

ONBOARDING NEWLY QUALIFIED REGISTERED NURSES IN CLINICAL PRACTICE

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INTRODUCTION

The researchers observed that newly appointed registered nurses find it challenging to transition from student to registered nurse because of all the roles and responsibilities that they have to fulfil as registered nurses in clinical practice. A need was identified for the newly qualified registered nurses to be supported and orientated into their new roles. According to Andjelka Prvulovic nurse onboarding refers to a process by which nurses are welcomed into their role, given information about expectations and protocols, and introduced to key people who will play important roles in their work. "A structured onboarding process and investing in your nurses can boost their retention and save your agency's resources". The college had an existing onboarding programme (self-learning portfolio of evidence) for recruits which was then utilised for the newly appointed registered nurses in clinical practice to facilitate their transition from student to registered nurse. The three-day onboarding programme, coordinated by a clinical training specialist, was structured to integrate theory to practice. Day one and two took place in a classroom setting and commenced with the scope of practice, performance management, allocation, delegation, protocols and work procedures the registered nurse would be exposed to, managing adverse events and customer satisfaction and auditing. Registered nurses were provided with their essential competency-based assessments for completion in three months. Day three was a reflection on learning and allocation to units to put their learning into practice. A study was then conducted to establish the registered nurses' perception of the on-boarding programme and whether it prepared the newly qualified registered nurses adequately for their role in clinical practice.

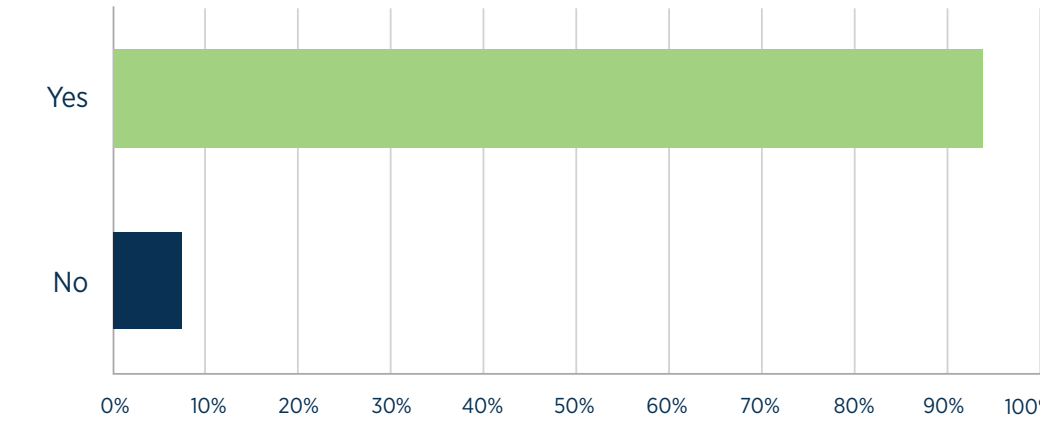


RESULTS *Continued*

The figure below illustrates a question posed to participants following onboarding to identify their retention in the nursing profession, evidence that nursing transition programmes positively impact the transition experience, staff satisfaction and retention.

Are you looking at remaining in nursing in the next 3-5 years

Answered: 16 Skipped: 0



METHODS

A quantitative survey was conducted. A self-administered questionnaire was developed using the software of Survey Monkey. The questionnaire was distributed to 30 newly qualified registered nurses online via a hyperlink. The data was captured on a spread sheet generated by Survey Monkey and descriptive statistics were used to analyse the data which were depicted in figures.

LIMITATIONS

Time to release staff from clinical practice and the cost to replace staff scheduled for training is always a challenge with staff shortages and absenteeism. The value of having safe nursing practitioners in clinical practice far outweighs the challenges of time and cost.

