

Graduate RN SFYP individual practice transition plan

This plan can be used and adapted by preceptors/coaches/mentors/supervisors in all parts of the sector to support graduate RNs in their SFYP transition experiences. This plan is intended to be a reusable resource shared by graduate RN and their Preceptor to map progress *if needed* during the SFYP.

Support Systems:

Educational or other resources available i.e. online learning; supervision/mentor sessions; clinical skills training	Please detail:
Formal monthly review of transition planning and progress	Date of next meeting:

Opportunities for growth can be identified through graduate RN self-assessment against three main areas of practice (Hennessey & Hicks, 2011), with some ¹associated comments, actions and evaluation with their preceptor. If required, assessment actions can be added to create practice goals.

Assessment Matrix:

A: Level of performance importance for the job (rating 1=not important -7= very important)

B: Level of current performance (rating 1=not important -7= very important)

1. Clinical Practice *(could be more detailed for specific practice areas)*

	A	B	Comment (e.g. Action needed, achieved etc)
Demonstrate safe and effective nursing care			
Apply evidence-based practice principles			
Manage multiple patients safely			
Recognise and respond to clinical deterioration			

2. Communication and Teamwork

	A	B	Comment (e.g. Action needed, achieved etc)
Effective interprofessional collaboration			
Therapeutic communication with patients and families			
Professional documentation and record keeping			
Handover and escalation procedures			

3. Professional Identity Development

	A	B	Comment (e.g. Action needed, achieved etc)
Demonstrate accountability and professional integrity			
Apply the NCNZ Code of Conduct in daily practice			
Applies organisational code of conduct in practice			
Demonstrate culturally safe practice			
Engage in reflective practice			

¹ Links to Reference, Nursing Council of NZ RN competencies and Code of Conduct at end of document.

Assessment Actions (as required):

Actions	Evaluation
1	
2	
3	

References

Nursing Council of New Zealand

[Registered nurse standards of competence.pdf](#)

[Code of Conduct Booklet full.pdf](#)

Hennessy, D. A., & Hicks, C. M. (2011). Hennessy-Hicks training needs analysis (TNA) questionnaire and manual.

[HenneseyToolkit.pdf](#)