

HAC 2016 ABSTRACT for Oral Presentations

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Project title

Review on Two years' Cluster Based Induction Programme for Newly Recruited Nurse Graduates: What We Have Found

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Introduction

Effective Induction and Hospital Orientation Programme to newly graduated nurses is essential to enable them to have a smooth and short transitional period by providing basic clinical knowledge and skills. In Hong Kong East Cluster, a well-structured Cluster-Based Induction Program (CBIP) for newly recruited nurse graduates is conducted every year. Three identical rounds of four days CBIP were conducted and detailed evaluations on the content of CBIP by questionnaires were obtained from the participants in 2014 and 2015 respectively. A review on the feedbacks of the participants from the questionnaires was conducted to evaluate its effectiveness.

Objectives

1. To review the findings of the questionnaires of 2014 and 2015 Cluster-Based Induction Programme; &
2. To identify rooms for further improvement.

Methodology

378 structured questionnaires which composed of six-point Scale and free comments were reviewed. Data was reviewed in five domains: whether the CBIP achieved the stated objectives; level of relevance to workplace; level of appropriateness of duration; appropriateness of delivery mode; and overall satisfaction to the programme.

Result

Result 1. Response rate of the questionnaires was 94.5%. 98% respondents agreed that the programme achieved its stated objectives and the mean score was 4.9. 2. 97.8% respondents agreed that the overall contents were comprehensive and practical to daily work (mean score 4.9/6). Topics related to Documentation, Tips on Clinical Handover, In-hospital Cardio-pulmonary Resuscitation, Medication, Fall Risk Assessment and Prevention, Pressure Ulcers, and Infection Control issues were rated higher satisfaction scores. 3. Regarding the comments on four day duration of programme, overall satisfaction rate was 94.2% (mean score: 4.65/6). 4. 98.8% respondents satisfied with the delivery mode (mean score: 4.81/6). 5. 98.6% respondents satisfied with the programme (mean score: 4.9/6).96.5% of them would recommend this program to colleagues. More positive free comments were on interactive scenario-based mode and sharing by clinical nurses. However, respondents suggested longer duration for the topic on Human Resources and Clinical Handover. Outcome The CBIP could equip new nurses to apply clinical knowledge and skills in their daily nursing care activities and facilitate them to adapt new working environment smoothly. In summary, the organizer should pay attention to the following key elements for better training outcome 1. Interactive scenario-based contents related to current nursing care; 2. Involvement of clinical nurses as speakers / facilitators to share their experiences; 3. Selection of

facilitators with compassion; 4. Well organization of the programme with ongoing evaluation.