

# New Graduate Enrolled Nurse Supported Orientation

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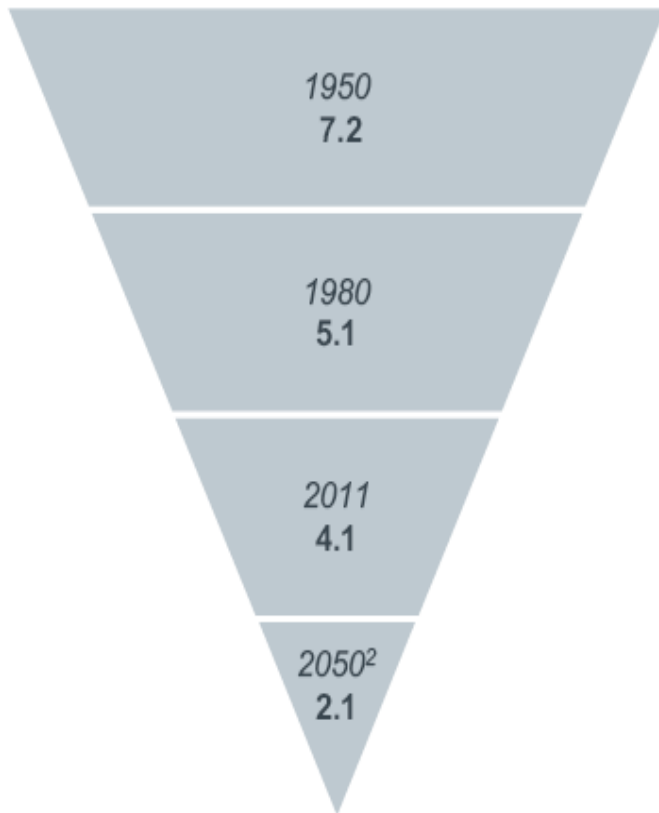


# Outline

- Population health and workforce projections
- Models of Care
- New Graduate Enrolled Nurse Supported Orientation

