

Neonatal Nursing Orientation Guides

Neonatal Nursing Orientation Guides Neonatal nursing orientation guides are essential tools designed to prepare newly hired neonatal nurses for the specialized and demanding environment of neonatal intensive care units (NICUs). These guides serve as comprehensive roadmaps, ensuring that nurses develop the necessary knowledge, skills, and confidence to provide optimal care for the most vulnerable patients—newborns requiring intensive medical attention. In this article, we will explore the significance of neonatal nursing orientation guides, their key components, effective implementation strategies, and tips for creating a successful orientation program.

Understanding the Importance of Neonatal Nursing Orientation Guides

Why Are Orientation Guides Critical?

Neonatal nursing is a highly specialized field that demands a deep understanding of neonatal physiology, developmental milestones, and advanced medical procedures. Orientation guides are critical because they:

- Facilitate a smooth transition for new nurses into the NICU environment.
- Ensure consistency in patient care and safety protocols.
- Reduce onboarding time and enhance confidence among new staff.
- Promote adherence to hospital policies, legal requirements, and best practices.
- Support ongoing education and professional growth.

The Impact on Patient Outcomes

Well-structured orientation guides directly influence the quality of neonatal care by:

- Reducing medical errors through clear procedural instructions.
- Enhancing team communication and collaboration.
- Ensuring timely recognition and response to neonatal emergencies.
- Promoting evidence-based practices.

Core Components of Effective Neonatal Nursing Orientation Guides

A comprehensive neonatal nursing orientation guide covers a broad spectrum of topics, tailored to meet both the clinical and procedural needs of NICU staff. Below are the essential components:

1. Introduction to NICU Environment
 - Overview of the NICU layout and equipment.
 - Hospital policies, mission, and values.
 - Staff roles and responsibilities.
 - Unit-specific protocols and routines.
2. Neonatal Physiology and Development
 - Fetal development stages.
 - Neonatal vital signs and normal ranges.
 - Common physiological differences in preterm and term infants.
 - Growth and developmental milestones.
3. Infection Control and Safety Protocols
 - Hand hygiene procedures.
 - Use of personal protective equipment (PPE).
 - Cleaning and disinfection of equipment.
 - Isolation precautions for infectious diseases.
4. Neonatal Assessment Skills
 - Physical assessment techniques.
 - Apgar scoring system.
 - Monitoring vital signs.
 - Recognizing signs of distress or deterioration.
5. Neonatal Procedures and Interventions
 - Respiratory support (ventilation, CPAP, oxygen therapy).
 - IV placement and management.
 - Feeding methods (enteral, parenteral nutrition).
 - Pharmacological administration.
6. Equipment Familiarization
 - Incubators and radiant warmers.
 - Monitors and alarms.
 - Suction devices.
 - Infusion pumps.
7. Family-Centered Care
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Communicating with families. – Supporting parental involvement. – Providing education and emotional support. – Cultural sensitivity considerations.

8. Emergency Response and Code Protocols – Neonatal resuscitation procedures (e.g., NRP guidelines). – Recognizing and responding to emergencies. – Roles during a code blue or other crises. – Documentation of emergency interventions.

3 9. Documentation and Legal Considerations – Accurate charting practices. – Confidentiality and HIPAA compliance. – Legal documentation standards.

Strategies for Implementing Neonatal Nursing Orientation Guides Effectively

An effective orientation program is dynamic and adaptable. Here are strategies to maximize its success:

1. Pre–Orientation Preparation – Providing access to online modules or reading materials before start date. – Assigning mentors or preceptors to new nurses. – Setting clear expectations and goals.
2. Structured Orientation Schedule – Breaking down the orientation into phases (e.g., initial, intermediate, advanced). – Incorporating classroom learning, hands–on practice, and shadowing. – Allocating sufficient time for each component.
3. Use of Simulation and Skills Practice – Incorporating simulation scenarios for emergency response. – Practicing procedures in a controlled environment. – Receiving constructive feedback.
4. Continuous Evaluation and Feedback – Regular assessments of knowledge and skills. – Gathering feedback from new nurses about the orientation process. – Adjusting content based on evolving needs.
5. Promoting Interprofessional Collaboration – Encouraging teamwork among nurses, physicians, respiratory therapists, and other staff. – Conducting team–building activities.

