

DEVELOP A PROGRAMME TO FACILITATE THE TRANSITION OF NOVICE NURSES TO NOVICE SPECIALISTS IN EMERGENCY DEPARTMENTS

**Title of abstract:**

A PROGRAMME DEVELOPED TO FACILITATE THE TRANSITION OF NOVICE NURSES TO NOVICE SPECIALISTS IN EMERGENCY DEPARTMENTS

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## DEVELOP A PROGRAMME TO FACILITATE THE TRANSITION OF NOVICE NURSES TO NOVICE SPECIALISTS IN EMERGENCY DEPARTMENTS

**Research problem:** Emergency nurses' shortage has led to employment of novice nurses in the emergency departments. These novice nurses are expected to recognise and respond to emergency situations promptly, yet do not have the specific clinical competencies. Most emergency departments in South Africa lack formal and effective programmes to facilitate the transition of novice nurses. Novice nurses who do not have the required competencies affect patient care and are exposed to occupational stress, resulting in decreased job satisfaction and burnout.

### **Aim:**

To develop a programme to facilitate the transition of novice nurses to novice specialists in the emergency departments

### **Methods:**

A design-based research approach underpinned by pragmatism will be conducted in three phases. In Phase 1, a realist review and qualitative design will be conducted. Data extraction tool will be used to evaluate the existing programmes to facilitate transition of novice nurses in emergency departments. Semi-structured interviews will be conducted to explore the needs and preferences of novice nurses. Findings from Phase 1 will be incorporated into phase 2 to design and develop a programme using the World Café method. In Phase 3, a validation instrument will be employed to validate the programme using e-Delphi method. Item-level content and face validity index approach will be used to analyse data.

### **Significance and importance:**

The developed programme may be implemented and tested in different contexts to improve the competencies of novice nurses working in emergency departments and enhance patient and staff satisfaction, recruitment and retention.