

# **Are We Doing Enough to Support our New Graduate Nurses**

*Are there appropriate and effective strategies/interventions in place to assist a student nurse into registered nurse practice?*

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**Introduction:** Transitioning into practice can be challenging, unpredictable yet an exciting experience for many nurses. An effective transition is an essential aspect of practice (Spector et al, 2015). Effective strategies must be identified and employed to assist and ensure a positive experience for all new graduate nurses (NGN). From my literature review three themes were developed, along with two recommendations this is as follows.

## **Theme One: Orientation**

- Implementing an orientation phase gives adequate time to acquaint oneself with environment without the pressure of a patient load (Kumaran and Carney, 2014).
- By doing this confidence and competence is increased
- Due to each individuals varying progression Four to six week's orientation is recommended (Rush et al, 2015).

## **Theme Two: Preceptorship**

- The role of preceptor can affect the NGN's confidence, competence and has the ability to shape ones practice (Kaihlanen, Lakanmaa and Salminen, 2013).
- The relationship between preceptor and NGN is deemed "crucially important" and can either be a positive or negative experience (Edwards Hawker, Carrier and Rees, 2015)

## **Theme Three: Attitudes of the Student nurse**

- The NGN's attitude can influence the effectiveness of strategies put in place, being positive, motivated and aware of the process can equal greater competence and confidence (Kumaran and Carney, 2013).
- Responsibility, which was once considered a burden by NGN's, becomes recognized as a professional requirement (Kumaran and Carney, 2013).

## **Recommendation One- Preceptor support**

- 41% of preceptors felt unsupported in their work, which can impact the NGN's success (Wolfe Laschinger, Perkin 2008),
- Time was identified as a major issue when meeting with NGN (MOH, 2012).
- **Support system aimed at preceptors would be beneficial for all involved; this could come from colleagues, other preceptors and/or nurse managers (Wolfe, Lashinger, Perkin, 2008).**

## **Recommendation Two- Continued Socialization**

- Maintaining clinical hours while student is still in education is valuable experience and can increase socialization to the ward (Rush et al, 2010).
- **Addressing the expected "realities" of being a nurse through socialization this may include exposure to ethical issues and everyday time constraints (Dyess and Parker, 2012).**

**Conclusion:** Having adequate supports in place that are readily available, this makes the idea of becoming and registered nurse with responsibly less confronting. Having a positive mindset and being confident in abilities can assist that transition.

## **References**

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Picot/Pecot category	Information relating to question	Explanation
Population	New graduate nurses transitioning for student to fulltime registered nurse	A transition from a student to a RN is a critical period of an individual's career. Ensuring support mechanisms are in place is essential over this transition period
Exposure (intervention)	New graduate nurses who experience support mechanisms/interventions during transition	I will be looking for articles that compare experiences of nurses who have received appropriate support and the impact the supports have had on their professional practice
Comparison/Control	Nurses who have not received appropriate/adequate support mechanisms/interventions during transition	This will identify differences and the impact of having appropriate supports in place when transitioning into practice
Outcome	The Outcome of this literature review will outline what measures are effective in assisting the transition into practice and what measure are less effective	By doing this, measures can be taken to strengthen such programs and make transition into practice smooth and supportive for new graduate nurses
Time	Not applicable	

### PICOT/PECOT Model

To improve my research question I used the PECOT/PICOT model, this enabled me to produce a specific and refined question. The question I formulated using this table is "*Are there appropriate and effective strategies/interventions in place to assist a student nurse transition into registered nursing practice?*" By working step by step through this model I was able to perfect my question. I found this techniques extremely useful,

### Rationale for choosing a poster

After conducting my literature review I decided that a poster was the best way to present this topic to my audience. I designed this poster so it was clear, simple with a logical flow. The poster enabled me to bullet point my information gathered and present in a simplified manner. By doing this I think it makes it easy to read and follow for viewers. My target audience for this poster is new graduate nurses or students in my position. I would be more inclined to stop and read an eye-catching poster rather than sit down and read a submission report. I chose this topic to undergo a literature search, as it is something I am interested in. Being a third year student the idea of transition is somewhat daunting, this literature search has definitely eased my anxiety.

I have learnt a lot about the programs offered to new graduate nurses and how attitude and motivation can affect an experience. I wish to share this information with peers and other nurses with the hope to inform and others. I believe a poster is the best way to get this message across to my peers and other new graduate nurses. This also could be an interesting poster for nurses who are preceptors especially the recommendations made with the support from current literature. I think it would be beneficial for this poster to be displayed in the nursing school so others in my position can become aware and assured there are programs available to support you throughout this transition period

#### Reference:

Schneider, Z. M. (2013). Nursing and midwifery research: Methods and appraisal for evidence- based practice (4<sup>th</sup> ed.). Chatswood, NSW: Elsevier