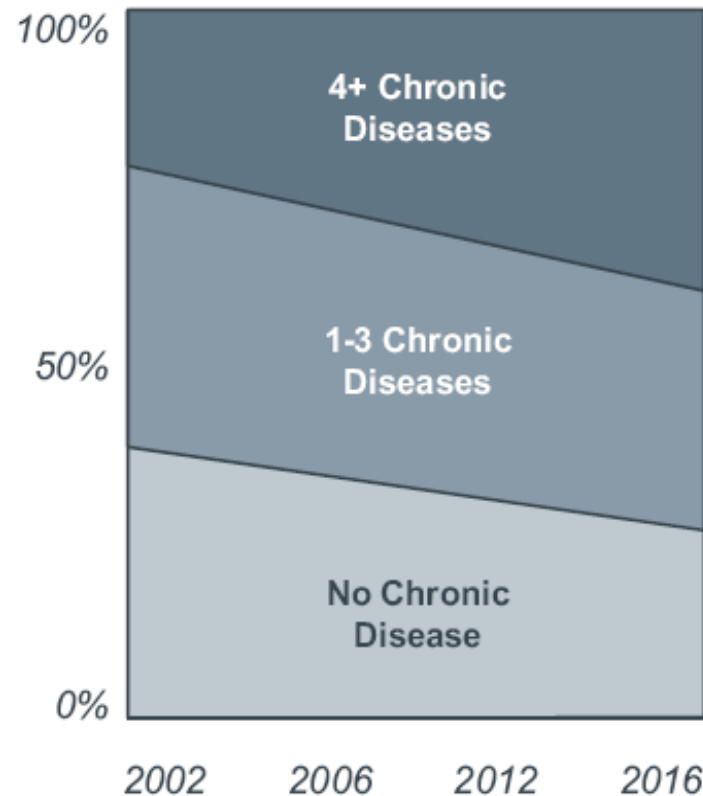
# Population Aging & Chronic Disease

Number of People 20-64 for Every Person >65<sup>1</sup>



Comorbidity Breakdown of US Inpatient Admissions

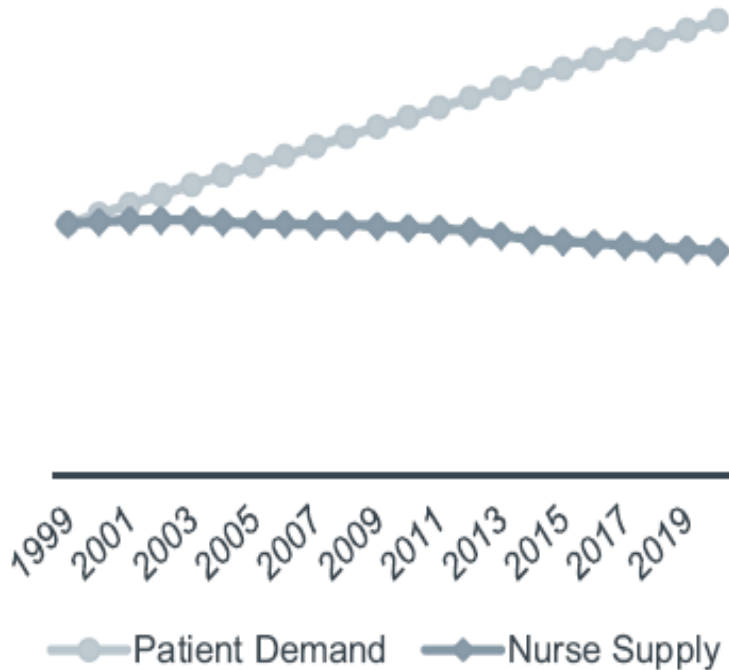
Percentage of Inpatients, 2002–2016