Tips for Creating a Successful Neonatal Nursing Orientation Guide

Developing a user–friendly and effective orientation guide involves careful planning. Consider the following tips:

- Align with Accreditation Standards:** Ensure the guide complies with standards from organizations like the American Academy of Pediatrics (AAP) or the Neonatal 4 Nursing Certification Board.
- Incorporate Evidence–Based Content:** Use current research and best practices to inform the material.
- Make It Interactive:** Include case studies, quizzes, and practical exercises to engage learners.
- Update Regularly:** Keep the guide current with technological advancements and protocol changes.
- Ensure Accessibility:** Distribute both digital and printed copies for easy reference.
- Gather Input:** Involve experienced neonatal nurses in the development process for valuable insights.

Conclusion

Neonatal nursing orientation guides are indispensable tools that set the foundation for competent, confident, and compassionate neonatal nurses. By providing structured, comprehensive, and evidence–based information, these guides help ensure high standards of care, promote patient safety, and support professional development. Healthcare institutions should invest in creating, maintaining, and continuously improving their neonatal nursing orientation programs to meet the evolving needs of neonatal patients and their families. Ultimately, a well–crafted orientation guide not only benefits new nurses but also enhances the overall quality of neonatal care delivery.

Question/Answer

What are the key components of a neonatal nursing orientation guide? A neonatal nursing orientation guide typically includes topics such as neonatal physiology, common neonatal

conditions, infection control protocols, equipment usage, family-centered care, and emergency procedures to prepare nurses for effective neonatal care. How long should a neonatal nursing orientation program last? The duration varies by institution but generally ranges from 2 to 6 weeks, allowing adequate time for new nurses to gain theoretical knowledge and practical skills under supervision before independent practice. What are essential skills covered in neonatal nursing orientation? Essential skills include neonatal vital sign assessment, thermoregulation management, respiratory support, IV insertion, medication administration, and parent communication techniques. How does a neonatal nursing orientation guide improve patient safety? It standardizes training, ensuring nurses are knowledgeable about protocols and equipment, reducing errors, and promoting evidence-based practices that enhance neonatal patient safety. 5 Are there specific protocols for infection control in neonatal nursing orientation? Yes, orientation guides emphasize strict hand hygiene, use of personal protective equipment, sterilization procedures, and isolation protocols to prevent infections in vulnerable neonates. How should competency assessments be integrated into a neonatal nursing orientation? Competency assessments should be scheduled throughout the orientation period, including skill demonstrations, simulations, and evaluations by preceptors to ensure nurses meet required standards before independent practice. What role does family-centered care play in neonatal nursing orientation? Orientation guides highlight the importance of engaging families, educating parents, and supporting parental involvement in care to promote positive neonatal outcomes and family satisfaction. What resources are commonly included in neonatal nursing orientation guides? Resources include clinical protocols, equipment manuals, neonatal care textbooks, online modules, checklists, and access to mentors or preceptors for ongoing support. How can simulation-based training be incorporated into neonatal nursing orientation? Simulation allows nurses to practice emergency procedures and routine care in a controlled environment, building confidence and competence before caring for real neonates. What are best practices for updating neonatal nursing orientation guides? Regular review of latest evidence-based practices, feedback from new nurses, and updates to protocols and technology should be incorporated to keep the orientation relevant and effective. Neonatal Nursing Orientation Guides: A Comprehensive Roadmap for Newcomers to Neonatal Care Starting a career in neonatal nursing is both exciting and demanding. As healthcare professionals entrusted with the care of our most fragile patients—newborns—you'll need a thorough understanding of neonatal physiology, specialized skills, and the unique environment of neonatal units. That's where a well-structured neonatal nursing orientation guide becomes essential. It serves as a foundational roadmap, ensuring new nurses are equipped with the knowledge, confidence, and competence to deliver safe, compassionate, and effective care to neonates and support to their families. In this article, we will explore the key components of a comprehensive neonatal nursing orientation guide, providing insights into best practices for onboarding, essential

skills, educational resources, and ongoing professional development tailored specifically for neonatal nursing. --- Understanding the Importance of a Neonatal Nursing Orientation Guide A neonatal nursing orientation guide is more than just a set of instructions; it's a strategic tool designed to facilitate a smooth transition into the specialized field of neonatal care. Neonatal Nursing Orientation Guides 6 Neonatal units are complex environments where nurses must balance technical skills with emotional resilience, family-centered care, and rapid decision-making. An effective orientation program:

- Builds confidence in new nurses by providing structured learning paths.
- Ensures patient safety through standardized protocols and procedures.
- Promotes team integration by fostering collaboration among multidisciplinary staff.
- Reduces turnover by supporting professional development and job satisfaction.
- Maintains high standards of care aligned with institutional policies and evidence-based practices.