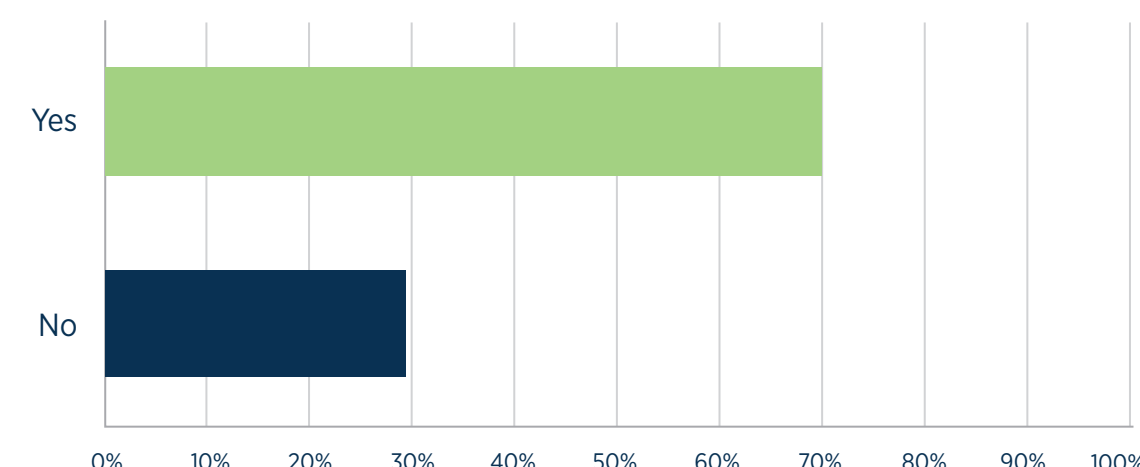
RESULTS

The participants (70.6%; n=17) indicated that they received induction through the onboarding programme and that it did facilitate the process of transition from student to registered nurse. The majority (82%; n=17) of the participants indicated that they felt competent to run a unit after the onboarding programme.

The following figure illustrates the participants perception of support during their transition:

Did you feel supported in your transition from student to registered nurse

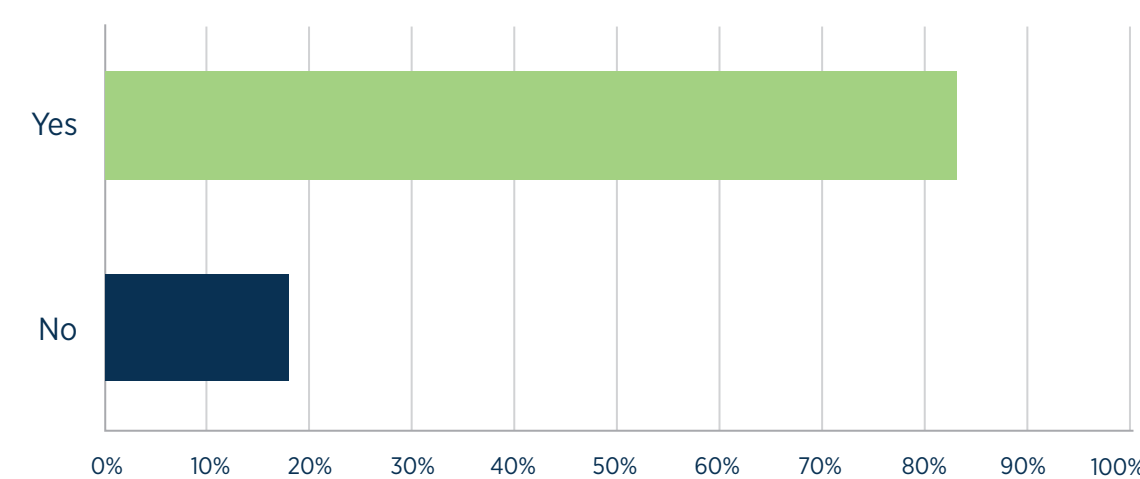
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The figure below illustrates the participants perception of their confidence to perform in their clinical role:

Do you feel competent to run a unit as a registered nurse

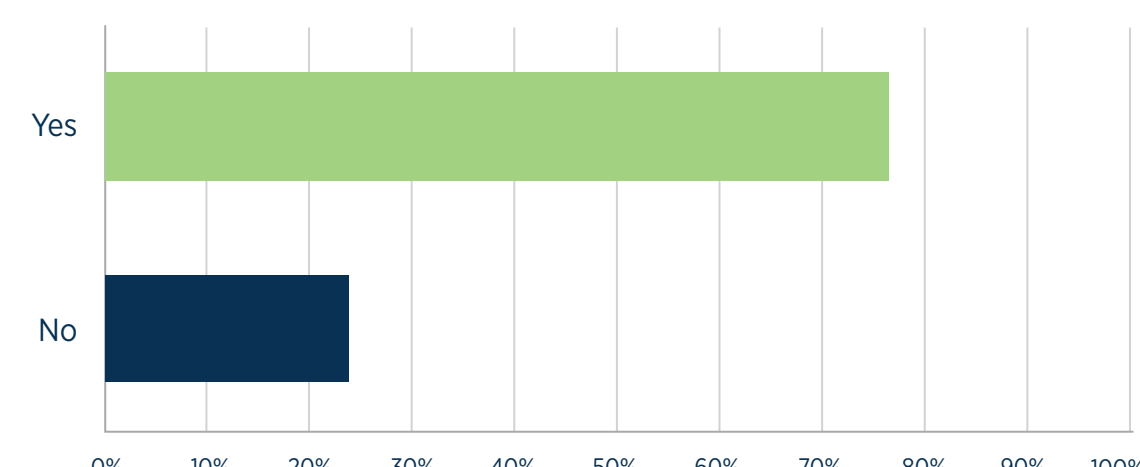
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The figure below illustrates the participants motivation for life-long learning:

Are you being further developed in your area of practice eg. ICU, surgical / medical / theatre

