



EFN Policy Statement

“Safe orientation process for newly graduated nurses”

Embarking on a career as a nurse in a new healthcare environment is both an exhilarating and challenging journey. The importance of a safe and effective introduction cannot be overstated, not only for the well-being of the incoming nurse but also for maintaining the high standards of patient care.

A well-structured and safe introduction for newly graduated nurses sets the foundation for a fulfilling and successful career. By incorporating these recommendations, healthcare institutions can cultivate a supportive environment that prioritises the well-being of both the nursing staff and the patients they care for.

Therefore, the EFN calls on the European Institutions and Member States to develop and implement an Orientation Program for newly graduated nurses with following:

- Cover unit specific protocols and best practices and technical aspect. Use of digital sources such as e-learning and digital solutions.
- Ensure appropriate mentorship with support for the mentors from the management and leading staff.
- Simulated Training Environments: Creating simulated multidisciplinary training environments allows newly graduated nurses to familiarise themselves with the ward's layout, equipment, and emergency procedures in a risk-free setting. This hands-on experience can significantly enhance their preparedness.
- Regular Feedback Mechanisms: Instituting regular feedback mechanisms ensures continuous improvement in the introduction process. Newly graduated nurses should have open channels for communication with mentors and supervisors to address concerns, seek clarification, and receive constructive feedback. Ensuring of structured evaluation of new graduated nurses by mentors, preceptors, leading staff and vice versa.
- Cultural Sensitivity Training: Recognising and appreciating the diverse cultural aspects of patient care is vital. Including cultural sensitivity training in the

introduction process helps newly graduated nurses navigate the intricacies of providing people-centred care to a diverse population.

- Continuous Professional Development: Offering ongoing professional development opportunities ensures that nurses stay abreast of the latest advancements in healthcare. This not only enhances their skill set but also contributes to the overall excellence of patient care on the ward.
- Ensure that safe introduction becomes a natural part of the social dialogue – agreements on safe introduction can be integrated. Mental health support should be available to help with difficult situations newly graduated nurses may face at the beginning of their carrier.

Further readings:

- Guideline on clinical nurse mentors' mentoring competence development
https://www.qualment.eu/wp-content/uploads/2021/11/Guideline_QualMent_final_EN.pdf
- EFN Policy Statement on Nurses Mentorship (April 2021)
<https://efn.eu/wp-content/uploads/EFN-PS-on-Nurses-Mentorship.pdf>
- Rudman, A. et al. (2024): Gaining acceptance, insight and ability to act: A process evaluation of a preventive stress intervention a part of a transition-to-practice programme for newly graduated nurses. *Journal of Advanced Nursing*, 2024;80:597–611
- Palsson, Y. et al. (2022): A peer learning intervention in workplace introduction – managers and new graduates perspective. *BMC Nursing*, (2022)21:12
- Berglund, M. et al. (2022): The best of both worlds – entering the nursing profession with support of a transition programme. *Scandinavian Journal of Caring Sciences*, 2022; 36:446–455

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