--- Key Components of a Neonatal Nursing Orientation Guide A comprehensive neonatal nursing orientation should be thoughtfully organized into several core areas, each addressing different facets of neonatal care.

1. Introduction to Neonatal Care and Unit Orientation This initial phase introduces new nurses to the facility's mission, values, and the specific neonatal unit's layout and operational procedures.
 - Overview of neonatal unit types (e.g., NICU, neonatal intermediate care)
 - Unit policies, emergency protocols, and safety procedures
 - Tour of the unit, including equipment and supply locations
 - Introduction to the interdisciplinary team (neonatologists, respiratory therapists, lactation consultants, social workers, etc.)
 - Review of documentation systems and electronic medical records
2. Neonatal Physiology and Development Understanding neonatal physiology is essential for recognizing normal versus abnormal findings.
 - Fetal development stages and neonatal anatomy
 - Transitional physiology after birth
 - Common neonatal conditions (e.g., respiratory distress syndrome, jaundice, patent ductus arteriosus)
 - Growth and developmental milestones
 - Variations in preterm versus full-term infants
3. Essential Neonatal Skills and Procedures Hands-on skills training is critical for safe neonatal care.
 - Vital signs assessment specific to neonates
 - Temperature regulation and thermoregulation techniques
 - Feeding methods (breastfeeding, gavage feeding, total parental nutrition)
 - Medication administration in neonates, including dosing calculations
 - Neonatal resuscitation and emergency protocols (e.g., Neonatal Resuscitation Program - NRP)
 - Invasive procedures (e.g., umbilical line placement, lumbar puncture)
 - Infection control practices specific to neonatal units
4. Equipment and Technology Familiarization Proficiency with specialized neonatal equipment ensures safe and effective care.
 - Neonatal Nursing Orientation Guides 7 Incubators and radiant warmers
 - Mechanical ventilators and CPAP machines
 - Monitors for vital signs and oxygen saturation
 - Feeding pumps and infusion devices
 - Phototherapy units
 - Suction devices and IV access tools
5. Family-Centered Care and Communication Supporting families is a cornerstone of neonatal nursing.
 - Principles of family-centered care
 - Communicating with distressed or anxious parents
 - Supporting parental involvement in care (e.g., kangaroo care)
 - Cultural sensitivity and

individualized family needs – Providing education about neonatal conditions and care plans

6. Safety, Infection Control, and Ethical Considerations Maintaining safety and adhering to ethical standards is vital.

- Infection prevention protocols
- Handling of sharps and hazardous materials
- Ethical dilemmas in neonatal care (e.g., end-of-life decisions)
- Documentation and consent procedures
- Incident reporting and quality improvement processes

7. Continuing Education and Professional Development Encouraging ongoing learning ensures nurses stay current with best practices.

- Resources for neonatal nursing updates
- Opportunities for certification (e.g., RNC–NIC)
- Participation in quality improvement projects
- Support for attendance at conferences and workshops

--- Best Practices for Developing and Implementing a Neonatal Nursing Orientation Program

Creating an effective orientation guide requires collaboration, planning, and ongoing evaluation. Here are some best practices:

- Customized Content: Tailor the program to the specific needs of your neonatal unit and staff experience levels.
- Structured Timeline: Establish a clear schedule (e.g., 4–12 weeks) with phased learning objectives.
- Blended Learning: Combine classroom sessions, simulation labs, e-learning modules, and supervised clinical practice.
- Mentorship and Preceptorship: Assign experienced neonatal nurses as mentors or preceptors to guide new staff.
- Evaluation and Feedback: Regular assessments and opportunities for feedback help refine the program.
- Documentation: Maintain detailed records of training completion and competency assessments.

--- Sample Neonatal Nursing Orientation Timeline

Week	Focus Areas	Activities
Week 1	Introduction & Unit Orientation	Facility tour, policy review, team introductions
Week 2	Neonatal Physiology and Basic Skills	Neonatal Nursing Orientation Guides 8 Lectures, skills labs on vital signs, thermoregulation
Week 3	Equipment Use & Procedures	Hands-on training with incubators, ventilators, IV placement
Week 4	Family-Centered Care & Communication	Role-playing, family interaction scenarios
Week 5	Emergency Protocols & Resuscitation	NRP certification, simulation drills
Week 6	Review, Competency Assessments, Feedback	Skills check-offs, discussion of experiences

(Note: Adjustments may be needed based on unit size, staff experience, and institutional policies.)

