Transition-to-practice programs

(Also called residency or on-boarding programs and widely recognized as an important tool to help new nurses make the transition into the nursing workforce.)

15. **Describe how your organization supports nurses in their transition into practice.**
16. **Is there a new RN graduate residency/internship/transition program? (If yes, consider asking the following additional questions:)**
    - What is the length of time beyond the general orientation?
    - How are resident nurses matched with a preceptor?
    - Where are the resident nurses primarily trained?
    - What is the sequence of training?
    - How is the progress of resident nurses evaluated?
    - Who has primary supervisory responsibility of the nurse during their residency training?
    - Is simulation training available and incorporated in the nurse residency?
17. **How are resident nurses supported from student to novice practitioner and how is it ensured that orientation and transition into practice goes smoothly?**
18. **What is the evaluative process in determining when a resident nurse has demonstrated competency and prepared for independent practice?**

NOTES

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WSNA Union Made A UNION FOR RNs

Health and safety care environment | Culture of patient safety and quality | Transition-to-practice programs

Keeping nurses healthy

18 QUESTIONS

You should ask about a nurse's workplace

Healthy work environments are imperative to ensure patient and nurse safety, enhance staff recruitment and retention, and maintain an organization's financial viability. Whether you are a new applicant, currently employed, or employ nurses there are many questions you should consider asking.

WASHINGTON STATE **NURSES** ASSOCIATION

Health and safety environment

1. **Describe your Health and Safety Committee**
   - Does each nursing team/unit have a front-line nurse representative on the committee? ☐ Yes ☐ No
   - Are the nurses consistently provided coverage to attend? ☐ Yes ☐ No
2. **What are your policies around shifts and safe staffing**
   - Has the facility eliminated shift rotations? ☐ Yes ☐ No
   - Is overtime voluntary? ☐ Yes ☐ No
   - Is there self-scheduling? ☐ Yes ☐ No
   - How are nurses ensured uninterrupted rest breaks?
   - Is there an acuity system in place to ensure safe staffing for the nurses and the patients? ☐ Yes ☐ No
3. **How do you ensure safety with patient handling to prevent injuries to nurses?**
   - Do you have a no manual lift policy? ☐ Yes ☐ No
   - Do you have lift assist devices available? ☐ Yes ☐ No
4. **How do you reduce the risk of needlesticks and bloodborne pathogen exposure?**
   - Do you have needleless IV systems and needles/sharps with built-in safety devices? ☐ Yes ☐ No
   - Are disposal containers easily accessible at the point of care? ☐ Yes ☐ No
   - Is post-exposure treatment and counseling provided within 2 hours of a bloodborne pathogen exposure? ☐ Yes ☐ No
5. **How do you reduce exposure to irritants and allergens?**
   - Is this facility latex-free? ☐ Yes ☐ No
6. **Do you use safe alternatives to cleaning chemicals, disinfectants and pesticides?** ☐ Yes ☐ No
   - Is the indoor air quality routinely checked? ☐ Yes ☐ No
   - Is there a process in place for resolving air quality issues that are identified? ☐ Yes ☐ No
7. **What policies and tools are in place to reduce exposure to hazardous drugs?**
   - Do you provide annual hazardous drugs and neoplastics training for nurses? ☐ Yes ☐ No
8. **Describe your policies and support services in place for nurses who experience stressful events such as workplace violence, bullyingor the death of a patient.**
   - What security measures are in place to keep nurses safe—both indoors and outdoors?
   - Which law enforcement agency has jurisdiction over incidents occurring in this facility?
   - Are light-duty positions available for nurses injured at work? ☐ Yes ☐ No
9. **How do you protect nurses from infectious disease exposure?**
   - Do you provide annual fit testing for respirators? ☐ Yes ☐ No
   - Do you provide annual training in donning and doffing respirators? ☐ Yes ☐ No
   - Do you provide training in the use of other PPE? ☐ Yes ☐ No
   - Are negative pressure rooms used? ☐ Yes ☐ No
   - Do you provide hospital-laundered scrubs? ☐ Yes ☐ No

Culture of patient safety and quality

10. **Describe how your organization's mission and vision statements support an environment of a just culture.**
    - What is the role of the nurse in ensuring quality outcomes for the unit/site, department and organization?
    - How does this organization monitor and review staffing in relation to patient care needs?
    - How does the organization optimize learning opportunities after adverse events or near misses?
    - Is a root cause analysis conducted with every adverse event?
11. **Describe ways your organization promotes a culture of safety and the strategies you use**
    - Describe the components of your patient safety program.
12. **Does your organization teach and encourage nurses and interdisciplinary team members use of the SBAR (Situation, Background, Assessment and Recommendation) tool to promote effective communication?** ☐ Yes ☐ No
13. **How does your organization address Quality Safety Education for Nurses (QSEN)?**
14. **How is nurse safety prioritized in your facility?**

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