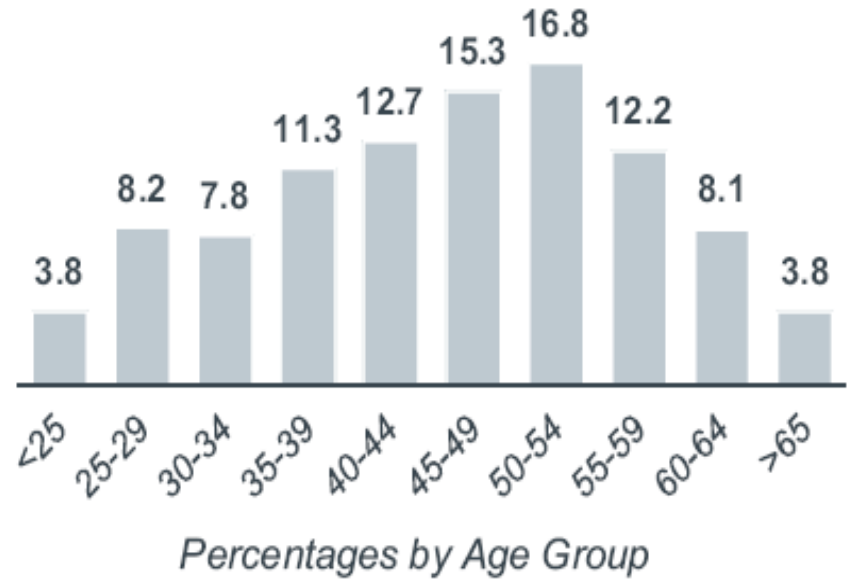
Source: Advisory Board Company 2013

# Nursing Workforce

Projections of Australian RNs  
2000-2020



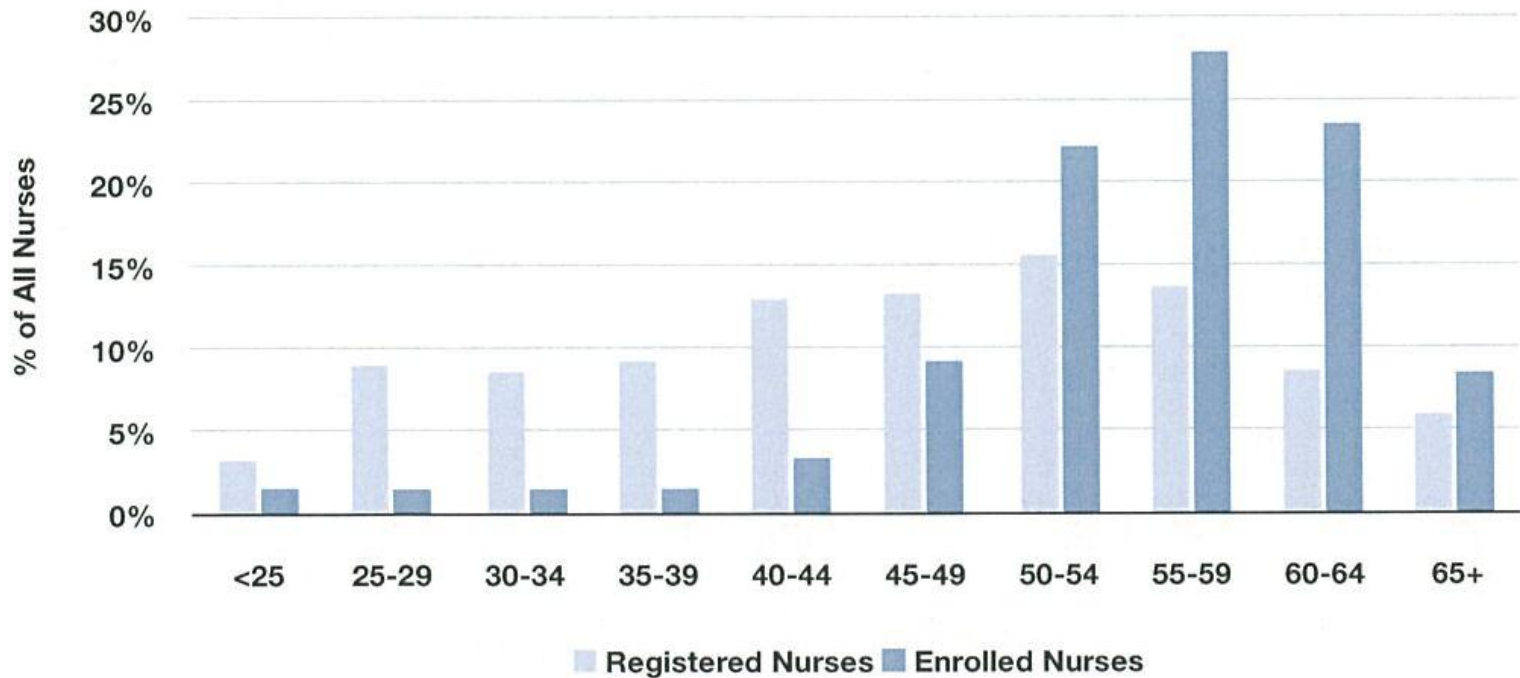
Age Distribution of New Zealand Nurses  
2011



