

MENTAL HEALTH NURSING RESIDENCY PROGRAM

**Nursing Leadership Network Conference
Networking Café**

March 26, 2009



SESSION OVERVIEW

1. Project Background - 10 minutes
2. Discussion Questions (3 in total)
 - For each question:
 - 5 minute overview
 - 5 minute small group discussion
 - 10 minute large group debrief
 - After each question, all except one person will move to other tables
3. Next Steps- 5 minutes



FUNDER & PARTNERS



Nursing Secretariat
Ministry of Health and Long-Term Care

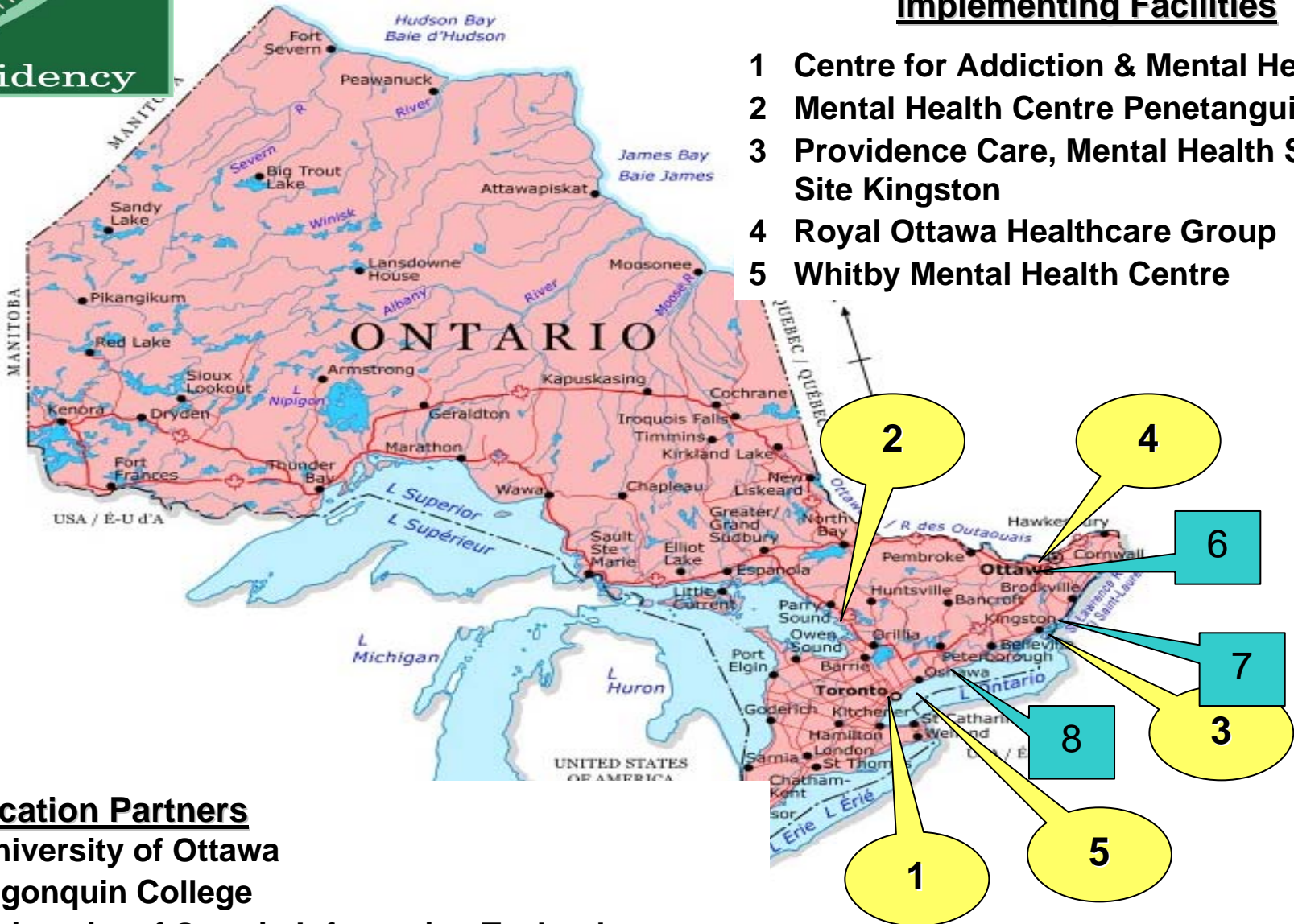




PROJECT PARTNERS

Implementing Facilities

- 1 Centre for Addiction & Mental Health
- 2 Mental Health Centre Penetanguishene
- 3 Providence Care, Mental Health Services Site Kingston
- 4 Royal Ottawa Healthcare Group
- 5 Whitby Mental Health Centre



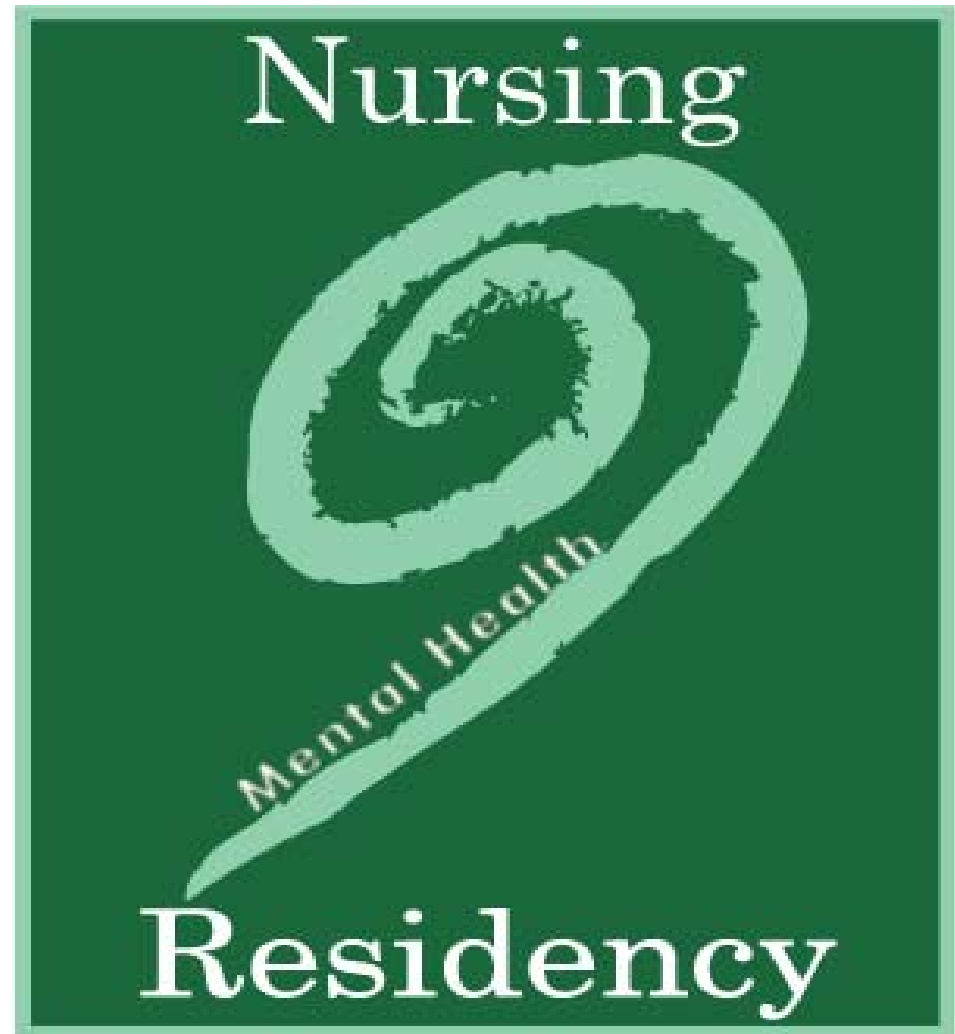
Education Partners

- 6 University of Ottawa
- 7 Algonquin College
- 8 University of Ontario Information Technology



