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#400WORDS: CHIEF NURSING OFFICER'S RESEARCH FELLOWS EVIDENCE IMPLEMENTATION PROJECTS

## Newly qualified community nurses' transitional experiences in the first year: stressors, coping strategies, and resilience

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### Background

The commencement of a newly qualified community nurses' career can be a challenging time with initial experiences shaping their professional pathway (Odelius *et al.*, 2017). Understanding and recognising experiences of recently qualified community nurses in the first twelve months of registration positively impacts on their development to transition from advanced beginner to skilled professional (Nursing and Midwifery Council, 2020). Laschinger *et al.* (2015) state that it is vital to support newly qualified nurses as they embark on the first year of transition from student to a competent and confident practitioner. This can be achieved by using a structured period of transition such as preceptorship programmes and induction (Aspfors and Fransson, 2015). Preceptee resilience is important to understand and support the future development of staff.

### Review of the evidence

Electronic databases CINAHL (EBSCO), MEDLINE (OVID) and PsycINFO (ProQUEST) were searched using Boolean operator and search terms of 'newly qualified', 'community nurse', 'adult nurse', 'experience', 'stressors', 'coping strategies', 'resilience', and 'transition'.

Fifty-five publications were identified, three were duplicates and subsequently removed. The remaining 52 publications were screened using title and abstract. Forty-six publications were excluded, not meeting the inclusion criteria relating to the transition experiences of newly qualified nurses in the first year of qualifying. Thematic analysis of the remaining six was conducted (Braun and Clarke 2021).

Four main themes were identified in the literature:

- 1) Preceptorship enhances patient care, improves retention, reduces sickness,

produces confident skilled nurses, and increases staff morale (Serafin et al., 2020; Stacey et al., 2020; Zhang et al., 2017).

2) Support minimises anxiety and builds confidence, supporting and enhancing greater understanding of the role and acceptance within the workplace (Laschinger et al., 2015; Sampson et al., 2020).

3) Understanding stressors and coping strategies are important to how newly qualified nurses take on added responsibilities of qualification. Utilisation of support and competency training extends knowledge and skills, in turn, helping to prepare them for dealing with stress (Rainbow & Steege, 2019; Sampson et al., 2020; Serafin et al., 2020).

4) Correlations concerning reported examples of burnout and stress, lead to increased vulnerability, job dissatisfaction and attrition rates (Zhang et al., 2017; Stacey et al., 2020).

## Project plan

Using the JBI Evidence Implementation Model (Porritt *et al.*, 2023) a service review of the support structures to promote resilience for community preceptees will be conducted. An initial community preceptee questionnaire will collate baseline understanding of experiences and views and the perceived impact on staff and service users. Plans to establish an expert reference group to further evolve an evaluation framework could further aid applicability and transferability to a range of healthcare disciplines.

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