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APPENDICES

THE UNIVERSITY OF NOTRE DAME AUSTRALIA

INFORMATION SHEET

Graduate nurse transition programs in Western Australia: A comparative study of their perceived efficacy.

Dear Colleague

I am a Professional Doctorate of Nursing student at The University of Notre Dame Australia (Fremantle Campus) researching the efficacy of Graduate Registered Nurse programs and their influence on retention of nurses within the nursing workforce.

My study population is all Registered Nurses who have graduated from a university School of Nursing and registered with the Nurses and Midwives Board of Western Australia (NMBWA) during the year 2008. On my behalf, the NMBWA has generated a list of these graduates and will be forwarding you a survey questionnaire in the near future. This method has been used to ensure your response anonymity.

The questionnaire is designed to collect information from you about your experiences following graduation from your nursing course. Even if you have not continued in nursing, this information is still valuable to assist me in forming a true picture of current trends with graduates and the novice nursing workforce.

It is envisaged the research will be completed within 12 months and results from the final thesis written up for publication in relevant journals. If you would like notification of any publications as a result of this research, my contact details will be included in the information sheet of the questionnaire.

I would like to assure you that all the information gathered for this study will be held in strict confidence. All efforts will be made to ensure that only fair and unbiased reporting occurs.
Data will be stored securely as per University regulations in the School of Nursing at The University of Notre Dame Australia for five years.

I thank you in anticipation for supporting this important area of research into developing best practice programs for transition from graduate to competent Registered Nurse.

Kind regards,

Ms Ce Kealley
Researcher

Dr Jenny Prentice is supervising this project. If you have any queries regarding the research, please contact Dr Prentice by email at Jenny.Prentice@health.wa.gov.au or me directly on 0417 944 776 / email: ckealley@student.nd.edu.au

If participants have any complaint regarding the manner in which a research project is conducted, it may be given to the researcher or, alternatively, to the Executive Officer, Research Office, The University of Notre Dame Australia, PO Box 1225 Fremantle WA 6959, phone (08) 9433 0941.

THE UNIVERSITY OF NOTRE DAME AUSTRALIA

Graduate Registered Nurse Transition Survey Questionnaire

Dear Colleague,

You would recently have received notification from me about the attached survey questionnaire. As described in my previous letter, I am a Professional Doctorate of Nursing student at The University of Notre Dame Australia, Fremantle Campus, researching the efficacy of graduate registered nurse programs and their influence on retention of nurses within the nursing workforce.

This questionnaire is designed to collect information from you about your experiences following graduation from your nursing course. Even if you have not continued in nursing, this information is still valuable to assist me in forming a true picture of current trends with graduates and the novice nursing workforce. Completion of the questionnaire should take approximately 20 minutes.

It is envisaged this research will be completed within 12 months and results from the final thesis written up for publication in relevant journals. If you would like notification of any resultant publications my contact details are included at the end of this page and the questionnaire.

Your contribution will assist in developing recommendations for transition programs to ensure new graduates receive the optimum experience in their journey to becoming competent registered nurses delivering the best possible care in whichever field of nursing they choose.

I would like to assure you that all the information gathered for this study will be held in strict confidence and all efforts will be made to ensure that only fair and unbiased reporting occurs. Data will be stored securely as per university regulations in the School of Nursing at The University of Notre Dame Australia for five years.

I thank you in anticipation of supporting this important area of research into developing best practice programs for transition from graduate to competent registered nurse.

Please return the questionnaire in the envelope provided by the 31st March 2010.

Kind regards,

Ms Ce Kealley
Researcher

Dr Jenny Prentice is supervising this project. If you have any queries regarding the research, please contact Dr Prentice by email at Jenny.Prentice@health.wa.gov.au or me directly on telephone: 0417 944 776 or email: ckealley@student.nd.edu.au.

If participants have any complaint regarding the manner in which a research project is conducted, it may be given to the researcher or, alternatively, to the Executive Officer, Research Office, The University of Notre Dame Australia, PO Box 1225 Fremantle WA 6959, telephone: (08) 9433 0941.

Instructions

Please complete this survey by 31 March 2010 and return in the enveloped provided to:

Ce Kealley
C/- Nurses & Midwives Board of Western Australia
Locked Bag 6
East Perth WA 6892

To complete the questions fill in the circle for the appropriate response with a BLACK pen. If you make an error, strike through the error and fill in the circle corresponding to your chosen response.

