



Service Priorities and Programmes
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Supportive Essential Elements Development (SEED) Program 青苗計劃
Enhance Novice Nurses' Clinical Application & Performance

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Introduction

SEED Program equips all novice nurses (Registered & Enrolled Nurse) with an induction and orientation program soon after their graduation. It provides communication; knowledge and practical skill on health care management in order to guide them transiting to a professional nurse in organization. Piloted program was adapted in 2011 in CMC. Curriculum was then further enhanced to meet social and practical challenges. This presentation reviews the program effectiveness and perspectives from all stakeholders - the supervisors, preceptors / mentors and novice nurses of program in 2012-13. Program aims to empower all novice nurses during role transition by: - Enhancing familiarization with working environment, hospital policy and culture - Fostering psychological support - Facilitating professional vision and growth - Nurturing clinical competency Program design: - 1 whole day Hospital orientation with Welcoming ceremony - 3 half days classroom-based training - 3 half days scenario and simulation-based skill training - Teambuilding workshop and Graduation ceremony on the 9th month - Ongoing psychological support meeting

Objectives

To strive for the effectiveness of the program to enhance new graduates' clinical application and performance after 9 months of recruitment

Methodology

Target Group: - All novice nurse (RN & EN) in 2012-13 - Concerned supervisors - Concerned preceptors / mentors Design: Study was conducted after 9 months of the program, target groups were invited to participate in self-administered questionnaires. In-depth data analysis was conducted based on data from 93.1% return rate of supervisors and preceptor / mentor as well as 96.7% return rate of novice nurse.

Result

Result During 2012-13, 3 batches were conducted with total 60 novice nurses trained.

Majority of novice nurses indicated that the nursing skills and knowledge component perceived are adequate, excellent and beneficial for learning and clinical application, explicitly as follows: Documentation skill (100%), Patient care management (100%), Blood taking and IV cannulation (100%), ECG (100%) and wound management (100%). Majority of the preceptors / mentors (80%) agreed or strongly agreed that SEED had provided excellent and full support for novice nurses to adapt and develop as well as succeed to assist them in professional role transition. Majority of the supervisors (88.2%) agreed SEED greatly contributed to clinical competency and psychological support. New graduates' feedback: - Good psychological care Supervisors' feedback: - The program facilitates new graduates discuss and share as well as the adaptation of new graduates in various situations Mentors / preceptors' feedback: - The program content is good for new nurses CONCLUSION SEED Program is regarded as an effective strategy in terms of user / stakeholders' comments. Result demonstrates that novice nurses did benefit from the structured training. The program contributes to staff transition and hospital quality of care.