Professional Development Support - What supported newly qualified professional nurses have to say?

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In South Africa, there is no formal regulated professional development support for newly qualified professional nurses. Human Resource departments plan one week induction programmes which are then implemented by staff development departments in public health institutions. Experienced professional nurses and operational nurse managers in some public health institutions provide informal professional development support in the form of: orientation, in-service education, clinical supervision and informal mentorship.
Positive experiences of newly qualified professional nurses

- Warm welcome
- Induction and orientation
- Choice of clinical allocation areas
- Respect for the newly qualified professional nurse as a person
- In-service education and relevant short courses
- Informal mentoring
- Enhanced clinical competence
- Feeling at ease
- Leadership development activities
- Growth and development
- Enhanced clinical confidence
- Boosted confidence
- Feels as part of the team
- Feelings of independence
Summary: well supported newly qualified professional nurses take less time to be integrated into practice than unsupported newly qualified professional nurses. They are easy to work with, as they have enhanced clinical competence and the confidence to practice as professionals. They feel guided through the transition from student to professional nurse.