Please provide comment where indicated.

Remember, even if you have not continued in nursing, or if you did not do a graduate nurse program, your information is still important to this research to give an indication of the number of graduating nurses and their various career paths.

Provision has been made for up to five rotations during a graduate program. If you had none or less than five, follow the instructions to proceed to Question 21 on page 13.

If you had more than five rotations during your graduate program, indicate this on the last page of the questions relating to the fifth rotation on page 10.

Once again, I thank you for taking the time to complete this important part of research into how newly graduated registered nurse transition programs can be improved.

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

1 Gender

Male ☐ 1 Female ☐ 2

2 Age

21 or under ☐ 1 22–29 ☐ 2 30–39 ☐ 3 40–49 ☐ 4 50 or over ☐ 5

3 Health care experience prior to graduation (tick as many as applicable)

Enrolled nurse ☐ 1 Assistant in nursing ☐ 2 Patient care assistant ☐ 3 Orderly ☐ 4
None ☐ 5 Other (please specify) ☐ 6

4 At which university did you complete your undergraduate program? (tick as many as applicable)

Curtin ☐ 1 Edith Cowan ☐ 2 Murdoch ☐ 3 Notre Dame ☐ 4
Other (please specify) Name State country ☐ 5

5 What type of health care organisation are you currently employed in? (tick as many as applicable)

Tertiary hospital ☐ 1 Secondary hospital ☐ 2 Large rural hospital ☐ 3 Small rural hospital ☐ 4
Community ☐ 1 Private sector ☐ 4 Mental health ☐ 5 Aged care ☐ 6
Other health care ☐ 7
Non-health care ☐ 8

6 What type of health care organisation did you work in during 2008? (tick as many as applicable)

Tertiary hospital ☐ 1 Secondary hospital ☐ 2 Large rural hospital ☐ 3 Small rural hospital ☐ 4
Community ☐ 1 Private sector ☐ 4 Mental health ☐ 5 Aged care ☐ 6
Other health care ☐ 7
Non-health care ☐ 8

7 During your first year post registration, did you participate in a formal 'graduate program'?

No ☐ 2 **Why was this?**

Please skip the following questions on programs and go to Question 21 on page 13

Yes ☐ 1 **Please complete questions 8–20 about the program you have participated in**

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

8 **What month and year did you commence this program?** (tick one)

January 08 ☐ 1 February 08 ☐ 2 March 08 ☐ 3 April 08 ☐ 4 May 08 ☐ 5 June 08 ☐ 6
July 08 ☐ 7 August 08 ☐ 8 September 08 ☐ 9 October 08 ☐ 10 November 08 ☐ 11 December 08 ☐ 12
January 09 ☐ 13 February 09 ☐ 14 March 09 ☐ 15 April 09 ☐ 16 Other (please specify) ☐ 17

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9 **Have you completed this program?**

Yes ☐ ▶ *Please tick when at Question 10*

No ☐ ▶ **Do you expect to complete it?**

Yes ☐ ▶ *Please tick when at Question 10*

No ☐ ▶ **Why is this?**

_____
_____

▶ *Please go to Question 11 on page 5*

---

10 **What month and year did you (or do you expect to) complete this program?** (tick one)

July 08 ☐ 1 August 08 ☐ 2 September 08 ☐ 3 October 08 ☐ 4 November 08 ☐ 5 December 08 ☐ 6
January 09 ☐ 7 February 09 ☐ 8 March 09 ☐ 9 April 09 ☐ 10 May 09 ☐ 11 June 09 ☐ 12
July 09 ☐ 13 August 09 ☐ 14 September 09 ☐ 15 October 09 ☐ 16 November 09 ☐ 17 December 09 ☐ 18
January 10 ☐ 19 February 10 ☐ 20 March 10 ☐ 21 April 10 ☐ 22 May 10 ☐ 23 June 10 ☐ 24
Other (please specify) ☐ 25

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

11 Please identify ALL relevant components of each rotation of your program.
If you did not participate in a program, please go to Question 21 on page 13

First rotation

a Type of unit (tick as many as applicable)

Medical	☐ 1	Surgical	☐ 2	Community	☐ 3	Mental health	☐ 4	Midwifery	☐ 5
Paediatric	☐ 6	Domiciliary	☐ 7	Rural	☐ 8	Emergency	☐ 9	Peri operative	☐ 10
Critical care	☐ 11	Aged care	☐ 12	Other (please specify)					

b Length of stay (tick one)

Less than 8 weeks	☐ 1	8–12 weeks	☐ 2	13–25 weeks	☐ 3	26–39 weeks	☐ 4	40–52 weeks	☐ 5
More than 52 weeks	☐ 6	Other (please specify)							

c Average number of graduate nurses in unit during your stay including yourself ☐

d How many hours were you contracted to work per week (on average) in this rotation?

