

| <p>What was your experience of being a newly qualified nurse? What is your experience of the support given to a newly qualified nurse? (Both from a personal and organisational perspective)</p> | | <p>In what ways can we improve the current situation to retain newly qualified nurses?</p> |
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| <p>Positives (comments from participants) Linking theory to practice Felt supported Felt excited and proud of achievements Earning a proper wage Increase in confidence Increased autonomy Enjoyed being in charge Allocated a buddy who supervised and supported me Had some excellent HCA's that supported me Felt part of the team (previously had placement there), Feeling accepted A good preceptor was very important Enthusiastic and had lots of new ideas Forming new relationships I felt curious and motivated Had a very supportive manager Felt welcomed and supported as I was going back to a familiar environment Same team as I had previously done my placement there Team-working Guidance from experienced staff Reassurance A positive experience as I had been seconded and returned to my original area Structured time with clear and scaled objectives Regular supervision Time to spend with the MDT and build relationships</p> | <p>Challenges (Comments from participants) Lack of protected time Felt alone and isolated Horrendous experience No preceptor or support Nurses want to eat their young Several groups discussed lack of preceptorship Too much responsibility too soon Lack of support due to staff shortages Anxiety re fitting in Transition from student to staff nurse is difficult and confusing Feeling intimidated (reported by a number) Lacked confidence Overwhelmed and nervous Felt like a fraud Flying without a parachute Confusion re expectations of the role Felt heart broken- sad that I was no longer a student Trying to fit in - Self-doubt Very scary experience, feeling overwhelmed Trying to please everyone Ingrained negative culture in the area Thrown in at the deep end Resentment from other staff Being given the keys on their first day and having to do medications (reported by a number). I was ignored by many of the staff Fear and panic It's very hit and miss</p> | <p>Have a clear policy re preceptorship Need Board commitment to ensuring a change in culture to recognise the importance of good preceptorship Protected time for reflective groups Realistic expectations of the NQN Rotation every 6 months for first 2 years to gain a wider experience Monthly case presentations/ learning groups Research forum / journal clubs which should be compulsory within the first year. Systematic training programme which is supported with financial resources Maintain flexibility to allow the nurse develop what's required Induction period to be prioritised and give protected time for preceptor to support Financial incentives for preceptors/ mentors Reflective practice Training for Preceptors as different from mentor Regular and constructive feedback to NQN Improve working conditions Help them recognise limitations To feel valued To be thanked by managers Team working and openness More staff to increase safety Continuous professional development Support from entire team – belongingness Identification of training needs Protected study days Freedom of speech Better pay to reduce people joining agencies Stop adding pressure – need to reduce the responsibilities More training and development for staff Look after the senior experienced nurses – we are not machines</p> |
| <p>General Notes 3 questions were posed to the group though the responses often overlapped and so Q 1 and 2 have been amalgamated. There are a number of positive experiences though very few referred to structured preceptorship programmes being available when they were newly qualified. However some do now recognise that there are preceptorship programmes in their organisations at the moment but this seems to vary greatly. Overwhelmingly there was a plea for well organised induction programmes, a structured period of preceptorship from 6-12 months, regular study days and opportunities for reflection. Rotational programmes were viewed as positive. This period of transitioning from student to staff nurse is viewed as both challenging and stressful. The need for protected time for mentoring and preceptorship, improved staffing levels, being valued and thanked by management were seen as important in retaining staff. Whilst it is probably not unexpected that NQN's may feel anxious and overwhelmed by the experience what was concerning is the number who reported negative attitudes from others and basic needs being ignored. The feedback did however focus on the positives in the main as a number of good examples were shared and a clear recognition that protected time for this activity is essential with support from the whole MDT needed.</p> | | |