Graduate Nurse Transition Programs in Western Australia: A Comparative Study of their Perceived Efficacy

Ce (Cecilia) Kealley
University of Notre Dame Australia

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REFERENCES


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Remark Office OMR (Version 7) [Computer software]. Malvern, USA: Gravic.


University of Western Australia. (2000). *Report on an evaluation of graduate nurse programs in public sector hospitals in Western Australia*. Perth: Health Department of Western Australia.


APPENDICES
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.
APPENDIX B: Graduate Nurse Survey Questionnaire

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 will be 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 advance for your support in 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.

Yours sincerely,

Ms Co 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@notredame.edu.au or on me directly on telephone 0417 544 715 or email cokealley@student.und.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 1841.
Instructions

Please complete this survey by 31 March 2010 and return in the envelope 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.
APPENDIX B: Graduate Nurse Survey Questionnaire

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

1. Gender
   - Male □
   - Female □

2. Age
   - 21 or under □
   - 22-29 □
   - 30-39 □
   - 40-49 □
   - 50 or over □

3. Health care experience prior to graduation (tick as many as applicable)
   - Enrolled nurse □
   - Assistant in nursing □
   - Patient care assistant □
   - Orderly □
   - Other (please specify) ____________________________

4. At which university did you complete your undergraduate program? (tick as many as applicable)
   - Curtin □
   - Edith Cowan □
   - Murdoch □
   - Notre Dame □
   - Other (please specify) ____________________________

5. What type of health care organisation are you currently employed in? (tick as many as applicable)
   - Tertiary hospital □
   - Secondary hospital □
   - Large rural hospital □
   - Small rural hospital □
   - Community □
   - Private sector □
   - Mental Health □
   - Aged care □
   - Other health care ________
   - Non-health care ________

6. What type of health care organisation did you work in during 2008? (tick as many as applicable)
   - Tertiary hospital □
   - Secondary hospital □
   - Large rural hospital □
   - Small rural hospital □
   - Community □
   - Private sector □
   - Mental Health □
   - Aged care □
   - Other health care ________
   - Non-health care ________

7. During your first year post registration, did you participate in a formal ‘graduate program’?
   - No □
   - Yes □
   - Why was this?

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

   - Please complete questions 8-20 about the program you have participated in
APPENDIX B: Graduate Nurse Survey Questionnaire

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

January 08  February 08  March 08  April 08  May 08  June 08  July 08  August 08  September 08  October 08  November 08  December 08

January 09  February 09  March 09  April 09  Other (please specify)  

9. Have you completed this program?

Yes  Do you expect to complete it?

Yes  Please tick when at Question 10

No  Why is this?

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

July 08  August 08  September 08  October 08  November 08  December 08

January 08  February 08  March 08  April 08  May 08  June 08  July 08  August 08  September 08  October 08  November 08  December 08

January 09  February 09  March 09  April 09  May 09  June 09  July 09  August 09  September 09  October 09  November 09  December 09

January 10  February 10  March 10  April 10  May 10  June 10  Other (please specify)
APPENDIX B: Graduate Nurse Survey Questionnaire

<table>
<thead>
<tr>
<th>Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>First rotation</td>
</tr>
<tr>
<td>a Type of unit (tick as many as applicable)</td>
</tr>
<tr>
<td>Medical</td>
</tr>
<tr>
<td>Nephrology</td>
</tr>
<tr>
<td>Critical Care</td>
</tr>
<tr>
<td>b Length of stay (tick one)</td>
</tr>
<tr>
<td>Less than 8 weeks</td>
</tr>
<tr>
<td>c Average number of graduate nurses in unit during your stay including yourself</td>
</tr>
<tr>
<td>d How many hours were you contracted to work per week (on average) in this rotation?</td>
</tr>
<tr>
<td>30–40</td>
</tr>
<tr>
<td>e What level of support did you receive from each of the following in this rotation?</td>
</tr>
<tr>
<td>Program coordinator</td>
</tr>
<tr>
<td>extensive</td>
</tr>
<tr>
<td>f How long did you work in the unit before you were given the responsibility of a full patient/call load in this rotation?</td>
</tr>
<tr>
<td>All from day 1</td>
</tr>
<tr>
<td>g What areas were beneficial with this rotation?</td>
</tr>
<tr>
<td>h What areas were problematic with this rotation?</td>
</tr>
<tr>
<td>i What caused the most stress for you in this rotation?</td>
</tr>
<tr>
<td>j Do you have any other comment you would like to make about this rotation?</td>
</tr>
</tbody>
</table>

If this was your only rotation, please go to Question 10 on page 13 otherwise, continue on to page 15.