OUR LOGO

- Fiddlehead is a fern that has not yet "unfurled" and opened its leaves.
- End is still curled in a tight spiral, ready to unroll as the sun (teaching and care) warms it and it gathers strength and size.
- We need to uncover the stigma of mental health.
- Symbolic of learning and growth for our patients, students and mentors.



WHY MENTAL HEALTH NURSING RESIDENCY PROGRAM

- Problems with recruitment and retention into the sector
- Academic preparation is insufficient for practice in mental health – need for invisible skills and use of self
- Integration of best practice and evidence-based practice



PROJECT GOALS

- 1) Equip nurses working in the mental health care sector with the competencies required to meet the evolving health care needs of the mental health population
- 2) Recruit nurses, across the generations (new graduates, mid career and late career) to the mental health care sector in Ontario.



PROJECT DELIVERABLES

- Mental Health Nursing Curriculum
- Implementation of 3-Month Residency Program
- Demonstration Project Evaluation Tools
- Knowledge Transfer Toolkit
- Sustainability Strategy



PROJECT OUTCOMES

- Improved **recovery and quality of life outcomes for persons living with mental illness**
- Enhanced the **practice readiness** and competencies of mental health nurses
- Enhanced the **recruitment** to mental health nursing.
- Fostered the **retention** of nurses in tertiary mental health by creating supportive practice environments and pride in the specialty
- Continued the opportunity for **collaboration** among partners

RESIDENCY PROGRAM OVERVIEW

Program Format

- September to November
- 440 hours total
 - 40 hours centralized learning
 - Video-conferences with all sites
 - Curriculum presented by subject matter experts
 - 400 hours clinical practice
 - Mentored
 - Clinical-based learning
 - Onsite coordinated activities
 - Self-directed learning
 - Online learning



RESIDENCY PROGRAM OVERVIEW

Participants

- 22 Residents
 - Supernumerary on the units
 - Protected time for learning activities
- 20 Mentors - every resident had a mentor
- Site Coordinators
- Nurse Managers
- Senior Management



Discussion Question #1

What we learned...

- Residency Program enhanced the competencies and confidence of post-graduate nurses
- The Program assisted our organizations with nursing recruitment and retention

Question for you...

- Do you see the value of having a similar residency program for your nursing population?



Discussion Question #2

What we learned...

- Buy-in and support from all levels of organization and also unions is needed from the beginning
- Local implementation is everything – consider and manage specific environmental factors
- Communicate, communicate, communicate!

Question for you...

- What would be the key strategies for implementing and sustaining a nursing residency program in your organization?



Discussion Question #3

What we learned...

- A sustainability strategy needs to be developed early on
- All other nursing management and staff should be included in process
- Need to address inter-professional practice

Question for you...

- How can we sustain the learning in the nursing residents and help them to become change agents?



NEXT STEPS

Please contact us and/or complete a form if you:

- Would like to receive a Knowledge Translation Toolkit
- Are interested in having your organization participate in the program
- Would like to talk to someone about lessons learned or receive advice on how to implement the program



A SNEAK PREVIEW OF TOOLKIT

GPS: GROWING PRACTICE SPECIALISTS

Developing and Operating a Nursing Residency Program: A Toolkit for Health Care Organizations

TABLE OF CONTENTS

Introduction to the Toolkit

Chapter 1. Purpose of the Trip

Chapter 2. The Map

Chapter 3. Planning the Trip

Chapter 4. Getting on the Road & Staying on Course

Chapter 5. Enjoying the Destination

Chapter 6. Bringing the Experience Home