

Sydney Local Health District PILOT Enrolled Nurse Transition Program 30th October 2017 Intake



2017 -
2018

Program Overview

Background:

Earlier this year, SLHD received funding from NaMO for the retention of Enrolled Nurses across the District. As a result, SLHD Nursing & Midwifery Executive in collaboration with CEWD, have developed the Enrolled Nurse Transition to Practice Program. Content of the program has been informed by the Enrolled Nurse Practice Development Series at CEWD & Research conducted by the Enrolled Nurse Clinical Practice Development Coordinator regarding SLHD Nursing workforce perceptions of the role of the Enrolled Nurse.

Aims:

- The Enrolled Nurse Transition program is a 12 month program designed to minimise the stress related to the transitional phase of the participant's career by offering clinical support, access to a variety of learning opportunities, whilst promoting the participants own reflective practice.
- Both the formal and informal learning strategies, along with combined support from management and the clinical staff, enhance the assimilation of theory with Nursing practice. Ongoing education is in the form of workshops and in-service. Review and debriefing sessions relating to professional and clinical progress are conducted throughout the program.
- The opportunities to further develop skills, knowledge and confidence required for the role of an Enrolled Nurse are principal components of the program.

Outline of Pilot Program:

The Pilot SLHD Enrolled Nurse Transition program will consist of the following mandatory requirements:

| Date: | Topic: | Overview: |
|--|--------------------------------------|--|
| 30th October 2017 | Day 1 - Orientation at CEWD | This 3 day program will cover Nursing Orientation, EMR 2 and eMeds training as well as an induction into the 12 month Program |
| 31st October 2017 | Day 2 - Orientation at CEWD | |
| 1st November 2017 | Day 3 - Orientation at CEWD | |
| 2nd November 2017 | Supernumerary day in the ward / unit | As some of the participants are external it is important to ensure a ward orientation, introduction to the role of the EN in this area, any ward based accreditation that needs to occur |
| 3rd November 2017 | Supernumerary day in the ward / unit | |
| To be arranged within the first 4 weeks of employment | Corporate or facility orientation | As the participants will be working in different areas across the district it is expected that once they start work, facility orientation will be completed. This should only be for external participants as the CEWD SENs should have completed this component depending on the facility allocated. |
| 29th November 2017 | | Face to face study day |
| 16th May 2018 | | Face to face study day |

Clinical Supervision:

All participants will be required to attend monthly supervision. A minimum of 70% of sessions will need to be attended to enable completion of the Transition program. Supervision will be conducted by the Enrolled Nurse Clinical Practice Development Coordinator at each individual facility based on the timetable below.

Provision of Annual Leave:

It is expected that each participant of the program will be allocated 4 weeks annual leave within their first 12 months of employment.

Facility Clinical Supervision timetable:

| Details | November to February | March to June | July to October |
|---|--|--|--|
| RPA KGV Level 5 Meeting room 1430-1530 | 10 th November 2017 15 th December 2017 12 th January 2018 9 th February 2018 | 9 th March 2018 6 th April 2018 11 th May 2018 8 th June 2018 | 6 th July 2018 10 th August 2018 7 th September 2018 12 th October 2018 |
| Balmain Hospital Tutorial Room 2 1430-1530 | 17 th November 2017 8 th December 2017 19 th January 2018 16 th February 2018 | 16 th March 2018 13 th April 2018 18 th May 2018 15 th June 2018 | 13 th July 2018 17 th August 2018 14 th September 2018 19 th October 2018 |
| TCH Lecture Theatres 1430-1530 | 3 rd November 2017 1 st December 2017 5 th January 2018 2 nd February 2018 | 2 nd March 2018 5 th April 2018 4 th May 2018 1 st June 2018 | 5 th July 2018 3 rd August 2018 6 th September 2018 5 th October 2018 |
| CRGH (Awaiting Room confirmation) | 23 rd November 2017 24 th November 2017 19 th December 2017 20 th December 2017 24 th January 2018 25 th January 2018 22 nd February 2018 23 rd February 2018 | 22 nd March 2018 23 rd March 2018 19 th April 2018 17 th April 2018 24 th May 2018 25 th May 2018 21 st June 2018 22 nd June 2018 | 19 th July 2018 20 th July 2018 23 rd August 2018 26 th August 2018 20 th September 2018 21 st September 2018 25 th October 2018 26 th October 2018 |

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