38–40 ☐ 1 30–37 ☐ 2 20–29 ☐ 3 Other (please specify) ☐

e What level of support did you receive from each of the following in this rotation?

	extensive	very good	average	occasional	negligible	not applicable
Program coordinator	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Staff development nurse	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Clinical nurse manager/ specialist/consultant	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Preceptor	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Ward/unit nursing staff	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Other (please specify)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6

f How long did you work in the unit before you were given the responsibility of a full patient/client load in this rotation?

Full load from day 1	☐ 1	1 day	☐ 2	2–3 days	☐ 3	4–7 days	☐ 4	7–14 days	☐ 5
Up to 1 month	☐ 6	More than 1 month	☐ 7	Other (please specify)					

g What areas were beneficial with this rotation?

h What areas were problematic with this rotation?

i What caused the most stress for you in this rotation?

j Do you have any other comment you would like to make about this rotation?

If this was your only rotation, please go to Question 13 page 11 otherwise, continue over page

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

11 *continued*—If you did not participate in a program, please go to Question 21 on page 13

Second rotation

a Type of unit (tick as many as applicable)

Medical	1	Surgical	2	Community	3	Mental health	4	Midwifery	5
Paediatric	6	Domiciliary	7	Rural	8	Emergency	9	Peri operative	10
Critical care	11	Aged care	12	Other (please specify)					13

b Length of stay (tick one)

Less than 8 weeks	1	8–12 weeks	2	13–25 weeks	3	26–39 weeks	4	40–52 weeks	5
More than 52 weeks	6	Other (please specify)							7

c Average number of graduate nurses in unit during your stay including yourself 1

d How many hours were you contracted to work per week (on average) in this rotation?

38–40 1 30–37 2 20–29 3 Other (please specify) 4

e What level of support did you receive from each of the following in this rotation?

	extensive	very good	average	occasional	negligible	not applicable
Program coordinator	1	2	3	4	5	6
Staff development nurse	1	2	3	4	5	6
Clinical nurse manager/ specialist/consultant	1	2	3	4	5	6
Preceptor	1	2	3	4	5	6
Ward/unit nursing staff	1	2	3	4	5	6
Other (please specify)	1	2	3	4	5	6

f How long did you work in the unit before you were given the responsibility of a full patient/client load in this rotation?

Full load from day 1	1	1 day	2	2–3 days	3	4–7 days	4	7–14 days	5
Up to 1 month	6	More than 1 month	7	Other (please specify)					8

g What areas were beneficial with this rotation?

h What areas were problematic with this rotation?

i What caused the most stress for you in this rotation?

j Do you have any other comment you would like to make about this rotation?

If this was your last rotation, please go to Question 13 page 11 otherwise, continue over page

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

11 *continued* — If you did not participate in a program, please go to Question 21 on page 13

Third rotation

a Type of unit (tick as many as applicable)

Medical ☐ 1	Surgical ☐ 2	Community ☐ 3	Mental health ☐ 4	Midwifery ☐ 5
Paediatric ☐ 6	Domiciliary ☐ 7	Rural ☐ 8	Emergency ☐ 9	Peri operative ☐ 10
Critical care ☐ 11	Aged care ☐ 12	Other (please specify)		

b Length of stay (tick one)

Less than 8 weeks ☐ 1	8–12 weeks ☐ 2	13–25 weeks ☐ 3	26–39 weeks ☐ 4	40–52 weeks ☐ 5
More than 52 weeks ☐ 6	Other (please specify)			

c Average number of graduate nurses in unit during your stay including yourself

d How many hours were you contracted to work per week (on average) in this rotation?

38–40 ☐ 1 30–37 ☐ 2 20–29 ☐ 3 Other (please specify)

e What level of support did you receive from each of the following in this rotation?

	extensive	very good	average	occasional	negligible	not applicable
Program coordinator	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Staff development nurse	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Clinical nurse manager/ specialist/consultant	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Preceptor	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Ward/unit nursing staff	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Other (please specify)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6

f How long did you work in the unit before you were given the responsibility of a full patient/client load in this rotation?

