



**Service Priorities and Programmes**  
**Electronic Presentations**

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**Sincere Mentorship Program**

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**Introduction**

Most of the new joined PCAIIIA are novice in the clinical working environment. With little attention to their adaptation issue, they left institution within a month after the workplace assignment. In 2Q/2015, the turnover rate within 3 months of employment was 7.14%.

Meanwhile, the HCA and new in post PCAII are expected to contribute and share their experience in basic bedside care. They are appointed as mentor to support & coach the novice.

The Sincere Mentorship Program was designed to assist the new PCAIIIA to adapt to the new working environment in a short period of time.

**Objectives**

#NAME?

**Methodology**

#NAME?

**Result**

- From 1st September 2015 to 31st December 2016, 13 numbers of PCAIIIA were coached in partnership with designated mentors.
- The turnover rate of employment changed from 7.14% (2Q/2015) to 0 - 2.17% (3Q/2016 & 2Q/2016).
- Mentees expressed satisfaction a