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?
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?**
   
   Are the indoor air quality routinely checked? ☐ Yes ☐ No

7. **What policies and tools are in place to reduce exposure to hazardous drugs?**
   
   Do you provide annual hazardous drugs and neoplasatics training for nurses? ☐ Yes ☐ No

8. **Describe your policies and support services in place for nurses who experience stressful events such as workplace violence, bullying or 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
   
   Are negative pressure rooms used? ☐ Yes ☐ No
   
   Do you provide hospital-launched 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?**