Full load from day 1 ☐ 1	1 day ☐ 2	2–3 days ☐ 3	4–7 days ☐ 4	7–14 days ☐ 5
Up to 1 month ☐ 6	More than 1 month ☐ 7	Other (please specify)		

g What areas were beneficial with this rotation?

h What areas were problematic with this rotation?

i What caused the most stress for you in this rotation?

j Do you have any other comment you would like to make about this rotation?

If this was your last rotation, please go to Question 13 page 11 otherwise, continue over page

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

11 *continued*— If you did not participate in a program, please go to Question 21 on page 13

Fourth rotation

a Type of unit (tick as many as applicable)

Medical	☐ 1	Surgical	☐ 2	Community	☐ 3	Mental health	☐ 4	Midwifery	☐ 5
Paediatric	☐ 6	Domiciliary	☐ 7	Rural	☐ 8	Emergency	☐ 9	Peri operative	☐ 10
Critical care	☐ 11	Aged care	☐ 12	Other (please specify)					

b Length of stay (tick one)

Less than 8 weeks	☐ 1	8–12 weeks	☐ 2	13–25 weeks	☐ 3
26–39 weeks	☐ 4	40–52 weeks	☐ 5	More than 52 weeks	☐ 6
Other (please specify)					

c Average number of graduate nurses in unit during your stay including yourself

d How many hours were you contracted to work per week (on average) in this rotation?

38–40 ☐ 1 30–37 ☐ 2 20–29 ☐ 3 Other (please specify)

e What level of support did you receive from each of the following in this rotation?

	extensive	very good	average	occasional	negligible	not applicable
Program coordinator	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Staff development nurse	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Clinical nurse manager/ specialist/consultant	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Preceptor	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Ward/unit nursing staff	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Other (please specify)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6

f How long did you work in the unit before you were given the responsibility of a full patient/client load in this rotation?

Full load from day 1	☐ 1	1 day	☐ 2	2–3 days	☐ 3
4–7 days	☐ 4	7–14 days	☐ 5	Up to 1 month	☐ 6
More than 1 month	☐ 7	Other (please specify)			

g What areas were beneficial with this rotation?

h What areas were problematic with this rotation?

i What caused the most stress for you in this rotation?

j Do you have any other comment you would like to make about this rotation?

If this was your last rotation, please go to Question 13 page 11 otherwise, continue over page

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

11 *continued* — If you did not participate in a program, please go to Question 21 on page 13

Fifth rotation

a Type of unit (tick as many as applicable)

Medical	☐ 1	Surgical	☐ 2	Community	☐ 3	Mental health	☐ 4	Midwifery	☐ 5
Paediatric	☐ 6	Domiciliary	☐ 7	Rural	☐ 8	Emergency	☐ 9	Peri operative	☐ 10
Critical care	☐ 11	Aged care	☐ 12	Other (please specify)					

b Length of stay (tick one)

Less than 8 weeks	☐ 1	8–12 weeks	☐ 2	13–25 weeks	☐ 3	26–39 weeks	☐ 4	40–52 weeks	☐ 5
More than 52 weeks	☐ 6	Other (please specify)							

c Average number of graduate nurses in unit during your stay including yourself

d How many hours were you contracted to work per week (on average) in this rotation?

38–40 ☐ 1 30–37 ☐ 2 20–29 ☐ 3 Other (please specify)

e What level of support did you receive from each of the following in this rotation?

	extensive	very good	average	occasional	negligible	not applicable
Program coordinator	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Staff development nurse	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Clinical nurse manager/ specialist/consultant	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Preceptor	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Ward/unit nursing staff	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6
Other (please specify)	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 6

f How long did you work in the unit before you were given the responsibility of a full patient/client load in this rotation?

Full load from day 1 ☐ 1 1 day ☐ 2 2–3 days ☐ 3 4–7 days ☐ 4 7–14 days ☐ 5
Up to 1 month ☐ 6 More than 1 month ☐ 7 Other (please specify)

g What areas were beneficial with this rotation?

h What areas were problematic with this rotation?

i What caused the most stress for you in this rotation?

j Do you have any other comment you would like to make about this rotation?

