In Staff Nurses on Grant 5, What are the Perceptions of the Current Unit Orientation Process?

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Background

- Nurse preceptorship is an important part of on-the-job training for new nurses
  - It allows new nurses to gain experience and confidence while under the tutelage of a more experienced nurse
- By having a strong nurse preceptorship program, new nurses gain confidence in their nursing judgement and are better prepared to work on their own by the end of their on-the-job training.
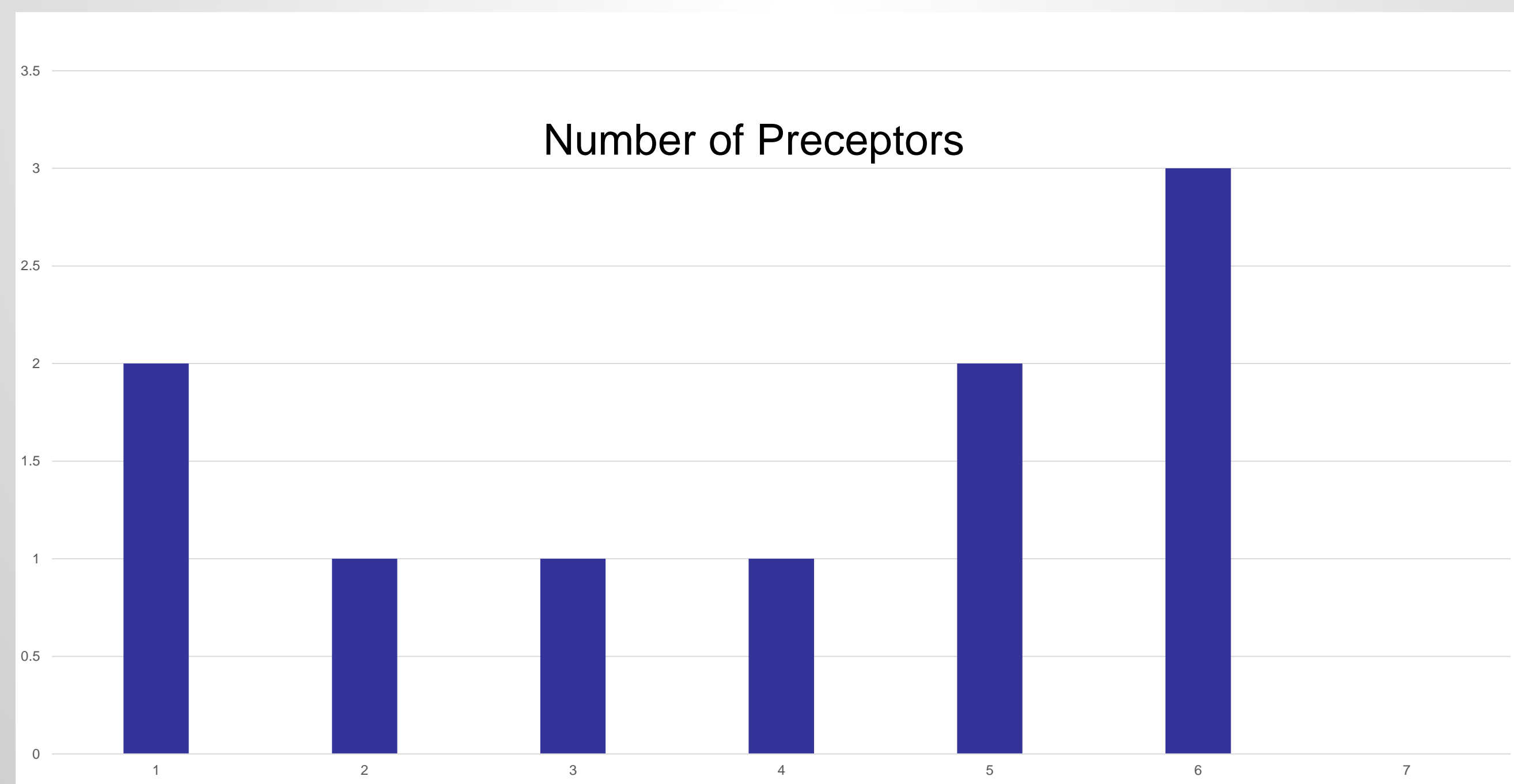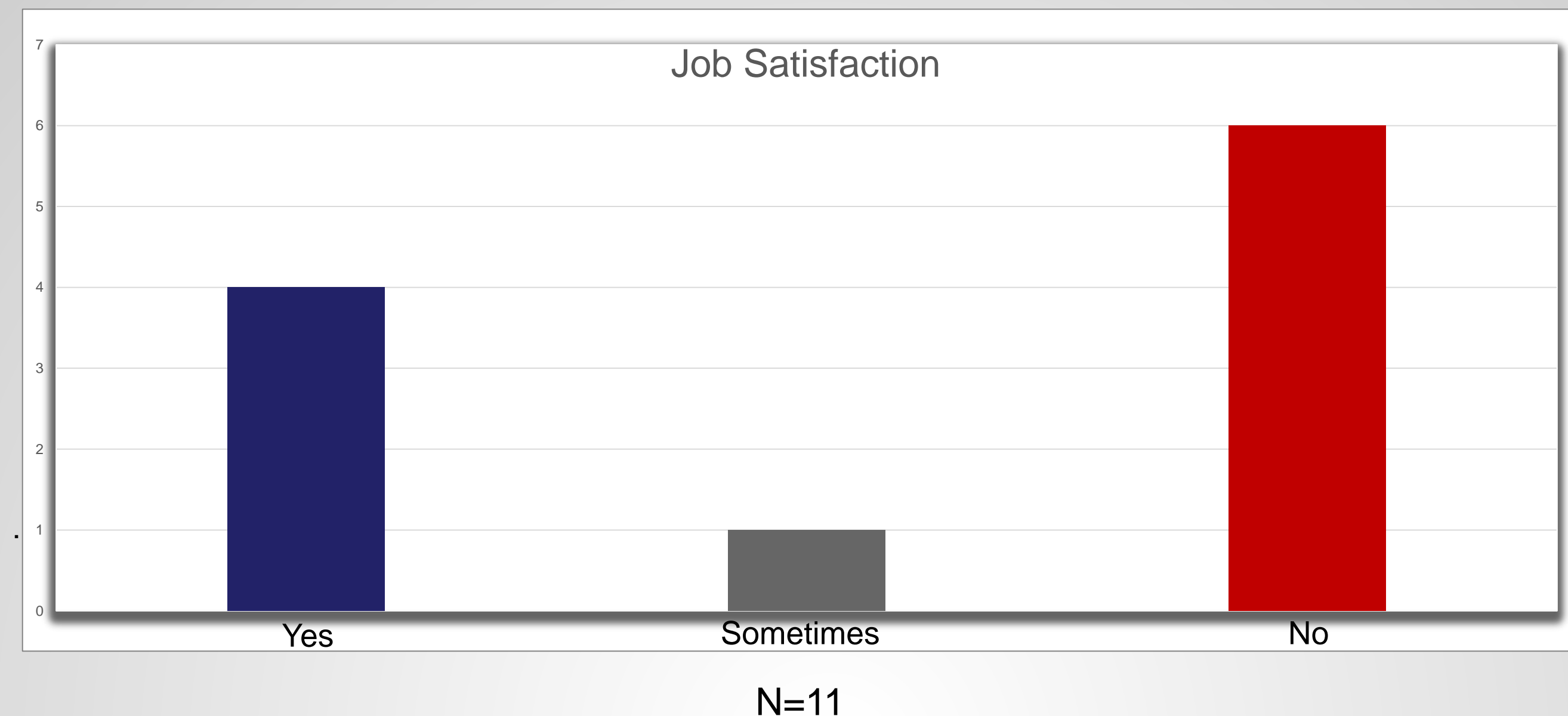
Practice Aim

