Māori nurses experiences after Nursing Entry to Practice between 2010-2012

Informed by kaupapa Māori philosophy and principles

Kaupapa

- Identify barriers experienced by new graduates

- Identify improvement opportunities for NETP

- Improve Māori nursing workforce

Methodology

Smith (1990) defined kaupapa Māori as:

- Tino rangatiratanga – *autonomy, independence*

- Taonga toku Iho – *Māori ways of knowing and doing are validated*

- Ako Māori –*unique teaching / learning integration.*

- Kia piki ake i ngā raruraru o te kainga –*positive benefit to Māori*

- Whānau – *core of kaupapa Māori*

- Kaupapa – *collective vision of Māori communities*
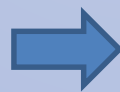
Analysis

Responses ➡ sub-themes

Being Māori

Sub-themes ➡ themes

Māori identity

Themes ➡ key categories

Work environment

Work Environment

Theme	Sub-theme
Māori Identity	Being Māori
	Racism/Discrimination
	Being a Māori RN
Workload	Staff Shortages
	Heavy Workload
	Supernumeracy
Study	Study & Work
	Socialisation
	On-going Education
	Not relevant
Support	Preceptors/ Supervision
	Peer Support

Māori Identity

- *"I've been singled out as the only Māori graduate, constantly, which annoyed me"* .

- *"I think as a Māori nurse it was hard putting up with the stereotypes about patients on the ward, hearing what co-workers were saying about non-compliant patients....I could see things that other registered nurses couldn't see".*

- *"I just ignored being told off. I thought No! ....ever time I just did it the Māori way, kissing and greeting family members. I wasn't going to follow the Western paradigm all the time..... this family needs this ".*

Workload

- *"...RNs shortages all the time. ....probably everywhere..., you did more shifts than you wanted to" .*

- *"... area was in the red nine times out of ten". Red indicating that staff to patient ratio were below levels".*

- *"... I was the only RN in charge. "Scary" being put in that position. I don't think its right!".*

Study

- *"I liked getting together with all the other new graduates....seeing how they were getting on in their placements ..... we ended up getting into little groups".*

- *"The off the ward training modules were fantastic. They gave you a break. It allowed you to catch your breath to catch up with your other colleagues ...".*

- *"I myself could only give my attention to one thing. Study and work was pulling me a part".*

- *" I knew I could do it, but at the end of the day I was so tired from the balancing act of being a registered nurse and a student...".*

Support

- *"We had a preceptor for 6 weeks ...then we were on our own".*

- *"I was delegated a preceptor, but we didn't really get on ... When I meet someone new, I'm all enthusiastic and I want to awhi (support) them...I didn't get that".*

- *"The PDRP was pretty hard in that first year. But I felt well supported... if I didn't have that support I wouldn't be here today" .*

Support

"...my nurse was lovely but she wasn't structured in the way that she worked. .. I couldn't keep track of what she was doing or what her thinking was, I just found it really difficult. It wasn't until she was off sick for a couple of days and I worked with another nurse, who worked like how I liked to work. I learnt more from her in two days than I did in previous weeks".

Experiences and Perceptions

Theme	Sub-theme
Before NETP	Expectations
	Confidence
	Self Esteem
During NETP	Stress
	Fear
	Anxiety
	Despair & Hopelessness
	Lack of Confidence
	Bullying
After NETP / Reflections	Personal Growth
	Reflections
	Recommendations

Before NETP

- *"I had a good heads up from people beforehand, …..so I knew what was coming" .*

- *"I didn't know what to expect" .*

- *"romantic idea that I was going to run around behind my registered nurse who was going to USB all her knowledge into me. You learn to walk the talk … quickly. You learn how to swim or you will drown, ….ultimately what doesn't kill you makes you stronger".*

Literature reflects

– Feelings of stress, anxiety, and fear

– Within the first 12 months of training

– Transitional shock

– Being unprepared

– Overwhelmed

– Period of unsettling transition

During NETP

- *"I spent a good month freaking out in the car before I set foot in the ward and I eventually got over that and then the whole anxiety of workload and patients lists set in. I got over that it was the whole anxiety of who I was working with. I became familiar with personality traits, who I could rely on and who I couldn't".*

- *"After only three weeks I almost left. I just freaked. I found the whole process in the beginning very very, difficult, like walking around with no legs and just the horror of ward life hit me, these people are ill and they rely on you. I began to doubt myself, was I good enough?".*

During NETP

- *"It was totally horrible but, it made me stronger, because I was determined... I had family and it wasn't just about me it was about making life better for my whānau. I put up with all their crap, their mangare-ness , their double standards and hypocrisy and it made me a better person".*

- *" It was a horrible transition. There was lots of bullying. I would have heart palpitations thinking what am I doing? What am I doing in this horrible, horrible profession? Even though your trained as a nurse and you are in a profession that care about people , I learned that some nurses don't care about each other ...that made it a horrible environment to be in".*

After NETP/ Reflections

- *"Inner strength for myself. Coping mechanisms, knowing how to deal with situations".*

- *"...better now ...I can talk to people of authority confidently".*

- *"I think it's really made me a better person".*

- *"..I was there to do my job and to learn everything I could ".*

After NETP/ Reflections

- *"When you come out as new grad, you've got the star on your chest and you're responsible. If you don't know it's up to you to find out".*

- *"What it's made me do, is when I see new grad's come in, I make sure that I give them as much support as possible, ...I don't want them to have that rough road."*

- *"I am far more comfortable within my own practice".*

- *"I think I've learnt to grow a thicker skin...I think the next step will be trying to kind of stamp out those comments" . (stereotypical comments*

Kaupapa

- Capture the pūrākau of Māori RNs opinions and experiences before, during and after the completion of the NETP.

- Identify factors to improve the experiences for indigenous nurses who undertake new graduate transition programmes.

- Ultimately to increase the representation of Māori nurses in the workforce positively influence the health outcomes for indigenous peoples.

Research

Conclusions

Being Māori

- All participants identified as Māori and able to articulate their whanau whakapapa (ancestry).

- Of particular significance was their sense of wairuatanga (sense of identity) as Māori.

- Identity did not impacted on their ability to carry out their clinical duties or to complete NETP.

- Several participants expressed experiencing and observing racially inappropriate comments and behaviour.

- Maori models of health – were are they?

The Transition Process

- challenging and often a traumatic experience.

- a multitude of feelings and emotions.

- poor support and bullying.

Processes and Systems

- Various support mechanisms were identified.

  - orientation, preceptorship, supervision, peer support and study.

- Varying degrees of satisfaction with the support provision.

  - Differences in the format, duration and delivery.

- Impact on the participants of the preceptorship component.

Implications for future research

- Dearth of literature

  – Racism and discrimination

  – NETP graduates completion

  – Impact of staff shortages

  – Indigenous cultural recognition integration into

    programmes

- Literature Identifies the importance of supernumerary

RECOMMENDATIONS

- Socialization and peer support in NETP

- Reflected in literature
  - Implemented in NETP
  - Mitigate –ve impact of the transition phase to have a
  - +ve impact on staff retention

- *Integration of indigenous models of care to NETP*
- *Programme length – period of adjustment*

King Tawhiao

"Mehemea kaaore he whakakitenga ka mate te iwi"

"Without Vision, the people will perish"

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