If this was your last rotation, please go to Question 13 page 11 otherwise, continue over page

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

12 **Did you have any further rotations?**

No ☐ Yes ☐ **Please give details**

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

13 **What components of the graduate program do you believe were beneficial in facilitating your transition to the role of registered nurse?**

14 **Were there any components of the graduate program do you believe were NOT beneficial in facilitating your transition to the role of registered nurse?**

No ☐1 Yes ☐2 **Please give details**

15 **Are there any ways you believe the program could be improved?**

16 **How much do you agree that the graduate program made you feel more COMPETENT in your clinical practice?**

Strongly agree ☐1 Mostly agree ☐2 Unsure ☐3 Mostly disagree ☐4 Strongly disagree ☐5

Please add any comment you have on this (optional)

17 **How much do you agreed that the graduate program made you feel more CONFIDENT in your clinical practice**

Strongly agree ☐1 Mostly agree ☐2 Unsure ☐3 Mostly disagree ☐4 Strongly disagree ☐5

Please add any comment you have on this (optional)

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

18 Did you undertake a formal evaluation of your graduate program?

Yes ☐ No ☐ Haven't completed the program ☐ Not applicable ☐

19 Please indicate below your career pathways/intentions following the program:

Stayed on in the unit of your last rotation	☐ **Type of unit**
Stayed on in a unit of an earlier rotation	☐ **Type of unit**
Stayed on in the organisation but in a different unit	☐ **Type of unit**
Gained employment in a different organisation in similar type of unit to a rotation	☐ **Type of organisation and unit**
Gained employment in a different organisation in different unit to your rotations	☐ **Type of organisation and unit**
Gained employment in a non-nursing capacity	☐ **Please specify**
You are no longer employed	☐ **Please specify why**

20 Please comment on how you feel your graduate year experiences have influenced your choices above:

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

21 **During the first 12 months as a registered nurse, how satisfied were you with the preceptoring/support you received?**

Very satisfied ☐ 1 Mostly satisfied ☐ 2 Mixed experience ☐ 3 Mostly dissatisfied ☐ 4 Very dissatisfied ☐ 5 N/A ☐ 6

Please add any comment you have on this (optional)

22 **How long did you work before commencing night duty?**

Less than 3 months ☐ 1 3–6 months ☐ 2 6–9 months ☐ 3 9–12 months ☐ 4 Haven't done night duty ☐ 5

23 **How well do you believe you were prepared for the responsibility of night duty?**

Well prepared ☐ 1 Somewhat prepared ☐ 2 Poorly prepared ☐ 3 No preparation ☐ 4 N/A ☐ 5

Please add any comment you have on this (optional)

24 **How often was your performance evaluated?**

At end of each placement ☐ 1 Monthly ☐ 2 Every 2–3 months ☐ 3 Every 4–6 months ☐ 4
Every 7–12 months ☐ 5 At completion of employment ☐ 6 Never ☐ 7
Other (please specify)

25 **When evaluating your performance, who was most involved?** (tick more than one if applicable)

Perceptor ☐ 1 Staff development nurse ☐ 2 Clinical nurse ☐ 3 Unit manager ☐ 4 Clinical nurse specialist ☐ 5
Other (please specify)

Please add any comment you have on this (optional)

Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses

31 Where do you see yourself professionally in 5 years time?

32 Do you have any further comments that may identify how you feel about your integration into the workforce as a registered nurse?

Thankyou very much for taking the time to participate in this survey.
Please place your completed form in the stamped, self-addressed envelope provided and return as soon as possible to me at:

Ce Kealley
C/- Nurses & Midwives Board of Western Australia
Locked Bag 6
East Perth WA 6892

Focus groups—your participation would be appreciated

To help clarify areas of this survey, I intend to conduct a series of focus groups within the next 2 to 3 months to enable expansion on the discussion points above. If you would be interested in the opportunity to contribute further by participating in one of these groups, please email me with your expression of interest and contact details at ckealley@student.nd.edu.au before 31 March 2010. A certificate of participation will be given to be included in your professional portfolio.

Thankyou again for your valuable assistance with this important area of research.

Kind regards

Ce Kealley, RN, BSc(HP), M(HSM), MRCNA

THE UNIVERSITY OF NOTRE DAME AUSTRALIA

Graduate nurse transition programs in Western Australia: A comparative study of their perceived efficacy.

Dear Colleague

You would have recently received correspondence and a questionnaire from me in regards to my Professional Doctorate of Nursing research at The University of Notre Dame, Fremantle Campus. I am researching the efficacy of Graduate Registered Nurse programs and their influence on retention of nurses within the nursing workforce.

