

00067 **Exploring the Newly Graduated Nurses' Experience of Preceptorship in a Tertiary Hospital of Singapore**

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Aims: This research study aimed to explore newly graduated nurses' experiences in Singapore, understand how they learned in the clinical areas and what types of effective support they had that assisted them in adapting to the new working environment. Results from this study will help to inform the structure and conduct of the preceptorship programs in Singapore.

Methodology: An exploratory description qualitative study using in - depth semi - structured interviews was conducted. Purposive sampling was used to recruit the newly graduated registered nurses from two surgical wards. Transcribed audio recording of interviews were analysed using thematic analysis.

Result: Five participants were interviewed. Three key themes were generated from data analysis, which are i) difference between expectation and actual experience; ii) perceived benefits of precetorship; and iii) factors that promote or hinder relationship with preceptor. The findings showed that participants remained stressful throughout the preceptorship program. Relationship with their preceptor varied and they found discrepancy between expectation of preceptorship and reality experience. However, findings in this study raised concerns about nurses' learning methods as well as patients' care and safety. Recommendations included allocation of time for study time and selection of preceptors based on willingness to guide the newly graduated nurses.

Conclusion: This qualitative descriptive study sought to describe the newly graduated nurses' experience in their preceptorship. Preceptorship played a critical role to facilitate the newly graduated nurse transit to a competency nurse. It is a key approach to gain experiences with a preceptor in the clinical environment. Evidences shown that preceptorship programs in general, helped graduated nurses in developing confidence and skills as well as identifying own strengths and weakness. However, 'reality shock' was described as the newly graduated nurses could not adapt to the current working life. It will be worthwhile if changes were made to improve the experiences during their learning process.