

Innovating change to a Transition to Speciality Practice (TSP) program in response to altered workforce demands

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Education for emergency nurses is imperative to ensure appropriate knowledge and skill acquisition to deliver exceptional care and outstanding patient outcomes. Monash Health's Emergency Departments have designed and delivered a Transition to Specialty Practice Program (TSP) for novice ED nurses for the last fourteen years. This program provides a curriculum that integrates theory with the experiential learning that takes place during the learners' transition into the emergency department and ensures they are clinically prepared. The program has demonstrated positive outcomes for the organisation as a successful recruitment and retention strategy. The changing landscape of the emergency department's clinical practice and models of care have necessitated a review to ensure the program is contemporary in content, teaching methodologies and sustainability.

Changes were required in order to be responsive to the needs of the changed model of care, generation of learners and contemporary educational principles, within the constructs of a fiscal environment. Following consultation with the key stakeholders, the decision was made to innovate and modernise the program to provide a comprehensive knowledge base while also supporting staff in their transition to the role of the emergency nurse.

This presentation will discuss the changes made to the program which included the introduction of more problem based learning, pre-learning expectations, efficiency in clinical teaching hours as well as cost savings to the department. This will be presented utilising the evaluative data drawn from feedback and outcomes from current and previous staff.