The questionnaire is designed to collect information from you about your experiences following graduation from your nursing course. Even if you have not continued in nursing, this information is still valuable to assist me in forming a true picture of current trends with graduates and the novice nursing workforce.

If you have already completed and returned this questionnaire I thank you very much.

If you have yet to complete this questionnaire, I urge you to do so as soon as possible to enable supporting this important area of research into developing best practice for programs for transition of undergraduate to competent Registered Nurse and enhancing the future of the nursing workforce.

Your contribution will assist in developing recommendations for transition programs to ensure new graduates receive the optimum experience in their journey to becoming competent Registered Nurses delivering the best possible care in whichever field of nursing they choose.

It is envisaged the research will be completed within 12 months and results from the final thesis written up for publication in relevant journals. If you would like notification of any publications as a result of this research, my contact details will be included in the cover sheet of the questionnaire.

I would like to assure you that all the information gathered for this study will be held in strict confidence. All efforts will be made to ensure that only fair and unbiased reporting occurs.

Data will be stored securely as per University regulations in the School of Nursing at The University of Notre Dame Australia for five years.

I thank you in anticipation of supporting this important area of research into developing best practice programs for transition from graduate to competent Registered Nurse.

Please return the questionnaire in the envelope provided by the **31st March 2010**.

Kind regards,

_____

Ms Ce Kealley
Researcher

Dr Jenny Prentice is supervising the project. If you have any queries regarding the research, please contact me directly on 0417 944 776 / email: ckealley@student.nd.edu.au or Dr Prentice by email at Jenny.Prentice@health.wa.gov.au.

If participants have any complaint regarding the manner in which a research project is conducted, it may be given to the researcher or, alternatively, to the Executive Officer, Research Office, The University of Notre Dame Australia, PO Box 1225 Fremantle WA 6959, phone (08) 9433 0941.

THE UNIVERSITY OF NOTRE DAME AUSTRALIA

INFORMATION SHEET

Graduate nurse transition programs in Western Australia: A comparative study of their perceived efficacy.

Dear Colleague

I am a Professional Doctorate of Nursing student at The University of Notre Dame Australia (Fremantle Campus) researching the efficacy of Graduate Registered Nurse programs and their influence on retention of nurses within the nursing workforce.

My study population is all Registered Nurses who graduated from a university School of Nursing and registered with the Nurses and Midwives Board of Western Australia (NMBWA) during the year 2008. On my behalf, the NMBWA generated a list of these graduates and forwarded a survey questionnaire in March 2010. The questionnaire was designed to collect information about the GRN experiences following graduation from their nursing course.

Some of the resultant data requires detail clarification and, as such, I would be very grateful for your assistance in this. The attached link to a Survey Monkey questionnaire will enable collection of the additional information I require to more comprehensive report the study findings.

It is envisaged the research will be completed within the next few months and results from the final thesis written up for publication in relevant journals. If you would like notification of any publications as a result of this research, my contact details will be included in the information sheet of the questionnaire.

I would like to assure you that all the information gathered for this study will be held in strict confidence. All efforts will be made to ensure that only fair and unbiased reporting occurs. Data will be stored securely as per University regulations in the School of Nursing at The University of Notre Dame Australia for five years.

I thank you in anticipation for supporting this important area of research into developing best practice programs for transition from graduate to competent Registered Nurse.

Kind regards,

_____

Ms Ce Kealley
Researcher
Dr Jenny Prentice is supervising this project. If you have any queries regarding the research, please contact Dr Prentice by email at Jenny.Prentice@health.wa.gov.au or me directly on 0417 944 776 / email: ckealley@iinet.net.au, or, ce.kealley@health.wa.gov.au, or, ckealley@student.nd.edu.au

If participants have any complaint regarding the manner in which a research project is conducted, it may be given to the researcher or, alternatively, to the Executive Officer, Research Office, The University of Notre Dame Australia, PO Box 1225 Fremantle WA 6959, phone (08) 9433 0941.

