



Position Statement: Nursing Graduates in Emergency Departments.

The College of Emergency Nurses New Zealand CENNZ – NZNO:

- Defines a nursing graduate as a qualified nurse in their first year of nursing practice.
- Advocates for an intensive development programme to support graduate nurses through ongoing education, supervision and mentorship throughout the first year of practice.
- Recommends that employers work with the NetP programme (NETP Programme Steering Group, 2006) to offer new graduate placements as emergency nurses.

Ongoing support networks of education, mentorship and/or clinical supervision should be in place to meet the needs of the graduate's professional development. The desired outcome is the retention of our most vital resource as competent emergency nurses after their first year of professional practice. The reason for this is Emergency Departments can be chaotic. Historically this environment was not deemed conducive to support a nursing graduate, and CENNZ-NZNO did not support the employment of nursing graduates in emergency departments.

There is evidence that this position is unrealistic and unfounded (Zavotsky, 2000; Gurney, 2002; Loiseau, Kitchen & Edgar, 2003; Considine & Hood, 2004; Ministry of Health, 2004; Keim & Schoten, 2005; Valdez, 2008; Kerr, 2006)

At the 2007 CENNZ-NZNO annual conference, a discussion panel on "New Graduates Working in Emergency Departments" challenged the existing CENNZ-NZNO position, with anecdotal reports describing successful experiences employing graduates in New Zealand emergency departments.

In accordance with directions given by members attending the 2007 annual general meeting, CENNZ-NZNO has reviewed its position with respect to new graduates employed in emergency departments, and now supports a structured first year of practice programme of orientation, education and supervision, to maximise that nurse's professional development.

This position statement was endorsed by members at the Annual General Meeting. 21st August 2010.

References

Considine, J., & Hood, K. (2004). Career development year in emergency nursing: using specific educational preparation and clinical support to facilitate the transition to specialist practice. *Nurse Education in Practice*, 4, 168-176.

Gurney, D. (2002). Developing a successful 16-week "Transition ED Nursing" programme: One busy community hospital's experience. *Journal of Emergency Nursing*, 28(6), 505-514.

Keim, D.A. & Scholten, T. (2005). A new-graduate assimilation and orientation program feared for success. *Journal of Emergency Nursing*, 31 (1), 9.

Kerr, R.C. (2006). Is the graduate nurse work-ready for emergency nursing? A research paper submitted to Victoria University of Wellington in partial fulfilment of the requirements for the degree of Master of Nursing (Clinical).

Loiseau, D., Kitchen, K., & Edgar, L., (2003). A comprehensive ED orientation for new graduates in the emergency department: The 4-year experience of one Canadian teaching hospital. *Journal of Emergency Nursing*, 29(6), 522-527.

Ministry of Health (2004). New Graduate first year of clinical practice nursing programme. Evaluation report. Author: Wellington.

NETP Programme Steering Group (2006). Nursing Entry to Practice Programme: Learning framework. District Health Boards of New Zealand.

Valdex, A.M., (2008). Transition from novice to competent: What can we learn from the literature about graduate nurses in the emergency setting? *Journal of Emergency Nursing*, 34(5), 435-440.

Zavotsky, K.E., (2000). Developing an ED training program: How to 'grow your own' ED nurses. *Journal of Emergency Nursing*, 26(5), 504-506.

Other Related Resources

Review of NetP:

<http://www.health.govt.nz/our-work/nursing/developments-nursing/recruitment-new-graduate-registered-nurses>

The specifications:

<http://www.health.govt.nz/our-work/health-workforce/investment-and-purchasing#nursing>