NURSING AND MIDWIFERY TRANSITION TO PROFESSIONAL PRACTICE PROGRAM 2018

MANAGER, EDUCATOR AND COORDINATORS GUIDE
OVERVIEW

The Western Sydney Local Health District Nursing and Midwifery Transition to Professional Practice Program (WSLHD TPP) is a standardised program for all newly graduated Registered Nurses (RN’s) and Registered Midwives (RM’s) in the areas of acute care, midwifery, mental health, integrated and community health and perioperative services in Western Sydney Local Health District.

In 2016, Nursing and Midwifery Education WSLHD formed a working party to review and standardise the WSLHD TPP program, as an extension of the WSLHD-wide employment process for newly graduated RN’s and RM’s.

AIMS AND OBJECTIVES

The aim of the WSLHD TPP program reflects the WSLHD Strategic Plan, to “provide education and training experiences that equip health professionals and support staff to deliver best practice health care now and in the future” (2016). In doing this, we aim to provide focused support and a range of opportunities to ensure that newly graduated RN’s and RM’s are equipped with the knowledge, skill and professional development opportunities that will provide a positive foundation for a long and rewarding professional career.

The program is underpinned by the Registered Nurse Professional Standards June 2016, Midwifery Competency Standards – July 2016, National Safety & Quality Health Service (NSQHS) Standards (2017), NSW Health Code of Conduct and by the NSW Health and Western Sydney Local Health District CORE values:

- Collaboration
- Openness
- Respect
- Empowerment
LEARNING OUTCOMES

By completing the WSLHD TPP program it is anticipated that the participant will achieve the following outcomes:

- Develop confidence and self-awareness in their role as a Registered Nurse or Registered Midwife
- Increase knowledge and clinical skills in the delivery of nursing or midwifery care
- Engage with opportunities for enhancing interpersonal communication skills
- Enhance professional development
- Gain increased understanding of the role of policies and procedures in the provision of care
- Practice with an understanding and commitment to equality and diversity in the health care setting

ONLINE DOCUMENTATION

The electronic versions of the Transition to Professional Practice (TPP) program documentation are available online at the following link - WSLHD TPP Documentation
PROGRAM OUTLINE

The WSLHD TPP program comprises the following elements to support professional development:

ORIENTATION TO WSLHD

- Corporate Orientation
- Nursing & Midwifery Clinical Orientation
- Transition to Practice Program Orientation
- Orientation and induction specific to the clinical area

CLINICAL ROTATIONS

Rotation through two or more clinical areas is an integral part of the WSLHD TPP program. This is designed to increase the clinical exposure for the RN/RM and to allow them to expand their knowledge and skills as they develop, as well as giving them a broader understanding of the varied opportunities available for nurses and midwives in WSLHD.

Rotations vary for each individual eg:

- Rotate through different clinical specialities in a single facility
- Rotate into a different service or facility
- Rotate through variations of service provision within a single speciality.

Rotations will be organised by the TPP Coordinator at each facility/service in consultation with workforce and clinical managers, taking into account principles of equity and choice of the RN/M whilst meeting the facility’s requirements.
EDUCATION SUPPORT

SIMULATION-BASED LEARNING

During the review of previous programs simulation based learning was identified as a highly preferred modality and it has been incorporated into the WSLHD TPP program.

PATIENT ASSESSMENT AND DETERIORATION PROGRAM (PAAD)

This program has been specifically designed for the WSLHD TPP program to enhance the professional development of new staff members in patient assessment, documentation, clinical risk management strategies and deteriorating patient training. Please note: Midwifery WSLHD TPP participants must participate in WSLHD FONT Training program.
REINFORCEMENT SERIES – DETEIORATING PATIENT

To maintain the momentum of clinical learning in the simulation space a Reinforcement Series will also be offered to all TPP participants on a monthly basis. Each session will be offered at Auburn, Blacktown and Westmead Hospitals and any TPP RN or RM can attend any session.

This a series of six (6) one-hour deteriorating patient reinforcement sessions. These sessions each begin with a short facilitated discussion addressing the content area followed by a simulated session aiming for the application and reinforcement of the targeted topic.

FACE TO FACE EDUCATION

A list of recommended face-to-face inservices considered to be important for the TPP RN/RM’s clinical and professional growth has been developed and participants are expected to attend them during the WSLHD TPP program. These sessions may be provided at the bedside, during opportunistic education in the clinical areas, as a part of the clinical area in-service program, by TPP coordinator or at facility/service based general sessions.
PROFESSIONAL PORTFOLIO
All participants in the TPP program will be given opportunity to monitor their own clinical and professional development. Tools and guidelines to assist with this process can be found online. The WSLHD TPP Coordinator at each facility will oversee this progress in consultation with managers and educators from the clinical areas.

GENERIC SKILLS MATRIX FOR REGISTERED NURSE AND MIDWIFE
Developed in collaboration across the district and designed with capacity for expanding to include skills required for specific clinical areas. Detailed list available online.

WSLHD MANDATORY TRAINING LIST FOR REGISTERED NURSE AND MIDWIFE
All TPP participants will be granted access to My Health Learning and will be expected to complete the Mandatory requirements for Nurses and Midwives.
QUALITY PROJECT

The skills used in quality improvement activity, professional writing, education and research all help to inform and develop skills in clinical practice, primary health care, health promotion and health leadership.