--- Conclusion: Building Confidence and Competence in Neonatal Nursing

A well-crafted neonatal nursing orientation guide is essential to cultivating competent, confident, and compassionate neonatal nurses. It provides a structured pathway for new staff to acquire the specialized knowledge and skills needed to navigate the complexities of neonatal care. By emphasizing ongoing education, mentorship, and a focus on family-centered practices, healthcare institutions can foster a positive environment that promotes professional growth and optimal outcomes for our tiniest patients. Investing in a comprehensive orientation program not only benefits the nurses but ultimately enhances the safety, quality, and compassion of neonatal care—ensuring that every newborn receives the best start in life.

nursing training, neonatal care protocols, neonatal unit orientation, neonatal nursing curriculum, neonatal patient care, neonatal clinical guidelines, neonatal nursing education, neonatal intensive care training, neonatal nursing competencies, neonatal care procedures

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you've passed your nclex, survived your first interview and just landed your first nursing job. Now what? This new grad RN survival guide was written to help you navigate your first nursing orientation from what to expect on your first day to surviving your first code blue. WWFD aims to help you

navigate the reality shock as you transition from nursing student to bedside rn among other things you will find advice on how to give an effective hand off report cluster your care efficiently complete up to five patient assessments in less than three hours and learn how to page a physician like a boss using humor and practical real world nursing experience this short and sweet book aims to take you from new nurse to florence nightingale status in less than three months

fast facts for the school nurse second edition will direct school nurses to the answers for many questions and to wiser counsel when a dilemma seems unsolvable it is authored by a school nurse of publicly acclaimed distinction who brings a lifetime of experience to these pages lucille a joel edd rn faan professor college of nursing rutgers the state university of new jersey from the foreword this concise reference provides quick access to information busy school nurses need every day to practice competently and efficiently it is written for nurses who are transitioning to a school setting yet has much to offer more experienced school nurses the second edition has been substantially revised to address the healthy people 2020 initiative to school age children and their families and to incorporate information about the push toward formal evaluation of school nurses it discusses new technology and the effects of head trauma and other sports related injuries on academic performance new content top 10 timely troublesome topics for the school nurse deals with issues such as getting substitutes and the prioritization of tasks for novice and substitute school nurses authored by a nurse with over 25 years of school nursing experience this consistently organized reference offers straightforward guidelines to a range of daily tasks and nursing responsibilities and provides clinical protocols for safe management of common childhood illnesses accidents and emergencies along with legal and ethical considerations documentation high risk areas in school nursing practice and the requirements of both the americans with disabilities act and the individuals with disabilities education act included are the delivery of culturally appropriate care screening tools wellness strategies care plans for children with chronic disorders and special needs adolescent sexuality childhood obesity drug use and a food allergies tool kit clinical snapshots throughout highlight critical information the guide is useful as a supplemental textbook for nursing students studying for state or national certification exams new to the second edition top 10 timely troublesome topics for the school nurse correlations of the healthy people 2020 initiative with school nurse practice meaningful examples clinical snapshots relevant to the topic the effects of head trauma and other sports related injuries on academic performance academic requirements for school nursing in each state prioritization of tasks for novice and substitute school nurses

what type of degree do i need to become a nurse practitioner how do i choose the right clinical preceptor how can i best prepare for my first year of practice written for those considering np practice current np students and newly certified nps alike this quick easy to use manual covers

