



Staff orientation overview

Staff orientation is beneficial to new staff and the program as a whole. It is a key element to staff retention and builds a patient-centered approach to caring for sexual assault patients who deserve to have the best possible care provided, regardless of who happens to be on shift when they present. The work of a SANE is too complex to learn in an on-the-job manner. Having a strong orientation process can help build key competencies and support mentorship opportunities for staff. The orientation process should be formalized and regularly refined to meet the needs of the field as it evolves. Completion of orientation should be reflected in the personnel files of every team member, and expectations of orientation should be included in the hiring process. Program managers should not assume that new hires will orient without pay; if your hospital or organization has paid orientation for other staff, the same needs to be in effect for the SANE program.

Orientation Resources

From Novice to Expert

<http://www.healthsystem.virginia.edu/pub/therapy-services/3%20-%20Benner%20-%20Novice%20to%20Expert-1.pdf>

Outcome evaluation of a new model of critical care orientation

<http://www.aacn.org/WD/CETests/Media/A091803.pdf>

Five Essentials of Nursing Orientation

<http://blog.healthstream.com/blog/bid/118688/Five-Essentials-of-Nursing-Orientation>

A Retention Strategy for Newly Graduated Nurses: An Integrative Review of Orientation Programs

<http://www.ncbi.nlm.nih.gov/pubmed/20683297>

Start from the Beginning: Reducing Nurse Turnover by Improving Orientation

http://www.confidenceconnected.com/connect/article/start_from_the_beginning_reducing_nurse_turnover_by_improving_orientat/



RECRUITMENT AND RETENTION

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