Graduate Nurse Program (GNP) Coordinator Survey

Exit this survey

100%

***1. Please indicate the type of healthcare organisation you belong to.**

- Metro Tertiary
- Metro Secondary
- Metro Private
- Large Rural
- Small Rural
- Mental Health
- Aged Care
- Community
- Other (please specify)

***2. How long (in months) are the GNPs in your organisation? (if you have more than one type of program, please indicate each type).**

***3. How many rotations does a Graduate Registered Nurse (GRN) have in your GNP? (Please indicate if different number for different types of programs)**

***4. What number of GRNs would be assigned to a single ward or unit for a rotation? (Please give range, in particular, maximum number that would be placed in one area).**

***5. What would the normal ratio of GRNs to other RNs be on a typical ward or unit? (Again, if necessary, please give range).**

6. Please indicate the types of support personnel available to your GRNs; the Award level of the support person; and the approximate number of GRNs each support person is responsible for.

	Available	Award Level	Number GRNs per Indiv
GNP Coordinator			
Staff Development Nurse			
Staff Development Educator			
Clinical Coach			
Preceptor			
Mentor			
Other			

Other (please specify)

***7. How many hours per week would a FULL-TIME GRN be contracted for?**

***8. Please give a brief outline of what guidelines govern your GNP?**

***9. Please give a brief outline of what changes/innovations you have applied, or plan to apply, to your GNP?**

10. Please provide any further comment or information you feel may be useful to this survey. This is the final question - thank you so much for your time in assisting me with my research.

Done

Powered by SurveyMonkey
Check out our sample surveys and create your own now!

Graduate Nurse Coordinators Qualitative Data

Graduate Program Guidelines

Graduate nurse coordinators were asked to provide a brief outline of what guidelines they used to govern the administration of their GNPs. The purpose of this question was to determine if any organisations had specific objectives with which to measure the outcomes of their programs. No respondents indicated an ongoing method of prescribed program review; however, one tertiary organisation did indicate the intention to formally evaluate their program in the near future. This same organisation appeared to have the most comprehensive framework and set of performance indicators. According to the respondent, these were based upon evidence-based practice and developed through a process of ongoing focus groups that were held regularly with relevant stakeholders. Another tertiary hospital indicated the use of graduate program and human resource guidelines but did not specify anything further. The same organisation expressed the intent to implement a formal framework of support for nurses at their organisation. Two respondents, one from a tertiary and the other from a metropolitan secondary organisation did not appear to understand the request *please give a brief outline of what guidelines govern your GNP*. This suggested that there may not have been specific frameworks in place with which to ensure the graduates are given the best transition opportunity possible.

As should be the case with all nursing practice, most graduate nurse coordinator respondents discussed the use of the Australian Nursing and Midwifery Council, National Competency Standards (ANMC, 2006) to direct their assessment

of novice nurse practice. Both the private organisations, two of the secondary, and four of the rural graduate nurse coordinator respondents indicated that they conducted their graduate program in conjunction with a university, in order to offer a Graduate Certificate in Clinical Nursing. Both the large and the small rural organisation's graduate nurse coordinators indicated that their transition program guidelines came from the WA Country Health Service (WACHS) GNP coordinator. They also suggested their greatest issue was a lack of resources that impacted upon their ability to provide standard support across all sites.

Recent or Planned Changes and Innovations to the Transition Program

To further understand local innovations and strategies that have been shown to improve their GNPs, information was sought from the graduate nurse coordinators in regards to what changes have either been made, or are planned for their transitional programs (Table App F.1).

Table App F.1. ***Program Innovations and Changes***

Sector	Changes/Innovations
Tertiary	Reviewing study content and delivery.
	Looking at making all assessment documents electronic.
	Developing grad face-book page.
	Investigating changing selection procedure away from interviews.
Tertiary	Regular online surveys (Monkey) to identify:
	- changes required in tutorial or study day content;
	- graduate satisfaction with the amount of time I work and visit them in the clinical area.
	Implemented preceptor modules for the ward staff to ensure they are prepared for their role as preceptors.
	Implemented simulation education into each of the GRN study days - finding GRNs are much more confident in their roles in emergency situations.
Tertiary	GNP Framework devised in 2007 from a series of focus groups with graduates and key participants of previous programs (SRNs, SDNs etc).
	Hospital resourced development and implementation of framework encompassing key themes from the focus groups and mirrors the gold standards identified in the literature.
	Changed orientation format.
	Changed associated supports in the immediate transition period.
	Introduced professional development study days aimed to develop professional aspects of the graduate (Leadership/ Communication/ Career Planning/ Preceptorship).
	Clinical development seminars centred on specialty clinical knowledge, skills and learning from error.
	Graduate nurses now rotate to 57 different areas across 5 hospitals (all areas bar ICU and Midwifery).
	Developed guidelines for performance management, recruitment and retention, based on best practice and industry standards.
	In 2008 we introduced a graduate nurse program SDN service that provides a unique service across all specialties and shifts; enables ward supports or graduates, to make a referral for further support. Allows the graduate to receive timely support when required (in the odd chance the ward support is unavailable). Ensures communication between the graduate program, the graduates and the ward staff who support them.
	Review the program 3 times a year with the graduates.
	Aim to employ a research consultant to do a formal evaluation at 5 years (2012).
	In the process of introducing a further addition to the framework: patient safety. This will enable all educational content of the graduate nurse programs to centre on patient safety by learning from human error and RCA (root cause analysis). We envisage this will create more awareness of safety for patients and promote a culture of disclosure whereby we can continue to learn from our errors.

