2007 RESOLUTION ONE

New Graduate Nurses Residency/Internship Programs
Submitted by Louise Timmer, Ed. D., R.N.

WHEREAS, it is reported that six percent of new graduate nurses leave the nursing profession completely in the first year of practice (Aiken et al. 2002), and

WHEREAS, over fifty percent of new graduate nurses leave their first position with twelve months of employment (McNeese-Smith, 2000), and

WHEREAS, hospitals with nursing turnover rates greater than 22% have increased rates of patient mortality (JCAHO, 2001), and

WHEREAS, Benner purports that the competent level for a nurse takes three years to achieve in a particular clinical area (Benner, 1984), and

WHEREAS, the cost of hiring and orienting a new graduate nurse is estimated to be between $42,000 – $64,000 (Buerhaus, Staiger, and Auerbach, 2000) and

WHEREAS, numerous studies conclude that the new graduate nurse works in a hospital environment of high patient acuity, continual chaos and unpredictability that leads to feelings of trepidation, apprehension, concern, ambiguity, and self-doubt (McNeese-Smith, 2000; Oermann & Moffitt-Wolf, 1997), and

WHEREAS, the literature clearly demonstrates that newly graduated nurses need a longer orientation program with one preceptor who has reached the competent nurse level; the orientation time is still unknown and often varies among the new graduate nurses;

THEREFORE BE IT RESOLVED that the American Nurses Association of California (ANA/C) will advocate for:

1. Funded research studies to investigate nursing residency/internship programs for new nurses to support their competent level of practice.
2. Collaboration between service managers and nursing faculty to discuss the transition from education to practice that new graduate nurses’ experience in the first year of employment.
3. Support from the California Nursing Students Association (CNSA) for further investigation of the needs of newly graduated nurses in their first year of employment.
4. Support from CNSA to pursue private and legislative funding for pilot internship programs for new graduate nurses.
5. Support from CNSA to seek funding for partnerships between nursing faculty and service managers to develop internship programs for new graduate nurses for all of the state’s hospitals.
REFERENCES:


