

National Quality Improvement Conference

Operating Theatre New Nurse's Retention Rate with Enhanced Orientation Training Programme

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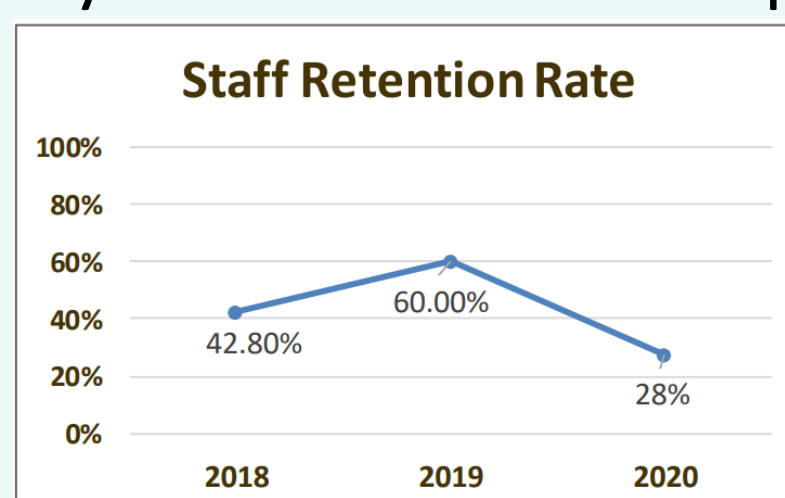


Problem Statement

Singapore National Eye Centre (SNEC)

Operating Theatre (OT) is a fast paced, high patient turnover and highly specialized unique clinical field.

OT faces challenges in newly hired nurses' retention beyond 6 months of employment.



Project Aim

To reach a retention rate of at least 85% of the newly hired nurse beyond 1 year

Lessons Learnt

Challenges

- Require lots of contact time to conduct training.
- Staff poor fit to OT.

Strategies

- Customization of training programme with feedback from staff.
- Relook into staff poor fit and adjust job role to other nursing domain.

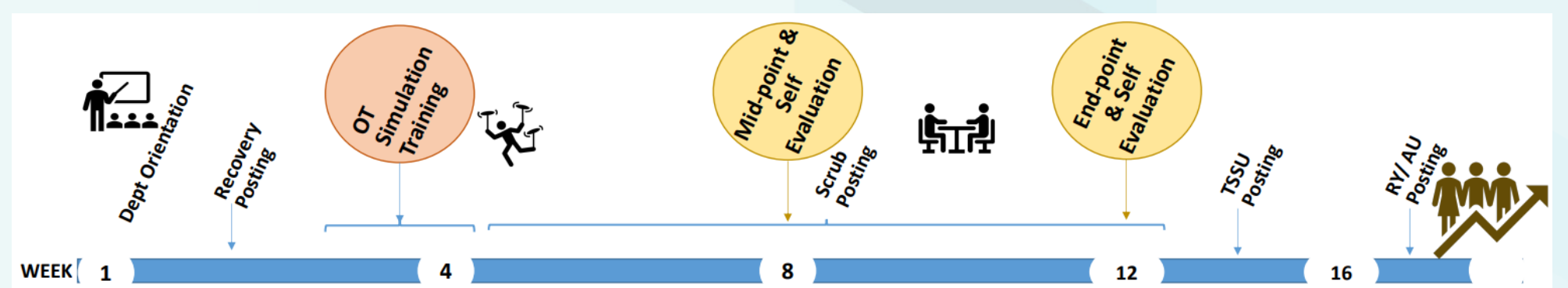
Potential Solutions

Enhanced Orientation Training Programme

1. 2 weeks on-boarding **orientation & simulation training**



2. Structured novice levels **training timeline and evaluation** for newly hired nurses



3. Enhanced buddy system and regular check-in sessions with newly hired nurses and preceptors

Outcomes & Impacts

Enhanced Orientation Training Programme

- Implemented in 2020
- Significant increased in retention in 2021 & 2022