Graduate Registered Nurse Transition Survey Questionnaire
Please complete this form as clearly as possible in black ink to assist us in the electronic data capture of responses.

11 Comment—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
   - Surgical
   - Community
   - Mental health
   - Midwifery
   - Pediatric
   - Emergency
   - Rural
   - Other (please specify)

b) Length of stay (tick one)
   - Less than 8 weeks
   - 8–12 weeks
   - 13–19 weeks
   - 26–39 weeks
   - 40–52 weeks
   - More than 52 weeks
   - 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
   - 30–37
   - 20–29
   - Other (please specify)

(e) What level of support did you receive from each of the following in this rotation?
   - Extensive
   - Very good
   - Good
   - Average
   - Occasional
   - Negligible
   - Not applicable
   - Program Coordinator
   - Staff Development Nurse
   - Clinical Nurse Manager/ Specialister Consultant
   - Preceptor
   - Ward/unit nursing staff
   - Other (please specify)

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 day
   - 2–3 days
   - 4–7 days
   - 7–14 days
   - Up to 1 month
   - More than 1 month
   - 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
APPENDIX B: Graduate Nurse Survey Questionnaire

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 ☐  Surgical ☐  Community ☐  Mental health ☐  Midwifery ☐
Pediatric ☐  Domestically ☐  Rural ☐  Emergency ☐  Peri-operative ☐
Critical care ☐  Aged care ☐  Other (please specify) ☐

b Length of stay (tick one)

Less than 8 weeks ☐  8-12 weeks ☐  13-25 weeks ☐  26-39 weeks ☐  40-52 weeks ☐
More than 52 weeks ☐  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?

36-40 ☐  20-37 ☐  20-29 ☐  Other (please specify) ☐

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

Program coordinator ☐  extensive ☐  very good ☐  average ☐  occasional ☐  negligible ☐  not applicable ☐
Staff development nurse ☐  ☐  ☐  ☐  ☐  ☐
Clinical nurse manager/ coordinator ☐  ☐  ☐  ☐  ☐  ☐
Preceptor ☐  ☐  ☐  ☐  ☐  ☐

eyoneor nursing staff ☐  ☐  ☐  ☐  ☐  ☐
Other (please specify) ☐  ☐  ☐  ☐  ☐  ☐

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 day ☐  2-3 days ☐  4-7 days ☐  7-14 days ☐
Up to 1 month ☐  More than 1 month ☐  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.
APPENDIX B: Graduate Nurse Survey Questionnaire

1. Comment—If you did not participate in a program, please go to Question 2 on page 13.

Fourth rotation

a. Type of unit (tick as many as applicable)
   - Medical
   - Surgical
   - Community
   - Mental health
   - Midwifery
   - Pediatric
   - Obstetric
   - Rural
   - Emergency
   - Palliative
   - Critical care
   - Other (please specify)

b. Length of stay (tick one)
   - Less than 6 weeks
   - 6–12 weeks
   - 13–25 weeks
   - 26–39 weeks
   - 40–52 weeks
   - More than 52 weeks
   - Other (please specify)

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

1. How many hours were you contracted to work per week (on average) in this rotation?
   - 30–40
   - 30–32
   - 20–29
   - Other (please specify)

1. What level of support did you receive from each of the following in this rotation?
   - Program coordinator
   - Staff development nurse
   - Clinical nurse manager
   - Specialist consultant
   - Preceptor
   - Ward/unit nursing staff
   - Other (please specify)

1. 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 day
   - 2–3 days
   - 4–7 days
   - 8–14 days
   - More than 1 month
   - Other (please specify)

1. What areas were beneficial with this rotation?

1. What areas were problematic with this rotation?

1. What caused the most stress for you in this rotation?

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

If this was your last rotation, please go to Question 12 page 11 otherwise, continue over page.
APPENDIX B: Graduate Nurse Survey Questionnaire

