

# HAC 2016 ABSTRACT for Oral Presentations

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## **Project title**

Retention of Newly Graduated Nurses Through an Enhanced In House Comprehensive Orientation and Preceptorship Program in Department of O&T, Queen Mary Hospital

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## **Keyword(s)**

Orientation  
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## **Approval by Ethics Committee:** /

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## **Introduction**

The development of a formal orientation programme in health care is critical in the recruitment and retention of nursing staff. Orientation is the process of helping employees become part of an organization's culture; support its mission, vision, and values; and fulfill specific job responsibilities that enhance organizational effectiveness. An orientation programme that encourages new nurses to feel welcome, safe, valued and nurtured eases transition and enhances their overall satisfaction. Several authors have recognized the importance of a supportive practice environment for new graduates (Beeman, Jernigan & Hensley, 1999; Lavoie-Tremblay et al., 2002; Winter-Collins & Mc Daniel, 2000). In the past three years, our unit had 26-35% newly graduated nurses every year and 35-47% of our nurses have less than 2 years' experience. Therefore, a supportive comprehensive orientation and preceptorship program is essential.

## **Objectives**

1) To decrease the turnover rate in O&T dept. 2) To standardize the teaching material 3) To increase the sense of belonging for the newly graduated staff 4) To enhance patient safety

## **Methodology**

In order to enhance to a comprehensive orientation and preceptorship program, the existing orientation programme was evaluated by preceptors and preceptees in 2012. The program was pilot in Aug 2013 and implemented from 2014. 1) After gathering all the feedback, an orthopaedic hand book for nurses was developed. This can provide information on basic nursing management on common orthopaedic problems and handling daily work activity. 2) Three days in house comprehensive orientation program were developed instead of one day program and more clinical practice were added. 3) On top of the preceptor in ward, an advanced practice nurse was allocated to each newly graduated nurse for the on-site coaching. 4) Monthly sharing sessions were organized and focuses on the complex orthopaedic topics/issues and sharing among staff. This can also provide a platform for them to express stress and provide opportunities for them to ask for help. 5) The in house comprehensive orientation and preceptorship program and the monthly sharing sessions were evaluated by questionnaires. 6) The medication incidents were reviewed via AIRS.

## **Result**

The overall evaluation from the program was good. There were 79.1% participants agreed the programme was interactive and stimulating in 2014 and increased to 88.3% in 2015. The overall satisfactory rate of this program was increase from 91.6% in 2014 to 94.2% in 2015. The turnover rate was decrease from 33% in 2014 to 5% in 2015. 100% participant agreed that the monthly sharing sessions were useful and 94.2% agreed that the shared knowledge & skill was able to apply to daily work. The medication incidents were sustained at 2 incidents per year even with increased percentage of new graduated nurse. A further improvement is needed in this area. We are not only hope to reduce the stress, enhance satisfaction and transition of the new nurses but also ensuring a safe and quality care practice providing for our patients as a

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