Answered: 17 Skipped: 0



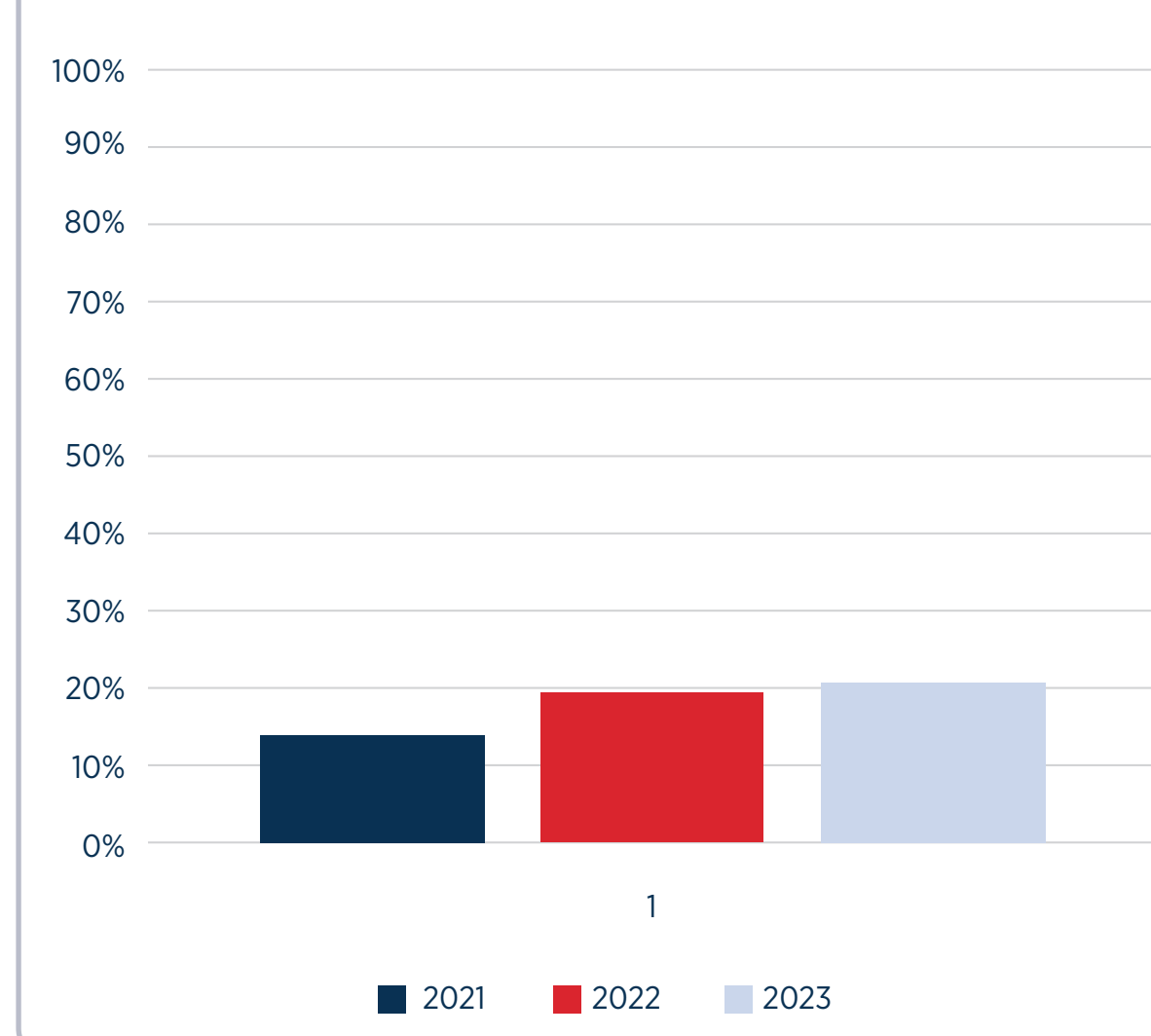
DISCUSSION

Registered nurses are required to work within their SANC scope of practice and be accountable for their acts and omissions. New registered nurse recruits often battle to plan their workload, delegate with accountability and manage their time. They are required to be assertive and experienced in their field of practice. The value of having safe nursing practitioners in clinical practice improves patient outcomes and experience and reduces adverse events. "work practice change as well as work intensification because of higher patient acuity, leading to job burnout and nurses potentially leaving the profession" (Penque2019; Rafferty et al.2019; Robert2019). It is important to have a structured onboarding programme with assigned clinical training responsibility, reviewed monthly portfolio of evidence and feedback sessions to ensure new recruits have internalised learning and feel confident in clinical practice. "Today's higher acuity and complex environment requires an onboarding programme that can identify opportunities for improvement" (Pertiwi & Hariyati, 2019). New recruits development must be supported by CPD programmes, essential competencies, planned monthly training programmes, case presentations, multi-disciplinary team rounds and networking to encourage their critical learning skills. Meaningful Individual Development Plans through manager discussions with staff is integral to ensure staff development. Budgets must be planned for training and staff development. "A positive onboarding experience is significantly related to lower turnover intention" (Gupta et al., 2018). The findings in this study are similar to these authors. Knowledge, critical thinking, and nurse satisfaction will be higher among new registered nurses that were onboarded as part of a structured personalised learning programme than cohorts that were onboarded without it. "Before the development of a new graduate transition programme, our 1-year retention rate was as low as 50%. Five years after programme adoption, retention increased to 72.5%, resulting in major cost savings to the organisation". (Lynne Hillman I, Rhonda R Foster 2011 Jan)



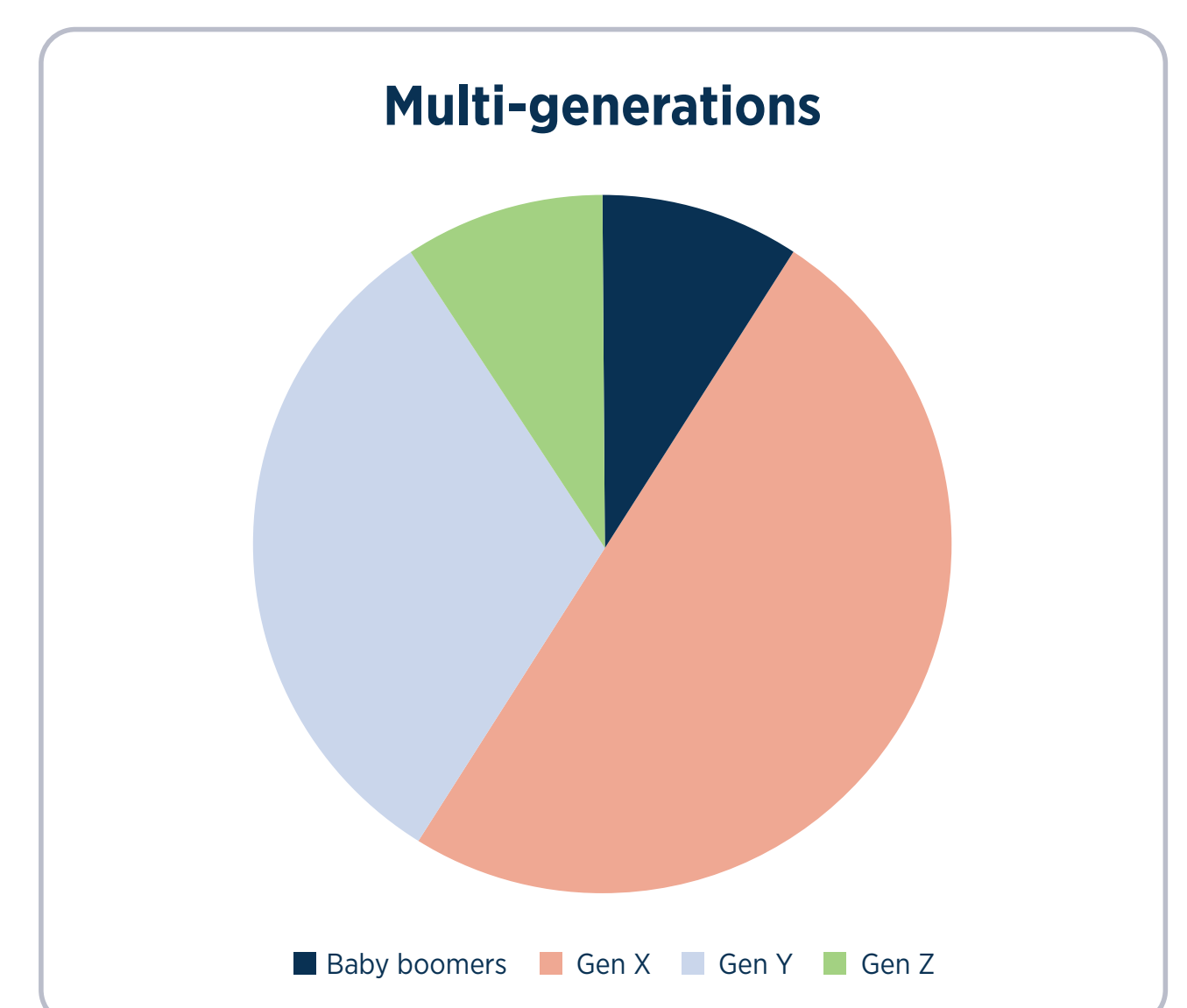
The figure below illustrates the turnover of RNs. With the focus of onboarding in 2022 of new registered nurses, there has been a 5% year on year decrease in RN turnover.

RN Turnover



The figure below illustrates the current study population of RN generations. The future generations Gen Y and Z "crave mentorship, are technologically focused and want competent leader coaches who make them feel better about themselves" (Sherman,RO,2023)

Multi-generations



CONCLUSION

A structured onboarding programme for new recruits, could provide the necessary support and prepare professional nurses to become accountable and safe nursing practitioners. Prior research has shown the importance of onboarding in the engagement and retention of nurses, particularly evidence based onboarding.

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