

4th International Conference on Nursing Education and Research

December 3-4, 2018 Dubai, UAE

Experiences of Pre-Registration Placement in South Africa: Voices of New Nurses. A Systematic Literature Review

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Pre-registration programme facilitates and supports the development and integration of new nurses into workplace and profession. It is essential to evaluate if the experiences of new nurses concur with the objectives of Pre-registration programme.

Purpose: To conduct a systematic literature review to describe documented experiences of new nurses on pre-registration programme.

Methods: Search was conducted in accordance to the PRISMA. Primary studies were sourced out using combination of search words. Extracted articles were screened for eligibility based on inclusion and exclusion criteria and quality assessment criteria.

Results: Search generated 55 articles on studies done in South African. After further screening total of 15 articles were reviewed. The four major themes were identified after the synthesis of reviewed studies. They are on: readiness to practise, organisational, senior colleagues and remuneration.

Conclusions: New nurses generally possess extensive theoretical knowledge yet their ability to apply this knowledge still needs to be developed. Pre-registration programme should provide new nurses with opportunities to develop practical skills, values and norms associated with being safe practitioners. Experiences of new nurses are not compatible with objectives of Pre-registration programme. The organisations in which new nurses are placed are responsible for their smooth transition into the profession and further development. New nurses desperately need clinical supervisors to guide, coach, support and be a role model to them. A good remuneration is a motivation for them to be satisfied and be productive at work.

Biography:

Mrs. Mabusela P.D. is a lecturer at Tshwane University of Technology also a PhD student at the same university. She has been a lecturer since 2014 to date. She qualified as a professional nurse in 1985 and a nurse educator in 1995. She got her Master's degree in 2012. She had three oral presentations on her Master's research. The experiences of pre-registration nurses are Phase 1 of my PhD, has been completed and assessed by an external moderator. Phase two in progress and Phase three to follow. Aimed at developing guidelines for managing new nurses on pre-registration programme.