February 2013. We should consider such welcome programme to be a regular programme of the department.