

The Healthy Work Environment Model and New Graduate Nurses

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Purpose

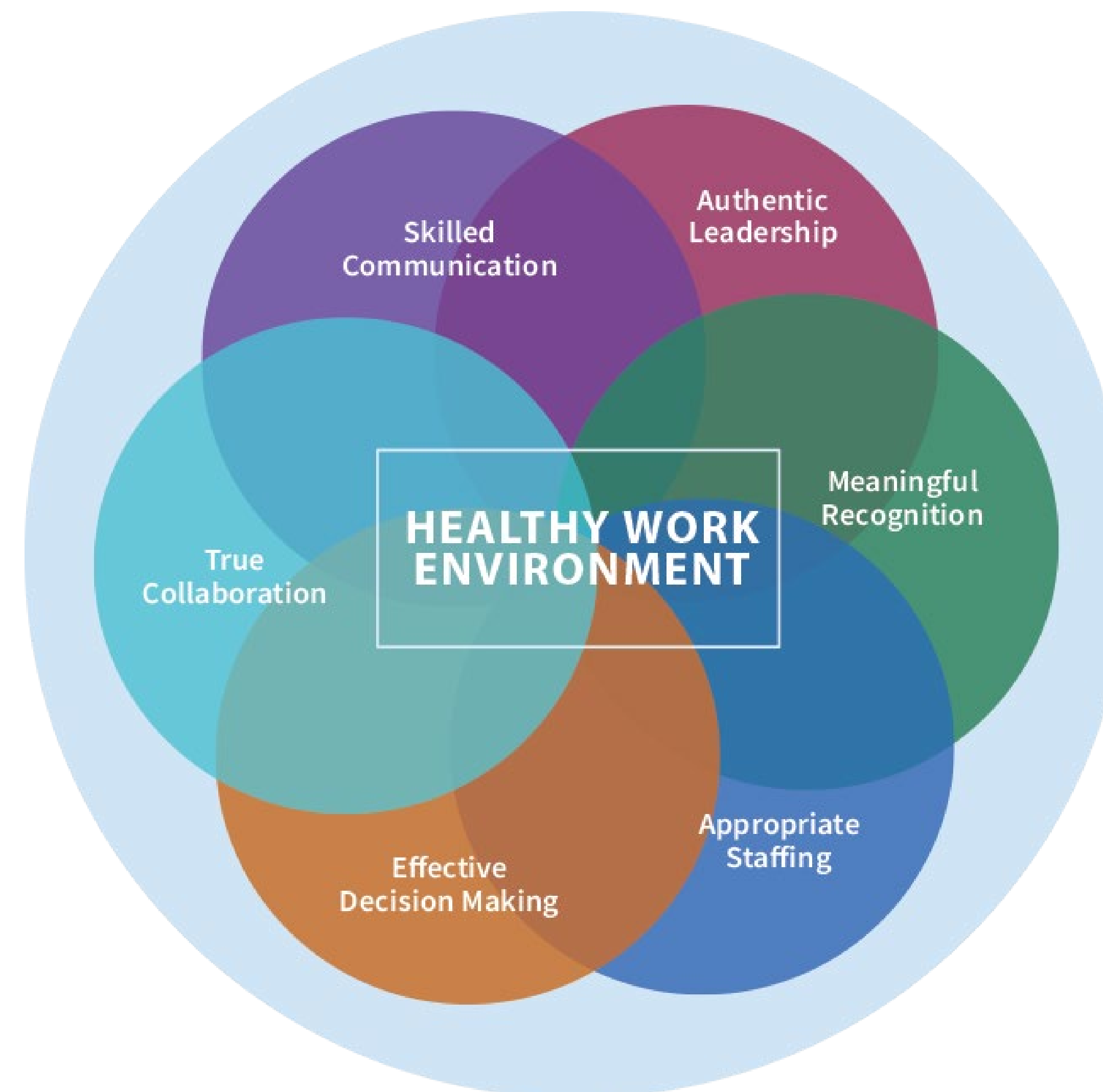
- To educate new graduate RNs in the Transition-Into-Practice (TIPS) Program on the standards and application of AACN's Healthy Work Environment Model.
- To evaluate TIPS RNs perception of their work environment and intent to stay.

Background

- 18% of new graduate RNs leave within their first year due to the work environment and lack of leadership
- AACN's Healthy Work Environment Model comprises of six essential tenets

Results

- N = 33 New Grad RNs
- 82% were able to identify all six essential standards
- Identified a total moderately healthy environment (M = 4.71, SD = 0.55)
- 95% reported intent to stay at the ministry and in their units "as long as they can."