Sector	Changes/Innovations
Tertiary	Implemented clinical coach role.
	Currently developing hospital-wide support model for all nurses.
Secondary	Changed recruitment process to assessments, scenarios and interviews.
	Evaluate each program and alter it accordingly.
	In 2012 will increase to 10 RNs twice per year.
	Use reflective worksheets to identify very early on those that do not have ability to critically think and problem solve and can support them to achieve it much sooner.
Secondary	Main change has been working in partnership with Uni C since 2009.
Metro Private	Three-year development program opportunity for Certificate in Clinical Nursing in partnership with Uni C paid by hospital.
	Electronic provision of all learning and orientation requirements.
	Recovery Room, Critical Care and ICU as rotation options in second year.
	Two rather than 3 intakes of grads in 2012.
Metro Private	Have taken full and part-time grads in the past but we are trying to attract all full-time placement in the future.
	Grad Certificate through Uni C.
Large Rural	More dedicated time from staff educators.
	One week supernumerary for first rotation.
Large Rural	Hoping to have full-time GNP coordinator that can travel to smaller hospitals.
Large Rural	Due to feedback the rotations through Medical/Surgical, ED, Theatre, Maternity, Palliative Care, Mental Health, and Coordination at a smaller site will remain.
	Breadth of experience in GNP a drawcard.
Large Rural	Monthly networking tutorials for our grads in our region (4 sites) via videoconference. Coordinate 5 face to face study days - clinical skills days.
	All grads attend the regional resource centre for the study days.
Large Rural	In 2007 our rotations were set in either med/surg or paeds as a result of lack of Clinical support, skill shortage; e.g. in ED etc. - had dropped to 2 grads for that year.
	Reintroduced other areas to be competitive with other grad programs.
	Input from all CNM of areas as to what kind of supernumerary time they would feel comfortable with before the grad could then be counted on as staff - helped in opening areas that had been closed. A business case was then put forward to Management.
	Other areas were also considered e.g. Mental Health, Remote, Community, and Home Nursing, and Dialysis. These areas were often hard to recruit to because there was little exposure to these areas by staff. This also gave RN's a broader understanding of the facilities available in the community so when discharging patients they had an understanding of where their clients were going to and the problems they may encounter.
Small Rural	More supernumerary time if possible.

Further Comment from Graduate Nurse Coordinators

An option was given for the graduate nurse coordinators to provide any further comment they felt may have been useful to the survey. Some valuable comments were proffered by the secondary and rural areas, and in general indicated that a lack of resources was often a shortcoming in attempting to deliver a supportive and comprehensive transitional program (Table App F.2).

Table App F.2. ***Further Comments from Graduate Nurse Coordinators***

Sector	Comments
Secondary	We have good retention but many grads don't want to do extra studies and quite a few are mature grads who want part-time and are loyal and local people. Doing post graduate study in the first year of clinical practice pushes many too hard. Working full-time and learning and consolidating everything they need is massive and they're not at uni where they can just take their time.
Secondary	Would prefer my only job was GNP coordinator so I could find the time to introduce more innovations and changes.
Large Rural	Our difficulty for our program is having a dedicated person. Being in the (*Area*), if staff resign, it takes a while to recruit. This has led to some difficult times in the past.
Small Rural	Feedback from the grads indicates that travelling to different sites is unsettling, rotating to different wards and areas is acceptable but changing hospitals is more stressful than they anticipated. *Note: this area has up to 10 rotations per program.*

These, and the comments in Table App F.1, helped guide development of the Recommendations and Concepts in Chapter 6.