everything there is to know about transitioning into the np role its rewards and its challenges this second edition includes several new chapters covering electronic health records the impact of health care reform promoting the np role and choosing a doctoral program all of the original chapters have been revised or expanded with updated key points tables and vignettes supplying cutting edge knowledge and skills to help new nps excel the only resource of its kind this book guides the reader through the entire process of becoming an np from the initial decision to the selection of the right educational program to licensure it discusses the contractual relationship with institutions and related health providers along with legal and administrative issues currently practicing nps offer words of wisdom on how to survive the first year of practice and stories from the author and her colleagues provide an intimate look at everyday realities organized for easy access to information and filled with humor the book features learning objectives quizzes checklists to facilitate decision making and other helpful tools fast facts in a nutshell boxes highlight need to know information and useful tips and resource lists provide information on scholarships certification professional organizations and networking new to the second edition the dos and don ts of electronic health records surviving health care reform today and tomorrow marketing the np role to the nursing profession employers and the public the terminal degree in nursing phd edd or dnp revised and expanded information in all chapters updated key points vignettes and tables nadine m aktan phd rn fnp bc received her bachelor s master s and doctoral degrees in nursing from rutgers university college of nursing and graduate school in new brunswick and newark new jersey she is currently chairperson and associate professor at william paterson university in wayne new jersey teaching future nurses and nurse practitioners she also practices as a family nurse practitioner at the immedicenter an urgent care family practice with locations in clifton bloomfield and totowa new jersey and as a maternalñchild community health nurse for valley home care in paramus new jersey

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presentation and certification special topics include self care nursing as a second career and the transition of nurse immigrants into a career in the us key features offers helpful advice to nurses who are stuck in their professional nursing journey candid and moving examples from knowledgeable diverse nurses addresses the importance of working in magnet recognition and pathway to excellence programs explains how to develop networks competencies and interpersonal skills

this quick access guide for novice nurse preceptors walks through step by step how to successfully orient new nurses to the hospital environment preceptors are key to staff retention job satisfaction improved quality of care patient safety and transition to practice for the busy novice nurse preceptor who believes they do not have the time or preparation to be a nurse preceptor fast facts for the nurse preceptor second edition explains all the requisites for demonstrating guiding and mentoring new nurses through the process of delivering safe evidence based patient centered care the second edition builds upon the foundation of the first to address more complicated challenges preceptors face while reviewing the basics like shift organization prioritization communication delegation and conflict resolution this orientation guide delineates the essential qualities of a competent preceptor and their primary responsibilities it discusses the knowledge and skills a successful preceptor must impart to new nurses while acclimating to a variety of teaching and learning styles chapters discuss how to recognize the warning signs of a struggling preceptee work through a preceptee s transition shock and help new nurses to develop critical thinking skills abundant case studies highlight common and challenging precepting situations new to the second edition updated with five completely new chapters selection education and retention of the preceptor preceptee learning and preceptor teaching styles the challenging student precepting the accelerated bsn and advanced practice nurse aprn the unsafe preceptee and how to avoid failure to fail key features helps preceptors to serve as excellent role models mentors and teachers for new nurses offers quick access step by stop guidance with short paragraphs and bulleted information uses case studies to highlight both common and challenging precepting scenarios includes evidence based content throughout contains competency assessment and evaluation forms

provides comprehensive current information for addressing the physical psychological and spiritual needs of hospice patients and their families substantially updated and expanded the second edition of this quick access reference for hospice nurses continues to deliver the most current information on the clinical and administrative duties of the hospice nurse it encompasses important regulatory changes and milestones providing timely information on cultural issues special communication considerations and hospice care s enduring growth this resource provides new content on levels of care assessment and symptom management and occupational stress burnout and self care new treatment guidelines and algorithms are included as are updates on quality measures the

reimbursement schedule compliance initiatives and electronic documentation with specific examples an indispensable clinical resource the book is a valuable reference for nurses who are seeking to specialize in hospice those who work in long term care settings post acute care settings acute care setting and those who are seeking to enhance their knowledge of end of life care within other specialties new to the second edition includes new regulatory changes milestones such as the national quality forum new priorities for action 2019 provides updated information about levels of care particularly the last 7 days rule from medicare covers the use of cannabis non pharmacological pain management interventions care of the dying patient and post mortem care new chapters are included on the hospice nurse's role as case manager patient discharge religious and cultural influences on end of life care pain assessment and interventions wound care care of the dying patient and post mortem care key features reflects key competencies for the hospice nurse as designated by the hospice and palliative nurses association delineates clinical and administrative responsibilities of the hospice nurse simplifies complex information such as medicare regulations and compliance provides screening tools for depression anxiety and wound risk includes the palliative performance scale and the karnofsky performance scale serves as a concise study resource for certification

