60 Day Hire Initiative: Checking the Pulse of New Nurse Hires  
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Background:  
New nurse hires often feel their contributions are of little value. They are expected to assimilate volumes of information, become acclimated to a new work environment and learn to practice safely. Many feel a lack of empowerment, trust and respect (Spence-Laschinger & Finegan, 2005). Many employees decide to leave the organization at the 90 day mark (Studer, 2004). Studer (2004) research demonstrated that engaging new nurses between the thirty and ninety day mark leads to decreased turnover and to increased intention to stay.

Purpose:  
The purpose of this study was to understand the “lived experience” of new nurses in their novice stage of nursing in order to make changes that would assist in decreasing the turnover rate and increasing their intention to stay.

Material and Method:  
A phenomenological study was done with new nurses asking them for their “lived experience” of being a new Graduate Registered Nurse. Welcome letters were hand delivered to new nurses at orientation. At the 60 day mark, an eight question electronic survey was sent via e-mail. This electronic survey was reviewed for patterns and themes. Feedback was shared with these new nurses at a luncheon or breakfast meeting. Patterns and themes served as talking points leading to the development of small and large focus groups session that provided additional feedback. Results were shared with Nursing Shared Governance Council and Nursing Leadership.

Results:  
Beginning in July 2012, 30% of new nurses completed the electronic survey. 40% attended small group sessions. 53 attended a large group session to discuss the findings. Patterns and themes were identified and quality improvement actions were developed.

Conclusion:  
Providing an inviting forum for new nurse hires to share their “lived experience” as a new Registered Nurse empowers them to share opportunities for improvement in healthcare environments, increases their desire to stay in the institution, decreases turnover rate effecting cost containment while promoting the well being of the nursing staff.

Bibliography:  

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