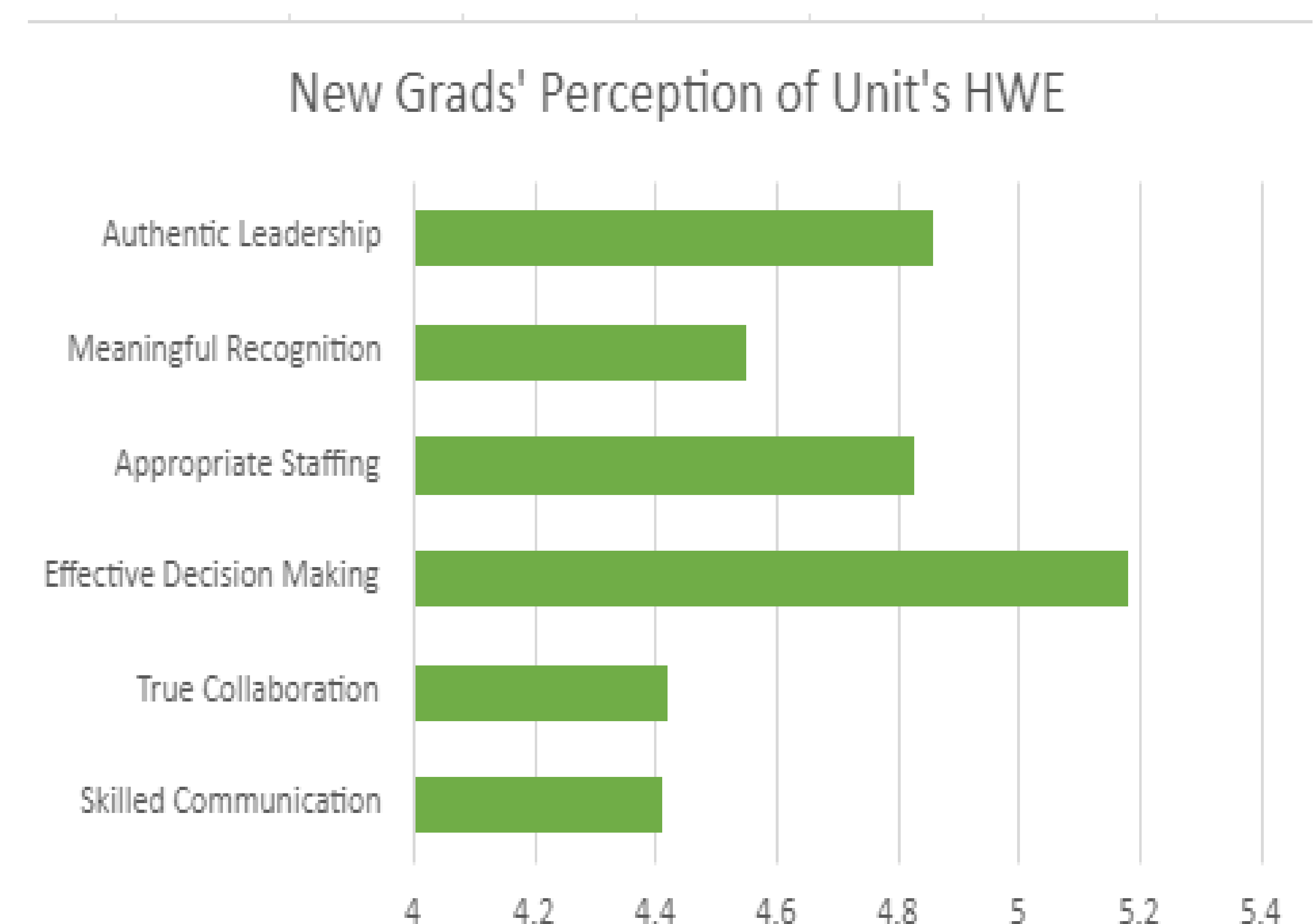


Methods

- 30-minute presentation aimed to:
 - Identify and define AACN's HWE standards
 - Determine the significance of these standards for new grad RNs
 - Reflect on the implementation of each tenet in their unit
 - Evaluate participants' perception of their work environment
- Outcomes measured:
 - Ability to identify the six tenets
 - Perception of their work environment using AACN's Assessment Tool
 - Intent to stay questionnaire

Discussion

- The majority highlighted "Skilled Communication" and "True Collaboration" as areas needing improvements in their units
- All participants "strongly agree" that their work environment is a significant factor in their decision to stay.



Implications for Practice

AACN's HWE Standards provide new graduate RNs with the concepts to identify, understand, and evaluate their unit's work environment. The presentation can be added to the TIPS program's Core Fundamental curriculum. There is a further need to assess the impact of the education at the one-year mark.

Acknowledgments

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