All participants will be thoroughly supported to actively participate in quality improvement projects. The TPP participant, in consultation with and supported by the manager, educator and clinical consultants in their clinical areas and the TPP Coordinator, may choose a project from the following:

- Contribute to auditing/monitoring of nursing and midwifery specific KPI’s (e.g. falls prevention, hand hygiene)
- Become a ward champion for clinical improvement initiatives
- Actively participate in an EOC project
- Participate in the review or development of a procedure or guideline specific to provision of nursing/midwifery care
- Develop and present a case study discussion with their clinical peers
- Actively participate in ongoing clinical research currently being conducted in their clinical area

AHPRA REFLECTION

Critical reflection is an important aspect of all clinical and professional development and a requirement of ongoing registration with AHPRA. There are many reflection tools available, however, we will be directing the WSLHD TPP participants to the AHPRA document as a starting point.
CLINICAL SUPERVISION

Clinical Supervision will be offered where available to all TPP Nurses and Midwives as a continuum of clinical and professional development, in line with NSW Health guidelines. This will include supervision at Point of Care (preceptor support), facilitated professional development (mentoring) and clinical reflective supervision. For more information – The Superguide: A Supervision Continuum for Nurses and Midwives (HETI, 2013)

PRECEPTOR REPORT

Every TPP program participant is to be allocated two (2) preceptors per placement. These preceptors have undertaken further education in supporting new staff members and carefully support them in partnership between the Nurse Unit Manager and facility TPP program coordinator. Preceptors will assist by providing point of clinical care support, facilitating learning experiences to aid professional development and provide feedback on progress in relation to a participant’s personal learning goals and professional expectations.

The process of allocation will be carried out by the managers and educators of the individual clinical areas, supported by the TPP Coordinator. For further information see the Preceptor Guide found on our website.

MENTORING PROGRAM

Mentoring is a way to nurture and support nurses and midwives to continue to grow professionally (HETI 2013) and has been identified by nurses and midwives as a desirable part of their TPP year. Most feel that the benefit of a mentoring process would come as they progress through their year rather than from the beginning.

As part of the WSLHD Nursing & Midwifery TPP program all participants will be encouraged to consider finding a mentor between 3 and 6 months of the program, dependant on satisfactory clinical performance and the individual progress and development they have achieved.
The TPP participant will be encouraged by the TPP Coordinator to identify a mentor that inspires them; in consultation with the manager/educator of the clinical area to ensure that the selected clinician is suitable as a mentor. Once the decision has been made the TPP participant will be encouraged to approach the clinician and request that they commence a mentoring relationship. The TPP Coordinator, manager and educator will provide the necessary support for the TPP participant in this process.

Other resources that are available to support this process include:

- An Introduction to Mentoring – My Health Learning eLearning Program (Course Code 58519943)
- Mentoring Conversations Guide

**CLINICAL REFLECTIVE SUPERVISION**

Clinical Supervision can be defined as ‘the provision of empathetic support to improve therapeutic skills, the transmission of knowledge and the facilitation of reflective practice. This program seeks to create an environment in which the participants have an opportunity to evaluate, reflect and develop their own clinical practice and provide support for one another’ and can include issues arising from patient care, patient/staff/visitor interactions, traumatic experiences, ethical, moral, or professional issues (HETI, 2013).

Every TPP participant will be included in a Clinical Supervision group, with their peers, to participate in this process. The group will consist of the same people (closed group) for optimal benefit and will continue for the length of the TPP program. Supervision may continue beyond the end of the TPP program if the supervisor and supervisees agree.

TPP Coordinators, in consultation with Clinical Supervisors, will ensure provision of a monthly session for TPP to participate in this reflective process. The TPP participant will be expected to attend these sessions if rostered on duty and be released by clinical manger/educator as a priority.
PERFORMANCE FRAMEWORK

AT THE COMMENCEMENT OF EACH ROTATION
The TPP will meet with N/MUM and complete a Work Plan and Development Plan to establish individual learning goals that meet not only the learning needs of the individual nurse or midwife but also align with the goals and priorities of the clinical unit.

They will also consult with the CN/ME to develop strategies and frameworks that will assist the TPP RN or RM to meet the goals set out in the development plans and in the TPP Professional Portfolio, in consultation with the TPP Coordinator.

AT THE HALFWAY MARK AND END OF EACH ROTATION
The WSLHD TPP participant will meet with the NUM and the CNE to review the Work and Development plans and get feedback on the progress achieved during the placement.

NUM and CNE will provide a report for the TPP Coordinator on the RN or RM progress and the agreed strategies for their ongoing development and growth.

PRIOR TO THE REGISTERED NURSE/MIDWIFE ROTATING
CN/ME of the unit will provide a clinical handover to the CN/ME of the ward/unit/service that the TPP RN or RM will be rotating to on current skill and knowledge level, attainment of mandated training, clinical assessments and professional development project progress.

Note: If at any time the WSLHD TPP RN or RM is found to be clinically unsafe or not progressing in the TPP program at an acceptable rate the N/MUM and TPP Coordinator will collaborate in a process of performance management as per the WSLHD Performance Framework.
EVALUATION PROCESS

In order to ensure that the WSLHD Nursing and Midwifery Transition to Professional Practice program continues to meet the needs of the participants and supports the vision of the N&M Directorate the following evaluation processes will be employed.

- Evaluation of orientation
- Evaluation of Simulation Learning program
- Progress satisfaction and feedback surveys at regular intervals for
  - Participants
  - Managers
  - Educators
- Satisfaction and feedback online survey at end of the program for
  - Participants
  - Managers
  - Educators