The replacement high experienced nurses effects as a, Mentors, on newly nurses clinical competency promotion

Jafari Golestan. N; MSC, Vanaki. Z; Ph.D, Memarian. R; Ph.D

Abstract

Background: Now, one of the major problems in clinical environment is nurses who are newly and low experience. Nurse Managers have to delegated authority and responsibility to them. So, they need to make a Plan. In this study, training the high experienced nurses as a mentors and assess the effect of their performance in orientation program on clinical competency promotion in newly nurses was the main aim.

Materials and Methods: This study was semi-experimental. After that experienced nurses selected and trained, they were set in the orientation program for newly nurses: their clinical competency was measured before and after in two groups by: cognitive and psychomotor. Factors Newly nurses clinical competency in nursing care delivery for 72 patients who were in medical-surgical wards was measured. Data were measured before and after intervention (3 months after entrance newly nurses in the hospital) in two groups by double blind method. All of the data were analysis by SPSS.

Results: findings showed that newly nurses, clinical competency in first month were in primary level in two groups. But, after intervention newly nurses who were with mentors (case group) had clinical competency higher than the control group. Their competency was promoted from primary level no changed. (p=0.001. t=14.7); while in the control group clinical competency level no changed. (p=0.001. t=20.52).

Conclusion: Applying mentorship as a new strategy in orientation program for newly nurses could be promotion their clinical competency in short time.

Keywords: Clinical competency, cognitive competency, newly nurses, mentorship, psychomotor competency.