

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

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Back ground

- 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.