Source: Advisory Board Company, 2013

# Nursing Workforce

Figure 4: Age distribution of Enrolled and Registered Nurses



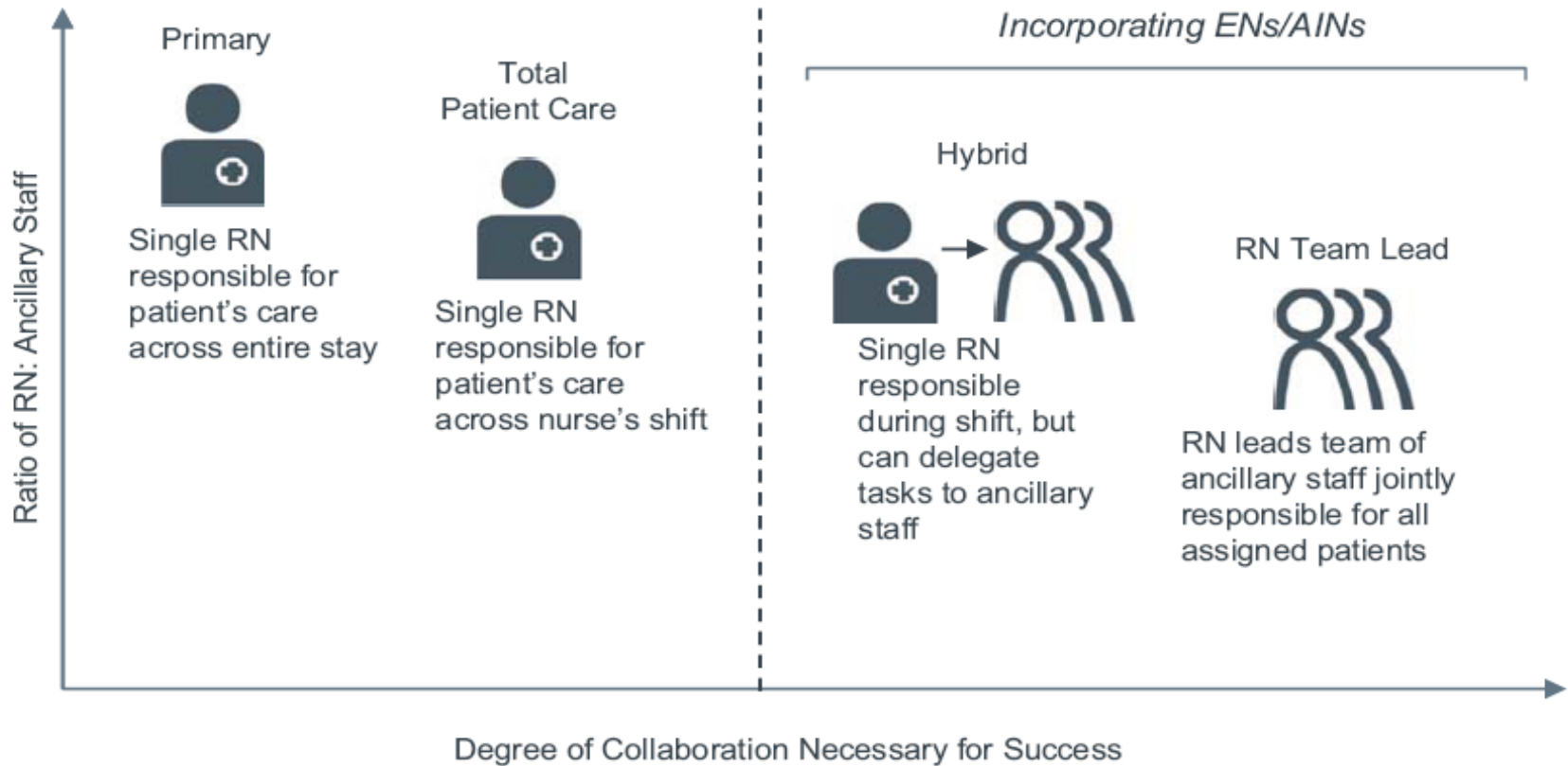
Source: NCNZ, Workforce Statistics, 2013



Team  
approach to  
care

# Models of Care

## Inpatient Nurse Staffing Models



Source: Advisory Board Company, 2013

# New Graduate Enrolled Nurse Supported Orientation

- Who are the 'new' Enrolled Nurses?
- Where to start?
- Context of Acute Settings



# New Grad EN Supported Orientation

## Purpose Statement:

- Adhere to the principles of working in partnership with nurses
- Access to ongoing learning and support
- Promote professionalism
- Demonstrate competent practice

# New Grad EN Supported Orientation

- 5 – 6 weeks orientation (using clinical load share and preceptoring model)
- 5 study days plus self-directed learning
- IV and Medication Management packages
- Work towards EN Competent PDRP portfolio

# Clinical Handbook

- Roster plan with preceptor identified
- Weekly plan – goals and progress
- Self-directed learning
- Study days
- Reflection on learning
- Reflection on practice experience
- Performance appraisal
- PDRP

# Progress

- Challenges
- Monitoring via Clinical Handbook
- CNM and Educator monitoring progress
- Plan to evaluate at 12 month point

# Questions or Comments?