

	Position Statement	New Graduates in the Emergency Department
	Number of Pages	2
	Approval Date	November 2017
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### **Description**

New Graduate Nurses in the Emergency Department (ED)

### **NENA Position**

*Refer to NENA Scope and Standards of Emergency Nursing Practice and Position Statement Minimum Requirements of an ED Nurse.*

NENA and the Canadian Nurses Association (CNA) acknowledges that Emergency Nursing is a specialty which requires a broad scope of knowledge, critical thinking and experience to provide quality patient care. NENA recommends that all new graduates working in the ED become NENA members for professional development.

NENA acknowledges due to the nursing shortage and the aging demographics of nurses in Canada that New Graduate Nurses are being hired to work in ED's.

NENA recommends a competency based orientation as well as an extended orientation as required with clinical mentorship. NENA recommends a progressive introduction to the various areas i.e. minor treatment area, non-monitored area, cardiac monitored area, resuscitation/trauma, and triage.

NENA recommends emergency specific education in a timely manner i.e. Emergency Practice Interventions and Care Canada (EPICC), Trauma Nursing Core Course (TNCC), Emergency Nursing Pediatric Course (ENPC), Basic Life Support (BLS), Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and Canadian Triage and Acuity Scale (CTAS).

NENA acknowledges and research indicates that through proper support from clinical nurse educators, nurse managers, and peer support, New Graduate Nurses will be integrated into the role of an emergency nurse. This support will promote professional growth as well as help with retention.

NENA recommends a supportive environment with either formal or informal mentoring programs. The literature recommends a consistent preceptor throughout orientation.

### **References**

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