Taking your first steps in Nursing – Induction and Mentoring for New Nurses

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Becoming a Registered Nurse

> 3 year Bachelor of Nursing which includes clinical placements (competence assessed against national standards)

> Individual then registered as a Nurse with AHPRA

> Apply for a Transition to Professional Practice Program either through SA Health or the private sector (however a TPPP is not compulsory, new RN’s can apply for any Level 1 position)
What does Transition mean?

Transition refers to a period of personal and professional development, during which an individual navigates and adjusts to a new role, the workplace culture, specialty, and/or environment “to become confident and competent with the various aspects of the role such as knowledge, skills and/or attitudes that are required for the position”

(Henderson, Fox & Armit 2008)
Key Components for Transition

- Supportive workplace environment and culture
- Recognition and normalisation of transition experience
- Translation of professional and theoretical knowledge into practice
Transition Support Pathways

> Transition to Professional Practice Program
Curriculum aligned with Transition Theory

(Boychuk Duchscher 2007)

RECOGNITION AND NORMALISATION OF TRANSITION EXPERIENCE

• Transition Theory
• Chat Learn and Grow Peer Support Sessions
• Transition Support Awareness Education
Transition Support Pathways

**SUPPORTIVE ENVIRONMENT & CULTURE**

- Preceptor
- Educator
- Buddy (Post Graduate)
- Manager
- Colleagues
- Transition Support Nurse Educator

**TRANSLATION OF PROFESSIONAL AND THEORETICAL KNOWLEDGE INTO PRACTICE**

- Professional Development Days
- Clinical Teaching and Support
- E-Learning Activities
- Education Packages
Outcomes of Transition Support

> **Professional & Personal**
  - Confident, competent professionals/individuals
  - Want to return to wards and become “junior seniors” quickly

> **WCH**
  - Post Graduates wanting to “give back” to support future transitioning staff
    - Buddy and Preceptor roles
    - Educator roles
    - Role models and advocates for transition
    - Moving into leadership roles
Induction and Mentoring for New Graduates

> Transition journey has many different components

> Support, recognition of the transition journey and translation of knowledge into practice are essential

> A positive transition experience will help to foster a enthusiastic, motivated and effective team member