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

- 1950: 7.2
- 1980: 5.1
- 2011: 4.1
- 2050: 2.1

Comorbidity Breakdown of US Inpatient Admissions
Percentage of Inpatients, 2002–2016

- 4+ Chronic Diseases
- 1-3 Chronic Diseases
- No Chronic Disease

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

Primary
- Single RN responsible for patient’s care across entire stay

Total Patient Care
- Single RN responsible for patient’s care across nurse’s shift

Hybrid
- Single RN responsible during shift, but can delegate tasks to ancillary staff

Incorporating ENs/AINs
- RN Team Lead
  - RN leads team of ancillary staff jointly responsible for all assigned patients

Degree of Collaboration Necessary for Success

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?