facilitates a seamless transition from cnl student to cnl practitioner this unique quick access handbook delivers practice essentials for clinical nurse leaders in all settings focusing on the broad responsibilities of the advanced clinicians in this growing field this book provides evidence based step by step guidelines for incorporating the required cnl competencies into day to day practice this fast facts guide describes the principles of evidence based practice quality improvement processes care transitions and patient and nursing advocacy while covering the complex environments that cnls are expected to lead and manage additionally tips are included for marketing the cnl role to facilitate change advocate for nursing and populations and disseminate your individual accomplishments to organizational leaders each chapter includes objectives vignettes case scenarios and lessons learned based on the experiences of the authors key features the only resource of its kind to supports cnl students as they transition into practice provides the basics of quality improvement and evidence based practice serves as a quick access reference for day to day responsibilities helps cnls to produce positive outcomes that sustain the cnl role includes guidance to find quality job opportunities and get hired

written for novice neonatal nurses and those new to the nicu this concise easy to use resource delivers all the essentials of daily practice for the care of neonates and their families families experience dramatic transformations as roles develop and change during the newborn period throughout it all they rely on the nurse's expertise support and encouragement to learn to care for their child and meet the newborn's most basic needs fast facts for the neonatal nurse second edition

begins with a streamlined yet comprehensive review of normal newborn characteristics with this foundation chapters walk through a variety of common and uncommon newborn physiological changes to enable the neonatal nurse to detect any possible complications that warrant additional assessment this second edition provides more in depth content on high risk conditions to promote the safest high quality care to the entire neonatal patient population grounded in evidence based practice all chapters in this edition have been updated with the newest neonatal interventions and protocols new to the second edition introduces a new high risk care section specific to the needs of neonates with conditions that may warrant high risk or nicu settings contains three new chapters introduction to the neonatal intensive care unit management of common nicu complications neonatal ethical conflicts considerations key features provides essential information for new neonatal nurses in concise consistent easy to use format contains crucial knowledge for comprehensive holistic care for both low risk and high risk neonates and their families in all settings presents only evidence based practice recommendations includes such features as fast facts boxes and tables with easy to read lab values to reinforce information

this well respected text teaches nursing students about leadership and the management process and supplies the practicing nurse with practical information about nursing administration in response to the dramatic changes in health care in recent years this sixth edition expands both content and focus by discussing delegation team development cost containment health care networks mergers and acquisitions community based practice and continuous quality improvement it focuses on current trends that include technology ethics diversity and managed care includes a free merlin website at harcourthealth.com/merlin merlin marriner guide spanish version also available isbn 84 8174 526 x

the first book to provide an insider view of the latest advances and trends in the full range of clinical subspecialty areas fast facts for nurse practitioners practice essentials for clinical subspecialties takes the busy advanced practice provider or student on a journey through the clinical subspecialties the author a highly experienced nurse practitioner has immersed herself in each of these clinical areas and interviewed medical specialists to identify the latest advances trends and tips to more confidently and competently assess diagnose manage and refer patients across the lifespan the book addresses hot topics in allergy and immunology cardiology dermatology endocrinology gastroenterology hematology and oncology infectious disease nephrology neurology obstetrics and gynecology ophthalmology orthopedics otolaryngology pediatrics psychiatry pulmonology rheumatology and urology each chapter provides information on common chief complaints pathophysiology diagnostic considerations and key points for management or referral this concise reference provides evidence based strategies for managing ever changing patient needs in an easy to digest format key features serves the needs of advanced practice providers and students offers the

latest advances and trends for all clinical subspecialty areas in one concise quick reference resource provides evidence based guidelines to support the principles of assessment differential diagnosis management and referral highlights only the most relevant and timely information allowing readers to save time stay current and improve patient outcomes

staff educators are you struggling with developing a new hire orientation program we all know how important onboarding can be in lowering turnover rates is there a sure fire way to ensure a new nurse s success staff educator s guide to clinical orientation guides you in creating and sustaining a high quality orientation and onboarding program that meets the needs of nurses organizations and patients in this fully revised second edition authors alvin jeffery robin jarvis and amy word allen provide all the tools you need to successfully develop a nursing and healthcare workforce whether you re new to leading orientation efforts or a seasoned nursing staff development specialist this book will help you understand and use the addie model analyze design and implement an orientation program evaluate an individual s competency conduct surveys and focus groups manage orientee errors and personality conflicts new understand the role of the preceptor in clinical orientation activities assess and ensure competency of contract or temporary staff collaborate with academic affiliates book jacket

a clear concise hands on guide to useful practical tips and techniques to ease the transition from staff nurse to staff manager the book includes stress generated by the reorganizing and restructuring occurring in healthcare facilities and examines major healthcare issues as well as concerns related to managed care 6 illus

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