

Framework for Newly Qualified Enrolled Nurses

<p>Preparation</p>	<p>Organisation/Area:</p> <ul style="list-style-type: none"> • Preparation of clinical area for arrival of Newly Qualified EN • RN, EN or MW development of Mentor role - workshop • Resource development for clinical area- Orientation guide for preceptors of ENs, Framework for Orientation, • On line resource/support for new Graduate EN - Ko Awatea • EN Orientation book • Existing ward specific Orientation booklet
<p>Orientation</p>	<p><u>Week 1:</u> EN is supernumery. Depending upon availability of orientation sessions/study days and individual requirements, the following components should be covered:</p> <ul style="list-style-type: none"> • Report to ward OR Whakatau (if start date coincides with NETP intake). • Welcome, hospital/ward orientation and familiarisation. • Delegation of main preceptor for orientation period. • Review orientation outline and professional expectations • Generic WDHB orientation • Nursing and midwifery orientation (1/2 day) • Generic medicines management (Ko Awatea and study day) • Shadowing preceptor in practice as well as time off the ward to complete Ko Awatea and other WDHB training/orientation modules (consider use of library computer). <p><u>Weeks 2-5:</u></p> <ul style="list-style-type: none"> • Supernumery progressing to shared care of a full workload on ward, mirroring designated RN/EN preceptor. • Weekly touchpoints with preceptor and Educator.
<p>Transition</p>	<p><u>Weeks 6-12:</u></p> <ul style="list-style-type: none"> • Transition time. EN takes own patient load. Scheduled touch points with designated preceptor. • Monthly peer group sessions with PDU/experienced EN support (to continue for first year of employment). • End of week 12: Review of learning needs and goals with preceptor/NE/CNM/CMM

<p>Education and support</p>	<ul style="list-style-type: none"> • The new graduate EN will attend days 1,2 and 3 of the NETP programme • Annual DHB EN Study day • Attend service specific education sessions or study days as required • Complete required Ko awatea e-learning modules • Monthly Peer Support sessions to begin once completed NETP/NESP study days, for remainder of 1st year of practice
<p>Evaluation</p>	<ul style="list-style-type: none"> • 3 and month review by preceptor/NE/CNM/CMM. • 10 month Annual and Proficient Competent EN Performance review and submit Competent PDRP e-portfolio