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

### Fifth rotation

**a. Type of unit (check as many as applicable)**
- Medical
- Surgical
- Community
- Obstetric
- Pediatric
- Geriatric
- Trauma
- Emergency
- Perioperative
- Critical care
- Aged care
- Other (please specify) ______________

**b. Length of stay (check one)**
- Less than 8 weeks
- 8–12 weeks
- 13–25 weeks
- 26–39 weeks
- 40–52 weeks
- More than 52 weeks
- 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?**
- 30–37
- 38–40
- 41–49
- 50–59
- 60–69
- 70–79
- 80–89
- 90–99
- 100–120
- Other (please specify) ______________

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

<table>
<thead>
<tr>
<th>Role/Position</th>
<th>Extensive</th>
<th>Very Good</th>
<th>Average</th>
<th>Occasional</th>
<th>Negligible</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program coordinator</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff development nurse</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical nurse manager/specialist/consultant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preceptor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ward/unit nursing staff</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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 day
- 2–3 days
- 4–7 days
- 7–14 days
- More than 7 days
- 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 12 on page 11; otherwise, continue over page.
<table>
<thead>
<tr>
<th>12</th>
<th>Did you have any further rotations?</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>[ ]</td>
</tr>
<tr>
<td>Yes</td>
<td>[ ] Please give details</td>
</tr>
</tbody>
</table>
### APPENDIX B: Graduate Nurse Survey Questionnaire

<table>
<thead>
<tr>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 What components of the graduate program do you believe were beneficial in facilitating your transition to the role of registered nurse?</td>
<td></td>
</tr>
<tr>
<td>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?</td>
<td>No ☐ Yes ☑ Please give details</td>
</tr>
<tr>
<td>15 Are there any ways you believe the program could be improved?</td>
<td></td>
</tr>
<tr>
<td>16 How much do you agree that the graduate program made you feel more COMPETENT in your clinical practice?</td>
<td>Strongly agree ☐ Mostly agree ☐ Unsure ☐ Mostly disagree ☐ Strongly disagree ☐</td>
</tr>
<tr>
<td>(Please add any comments you have on this (optional))</td>
<td></td>
</tr>
<tr>
<td>17 How much do you agreed that the graduate program made you feel more CONFIDENT in your clinical practice</td>
<td>Strongly agree ☐ Mostly agree ☐ Unsure ☐ Mostly disagree ☐ Strongly disagree ☐</td>
</tr>
<tr>
<td>(Please add any comments you have on this (optional))</td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX B: Graduate Nurse Survey Questionnaire

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:

[Blank lines for comments]

GRADUATE REGISTERED NURSE TRANSITION SURVEY QUESTIONNAIRE
APPENDIX B: Graduate Nurse Survey Questionnaire

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 During the first 12 months as a registered nurse, how satisfied were you with the precepting/support you received?</td>
<td>Very satisfied, Mostly satisfied, Mixed, Mostly dissatisfied, Very dissatisfied, NA, experience</td>
</tr>
<tr>
<td></td>
<td>Please add any comment you have on this (optional)</td>
</tr>
<tr>
<td>22 How long did you work before commencing night duty?</td>
<td>Last than 3 months, 3-6 months, 6-9 months, 9-12 months, Haven’t done night duty</td>
</tr>
<tr>
<td></td>
<td>Please add any comment you have on this (optional)</td>
</tr>
<tr>
<td>23 How well do you believe you were prepared for the responsibility of night duty?</td>
<td>Well prepared, Somewhat prepared, Poorly prepared, No preparation, NA, NA,</td>
</tr>
<tr>
<td></td>
<td>Please add any comment you have on this (optional)</td>
</tr>
<tr>
<td>24 How often was your performance evaluated?</td>
<td>At end of each placement, Monthly, Every 2-3 months, Every 4-6 months, Every 6-12 months, At completion of employment, Never, Other (please specify)</td>
</tr>
<tr>
<td></td>
<td>Please add any comment you have on this (optional)</td>
</tr>
<tr>
<td>25 When evaluating your performance, who was most involved? (Check more than one if applicable)</td>
<td>Perceptor, Staff development nurse, Clinical nurse, Unit manager, Clinical nurse specialist, Other (please specify)</td>
</tr>
<tr>
<td></td>
<td>Please add any comment you have on this (optional)</td>
</tr>
</tbody>
</table>
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?