- Understand the current level of satisfaction with the orientation process

Methods

- Developed survey asking questions assessing satisfaction in orientation process and support to recent graduates
- Administered anonymous paper surveys to Grant 5 RNs

Measures and Results

Job Satisfaction

N=11

Number of Preceptors

"Too many [preceptors] can lead to a lot of inconsistency."
"Every nurse has a different perspective which is helpful to me."
"Important to keep the same [preceptor]"
"It is good to have 1-2 for different styles of time management."
"Consistency is key."
"Most were not equipped for precepting a new nurse."
"It is nice to have a few different preceptors to see different ways of others organization."

Summary/Discussion

- **Are you satisfied with the training you received?**
- "I feel as a new nurse, you should have an extended orientation- for the RN to feel comfortable and safe."
- "[I] was not shown many things to make me successful."
- "No, I felt like I didn't have enough time to see everything I needed to."
- "I received an assignment my first week on my own with 7 patients. I was completely unprepared."
- **Do you feel that there is enough support and educational opportunities?**
- "I asked about additional courses and was essentially blown off."
- "Educator has been proactive with me, always available."
- "No."

Conclusion

- Retention and satisfaction among RNs on Grant 5, could be increased by developing a more consistent orientation process with fewer preceptors.
- Educational opportunities need to be more abundant and easily available as well as relevant.

References

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