



Rob Baginski, an RN at Hotel Dieu-Grace Hospital, checks a Telemetry Monitor for electrocardiogram heart rhythms.
- Ed Goodfellow: Special to The Star

New grad initiative lauded by nurses

CONTINUED FROM /C8

The internship meant that by the time Rotulo became full-time in September 2006, she had made the critical adjustment from student to professional in an environment conducive to learning at a reasonable pace, rather than baptism by fire. Part of that was due to the personal interaction with Hotel Dieu professional staff.

“The biggest benefit of the new grad initiative was being paired up with another RN from June to August. That was a great source of guidance and relieved so much anxiety,” she says. “As a student, you don’t always see everything that a nurse does – even down to paperwork. This senior support really made a difference. You become familiar with the needs of the floor and the needs of the patient.”

“It helped with the transition from being a student to a professional,” adds Rotulo, who in March was placed in the telemetry area, which had been her hope.

Patrick Kolowicz, BScN ’06, is currently in the two-year Master of Science in Nursing at Windsor while working full-time at Hotel Dieu. Like Rotulo, he also started in June 2006 at Hotel Dieu in a three-month orientation.

“It prepared us to work independently,” he says. “We got info on Hotel Dieu policies and procedures, received tours, and worked with program managers. We had staff from the hospital’s units teaching us. We learned where to go with problems, where the resources are, and how to deal with stressful experiences. In short, they

gave us practical, hands-on experience that was really helpful.”

Kolowicz says that the program addresses that inevitable gap between education and the real world.

“As a student, you might go to the hospital once per week, with a few exceptions. It’s difficult to reach any level of continuity in your experience. When you begin as a full-time nurse, it’s very daunting. It helped that staff were open to questions and willing to help. It was a friendly environment. They took their time.”

Adds Monic: “Last year turned out fabulous. We hired 27 new grads and were able to keep most of them for the most part – on a full-time basis.”

To ensure the program was successful, the hospital worked closely with existing staff to recognize their wants and needs and balance those with the govern-

ment’s offer.

In February 2007, the Ontario government announced \$89 million to continue and expand the program, targeted toward up to 4,000 nursing graduates this year and multi-year funding thereafter. The revised program will mean six months of government paid funding, with an additional six weeks provided by the employer.

“We hope to hire 25 new grads this year,” says Monic, who says that, without the initiative, “we probably would have been short-staffed last summer due to vacation and leaves. This works out wonderfully for us while helping to build the new grad’s confidence gradually. It’s a great fit!”

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-LUIA ROTULO

Code for RNs

The Code of Ethics for Registered Nurses gives guidance for decision-making concerning ethical matters, serves as a means for self-evaluation and reflection regarding ethical nursing practice and provides a basis for peer-review initiatives.

The code not only educates nurses about their ethical responsibilities, but also informs other health care professionals and members of the public about the moral commitments expected of nurses.

The Canadian Nurses Association (CNA) periodically revises its code to address changing societal needs, values and conditions that challenge the ability of nurses to practice ethically. Examples include: the consequences of economic constraints, increasing use of technology in health care and changing ways of delivering nursing services, such as the move to care outside the institutional setting.

This code provides nurses with direction for ethical decision-making and practice in everyday situations as they are influenced by current trends and conditions. It applies to nurses in all practice settings, whatever their position and area of responsibility.

The document is organized around eight primary values that are central to ethical nursing practice:

- safe, competent and ethical care
- health and well-being
- choice
- dignity
- confidentiality
- justice
- accountability, and
- quality practice environments.

For more information about the Code of Ethics for Registered Nurses or other items relating to the profession, visit www.cna-nurses.ca.

- Source: Canadian Nurses Association



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Sandra Pupatello
MPP Windsor West
1483 Ouellette Avenue
Windsor, ON, N8X 1K1
519-977-7191
spupatello.mpp.co@liberal.ola.org



Dwight Duncan
MPP Windsor-St. Clair
4808 Tecumseh Rd. East
Windsor, ON, N8T 1B8
519-251-5199
dduncan.mpp.co@liberal.ola.org

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- Source: Canadian Nurses Association

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