



ADRODDIAD SCAA / SBAR REPORT

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| Cyfarfod Meeting | Nursing and Midwifery Board | | |
| Eitem ar ur Agenda: Title of Report: | New Registrant Clinical Induction Programme | | |
| Agenda Item: | | H&C Standard: | Workforce |
| Swyddig Adrodd: Report Officer: | Miranda Williams (Lead Nurse Education) Susan Jones Practice Educator Facilitator | | |
| Report Presented by: | Lynne Jones, Head of Nursing Education | | |
| Report Sponsored By: | | | |
| Dyddiad: Date: | 1 st August 2019 | | |

Pwrpas yr adroddiad / Purpose of the Report (*dilewch fel yn addas / delete as appropriate*)

| <i>I'w ymeradwyo</i> For Approval | <i>Ar Gyfer Cefnogaeth</i> For Endorsement | <i>Ar Penderfyniad</i> For Decision | <i>Gyfer</i> <i>Ar Gyfer Trafodaeth</i> For Discussion |
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| X | | | X |

Sefyllfa: Situation

This paper reports on the current Health Board three day New Registrant Clinical Induction Programme and specifically the need to increase to a ten-day programme.

The Health Board requires all new registrants to attend the induction programme to satisfy the all Wales Preceptorship Guidelines (2014). This enables the Health Board to support the newly registered nurse to develop confidence as an autonomous practitioner which includes skills, values and behaviours and to continue on a lifelong learning journey (DOH 2010).

Cefndir: Background

The current New Registrant Clinical Induction Programme is delivered over three days. In the main it encompasses a variety of speakers from a wide range of backgrounds and disciplines.

Evaluations from previous programmes and from ward managers clearly indicate the need to deliver specific skills sessions e.g. Point of Care Testing (Blood Glucose monitoring, Urinalysis, Ketone testing), ILS etc. that the current programme does not have the capacity to include.

Assesiad: Assessment

Once in post there is a potential that the newly registered nurse will experience a delay in receiving mandatory and essential skills training which may inhibit their ability to deliver safe, effective and evidence based care to patients.

Evaluations suggest that the newly registered nurses feel that they are not fully prepared to undertake their role and feel their capability is sometimes compromised. This can result in frustration for the newly registered nurse and can impact on the team as a whole.



Benchmarking against other Health Boards in Wales has identified that their New Registrant Nurse Induction programmes are 5-10 days duration, which include a number of skills training sessions.

The Health Boards' Nursing and Midwifery Strategy (2017-2020) suggests that nurses and midwives require a professional and supportive environment to achieve their full potential. It also states that the organisation should promote an excellent learning environment. By improving on the current New Registrant Induction Programme, we should help to meet some of the key issues set out in the Strategy such as an increase in recruitment and improved retention.

Argymhelliad: Recommendations

It is recommended that the Health Board New Registrant Clinical Induction Programme is increased from the current three days up to a maximum of 10 days. This will ensure that the Health Board meets the required expectations indicated in the All Wales Preceptorship Programme (2014), Agenda For Change (2017) terms and conditions, and the NMC Code (2015).

The new programme may not achieve some elements required such as hand hygiene training due to the nature of the training environment and is thus dependant on the teaching environment available.

The proposed programme would not replace the Values Led Induction provided by the Health Board, which could be included into it.

Current 3 day Induction Programme:



Newly Qualified
Nurses Programme.c

Proposed content of 10 day programme:



Copy of NRN
Pathway to Professic

Booklet:



PRECEPTORSHIP
BOOKLET 2019 V 4.d

