

Nurse Internship Program

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SEHA's Mission

Transform our healthcare system services to the highest medical quality and customer care using international standards

Program Objective

The aim of the Internship program is to provide a supportive practice environment for the new Nurse Intern (NI), which will facilitate the transition to professional practice and to provide a learning environment that supports the clinical and professional journey from graduate to clinical professional.

Roles and Responsibilities

Preceptor

- Identify specific learning needs and develop a development plan for addressing these needs.
- Guide and prepare the NI both professionally and clinically throughout the program in preparation for a smooth transition from graduate to clinical professional

Nurse Intern

- Ensure understanding of the standard, competency or objectives set by the preceptor.
- Reflect on practice and experience. Seek feedback on performance from the preceptor and those with whom they work.
- Establish and maintain therapeutic relationships.
- Be familiar with and practice in accordance with SEHA and Hospital specific policy at all times.
- Always behave in a professional manner.

Nurse Manager

- Provide the leadership to create a positive environment for the development and nurturing of the NI.
- Assign and Support the preceptor in the ongoing development of the NI.
- Act as a liaison, where necessary, between the program Coordinator and the Preceptor and / or NI.

Unit Educator/Coordinator

- Function as a resource person for the NI and their preceptor in the department or unit.
- Act as a consultant for NI learning activities.
- Complete NI appraisal based on Preceptor /Nurse Manager/Peer feedback.
- Maintain record of programs attended and competencies completed.

Nursing Intern Process

Orientation (1st Week)

- HR
- Nursing
- Salamatak
- POCT

Internship Weeks (3rd - 10th Week)

- Weekly evaluation by unit educator.
- Identify needs and develop action plans and follow up regularly.
- Collaborate with preceptor, manager regarding weekly follow up.

Unit Commencement (2nd Week)

- Preceptor assignment
- Generic N.O checklist
- Lippincott and Oracle competencies
- Goals and objectives
- GNI program guidelines

Final Evaluation (12th Week)

- Final evaluation tools to be submitted 2 weeks before the end of internship program.

Extention of Internship

Any NI who has not achieved the program requirements within the 2-month period will be given an extension period. During this extension period goals and objectives will be reviewed/determined and need to be achieved within an agreed time frame from CNO office.

Evaluation Tools

- Goals and Objectives booklet completed by preceptor and nurse intern.
- Final evaluation form completed by preceptor and Nurse manager and signed by nurse educator.
- Nurse intern program evaluation form by Nurse Intern and preceptor.

Post Evaluation



Pass

- Celebrate success
- Certificate of completion

Fail

- Collate evaluation
- Develop PMP
- Memo to CNO for internship extension.

CLINICAL%20PLACEMENT/GNI/Nurse%20Internship%20Program%20Expectations,%20Guidelines%20SEHA%20Aug%202019-%20with%20feedback.pdf.

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