

# Newly Graduated Nurse Mentorship Program (NGNMP)

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## Provincial Mentorship Program

- ❑ Developed and implemented in concert with the Provincial Chief Nurse, Anita Ludlow.
- ❑ To address recruitment, retention and transition issues.
- ❑ Funding was provided for relief, remuneration, and workshops.

## Literature Background

- ❑ Negative impacts
- ❑ High turnover
- ❑ Transitional stress




## Collaborative Partners

- ❑ Provincial & Regional Chief Nursing Officers
- ❑ Western Health: Organizational Development
- ❑ Central Health: Professional Practice
- ❑ Western Regional School of Nursing
- ❑ Government of NL




## Newly Graduated Nurse Mentorship Program (NGNMP)


- NGNMP developed and implemented
  - NGN (mentee) was paired with an RN (mentor)
  - All mentors and mentees were automatically enrolled in MP
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## Workshop

Designed to educate all participants about the purpose, goals and expectations of all involved.




## Responsibilities of Mentors and Mentees

- Both sign a contract
  - Mentee to develop a Learning Plan
  - Meet on a regular basis
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## Purpose of Research Study

To evaluate

- perceptions of the MP
  - general job satisfaction
  - perceived stress
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## Research Design

- Quantitative, descriptive study
- Qualitative data on mentor/mentee survey
- Approved by REB of WH



## Instruments

- 1) Mentor and Mentee Evaluation Survey
- 2) Perceived Stress Survey (PSS)
- 3) General Job Satisfaction Survey (GJSS)
- 4) Open ended questions



## Data Analysis

- Basic descriptive stats  
(e.g., mean & standard deviations)
  
- Qualitative  
(mentor/mentee surveys  
- themes were analyzed)



Table 1  
*Response Rate*

	Western Health		Central Health
	<u>2009</u>	<u>2008</u>	<u>2009</u>
Mentees	12 (50%)	7 (35%)	5 (29%)
Mentors	9 (38%)	13 (65%)	10 (59%)



Table 2  
*Mean Overall Score of Mentee and Mentor Survey*

	Western Health		Central Health
	2009	2008	2009
	<i>M</i> ( <i>SD</i> )	<i>M</i> ( <i>SD</i> )	<i>M</i> ( <i>SD</i> )
Mentees	1.84 (.58)	1.39 (.18)	1.39 (.58)
Mentors	1.51 (.46)	1.56 (.46)	1.49 (.34)


## Mentees (NGN) Perception of the MP

(items ranked <2.00)

- Benefited
- MP should continue
- Selection process
- Adequate information
- Constructive feedback
- Goals of MP
- Recommend MP


## Mentees (NGN) Perception of the MP

(items ranked  $\geq 2.00$ )

- Ability to meet
  - Impacted integration
  - Increased confidence and competence
  - Appreciated by organization
  - Appreciated by peers
  - Affected decision to stay in profession
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## Mentors Perception of the MP

(items ranked  $< 2.00$ )

- Enjoyed mentoring
  - Continue MP
  - Would mentor again
  - Satisfied with selection process
  - Adequate training
  - Feel better about role
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## Mentors Perception of the MP

(items ranked  $\geq 2.00$ )

- Flexible schedules
- Appreciated by organization
- Appreciated by peers



## Issues Related to Lower Scores

- Recruitment initiatives
- Placement areas
- Place of hire
- Workshop attendance
- Marketing



Table 3  
*Qualitative Data Benefits*

Mentees	Mentors
Support	Support and resource
Eased their transition	Personal and professional development
	Reciprocal learning opportunities
	Reflect on own practice





Table 4  
*Qualitative Data Challenges*

Mentees	Mentors
Scheduling issues	Scheduling issues
Questioned if NGNMP was valued throughout the organization	Selection Process
	Lack of support & guidance
	Peer appreciation & support



**Table 5**  
*Mean Scores GJSS and PSS at 20 weeks for NGN*

Variable	Western Health		Central Health
	2009	2008	2009
	<i>M</i> ( <i>SD</i> )	<i>M</i> ( <i>SD</i> )	<i>M</i> ( <i>SD</i> )
GJSS (General Job Satisfaction Survey)	5.30 (.76)	4.80 (.97)	5.24 (.79)
PSS (Perceived Stress Survey)	2.03 (.34)	1.53 (.49)	2.06 (.45)




**Table 6**  
*Retention Rates*

		2009	2008
Western Health	# Hired	24	20
	# Retained	23 (96%)	20 (100%)
Central Health	#Hired	17	N/A
	# Retained	15 (88%)	N/A



## Recommendations

- Continue with the MP
  - Establish marketing plans
  - Ensure all mentees and mentors attend the workshops
  - Disseminate outcome data from evaluation during workshops
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## Cont'd

- Clearly delineate ownership, coordination, & delivery of the MP
  - Establish a process for recognition of mentees and mentors
  - Nurses and management need to work together to improve the work environment
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