Thank you 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:

C/ 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 some 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 to clearly@student.uds.edu.au before 31 March 2015. A certificate of participation will be given to be included in your professional portfolio.

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

Kind regards,

C/ Kealley, RN, BS(HP), M(N), MRCONA
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.
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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

1. Please indicate the type of healthcare organisation you belong to.
   - Metro Tertiary
   - Metro Secondary
   - Metro Private
   - Rural Long
   - Rural Small
   - Mental Health
   - Aged Care
   - Community
   - Other (please specify)

2. How long (in months) are the GNP's 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).

APPENDIX E: Graduate Nurse Coordinator Web-based Survey

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.

<table>
<thead>
<tr>
<th>Support Person</th>
<th>Available</th>
<th>Award Level</th>
<th>Number GRNs per Indiv</th>
</tr>
</thead>
<tbody>
<tr>
<td>GNP Coordinator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Development Nurse</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Development Educator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Coach</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preceptor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

http://www.surveymonkey.com/s/APPENDIX_E_GRADUATE_NURSECoordinator_web-based_survey/
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*

<table>
<thead>
<tr>
<th>Sector</th>
<th>Changes/Innovations</th>
</tr>
</thead>
</table>
| 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. |
<table>
<thead>
<tr>
<th>Sector</th>
<th>Changes/Innovations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tertiary</td>
<td>Implemented clinical coach role.</td>
</tr>
<tr>
<td></td>
<td>Currently developing hospital-wide support model for all nurses.</td>
</tr>
<tr>
<td>Secondary</td>
<td>Changed recruitment process to assessments, scenarios and interviews. Evaluate each program and alter it accordingly.</td>
</tr>
<tr>
<td></td>
<td>In 2012 will increase to 10 RNs twice per year.</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td>Secondary</td>
<td>Main change has been working in partnership with Uni C since 2009.</td>
</tr>
<tr>
<td>Metro</td>
<td>Three-year development program opportunity for Certificate in Clinical Nursing in partnership with Uni C paid by hospital.</td>
</tr>
<tr>
<td>Private</td>
<td>Electronic provision of all learning and orientation requirements.</td>
</tr>
<tr>
<td></td>
<td>Recovery Room, Critical Care and ICU as rotation options in second year.</td>
</tr>
<tr>
<td></td>
<td>Two rather than 3 intakes of grads in 2012.</td>
</tr>
<tr>
<td>Metro</td>
<td>Have taken full and part-time grads in the past but we are trying to attract all full-time placement in the future.</td>
</tr>
<tr>
<td>Private</td>
<td>Grad Certificate through Uni C.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>More dedicated time from staff educators.</td>
</tr>
<tr>
<td></td>
<td>One week supernumerary for first rotation.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>Hoping to have full-time GNP coordinator that can travel to smaller hospitals.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>Due to feedback the rotations through Medical/Surgical, ED, Theatre, Maternity, Palliative Care, Mental Health, and Coordination at a smaller site will remain.</td>
</tr>
<tr>
<td></td>
<td>Breadth of experience in GNP a drawcard.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>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.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>In 2007 our rotations were set in either med/surg or paed as a result of lack of Clinical support, skill shortage; e.g. in ED etc. - had dropped to 2 grads for that year.</td>
</tr>
<tr>
<td></td>
<td>Reintroduced other areas to be competitive with other grad programs.</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td>Small Rural</td>
<td>More supernumerary time if possible.</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Sector</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary</td>
<td>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.</td>
</tr>
<tr>
<td>Secondary</td>
<td>Would prefer my only job was GNP coordinator so I could find the time to introduce more innovations and changes.</td>
</tr>
<tr>
<td>Large Rural</td>
<td>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.</td>
</tr>
<tr>
<td>Small Rural</td>
<td>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. <em>Note: this area has up to 10 rotations per program.</em></td>
</tr>
</tbody>
</table>

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