

### DESCRIPTION

Humber River Health (HRH) introduced Clinical Scholars to provide mentorship to newly graduated nurses and support their transition into the workforce. These Clinical Scholars are experienced nurses with frontline experience who are employed in supernumerary positions to support quick adaptability to the fast-paced environment of inpatient care. The scholars design, test, and execute an escalation model, built on developing and supporting novice nurses. Supporting new graduate nurses in developing critical thinking skills will enhance competency and build confidence in clinical decision making. They offer real-time feedback on unit-specific protocols and safety standards that minimize errors and leads to higher-quality patient outcomes.

### OBJECTIVE

Integrate the Clinical Scholar role at HRH to provide training and mentorship to improve clinical skills of new graduate nurses.

### ACTIONS TAKEN

- Clinical Scholars were onboarded in collaboration with the Professional Practice Department
- Scheduled to work shifts presenting with the most novice staff
- Collaborate with the Clinical Scholar to identify:
  - Nurses with high acuity patients
  - Early recognition of deteriorating patients
  - Staff requiring education on common trends and gaps within nursing practice
- Collected staff testimonials to assess impacts of the Clinical Scholar role

**# of New Hires**  
(Feb 2023 - Feb 2024)

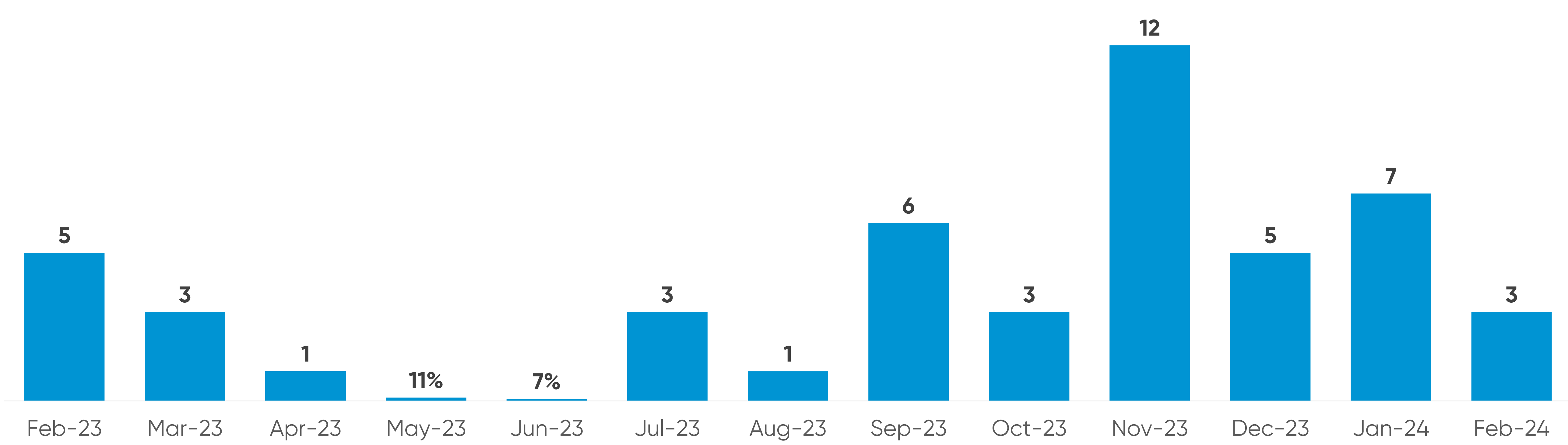


Figure 1. Number of new nurses onboarded to the 9th floor from February 2023 to February 2024.

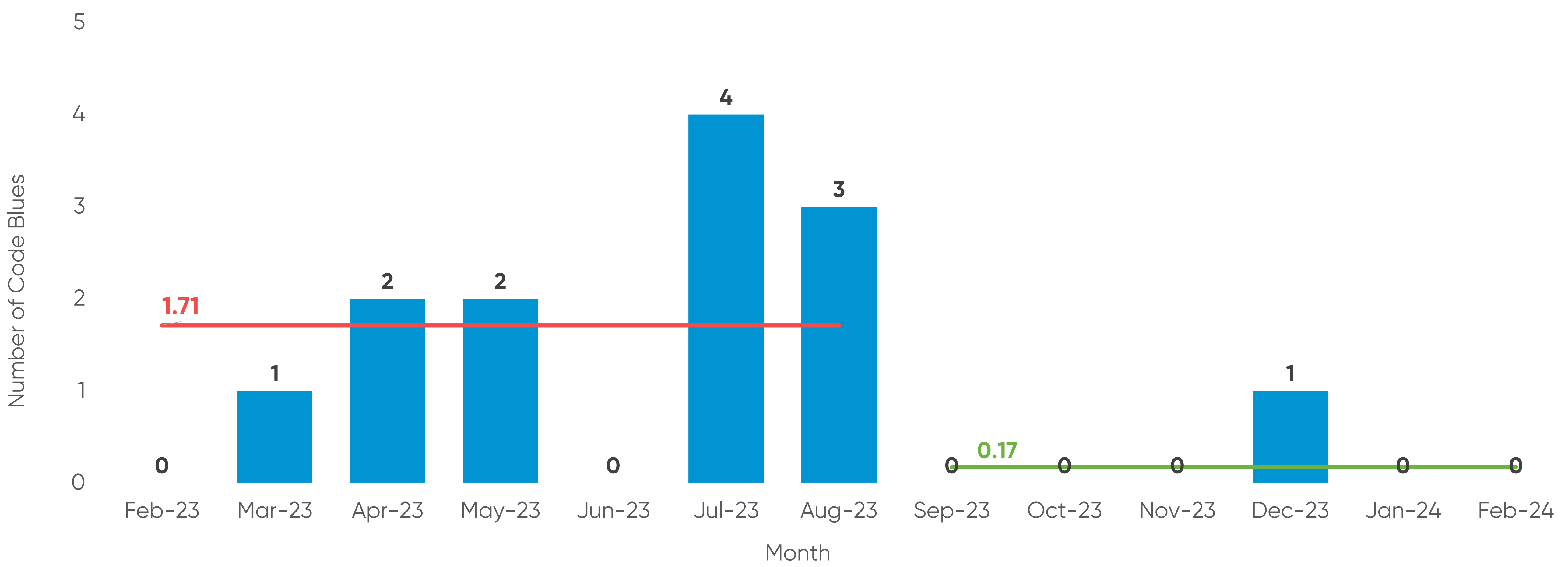


Figure 2. Number of code blues on the number floor from before and after implementation of the clinical scholar role.

“... Made my transition to an independent nurse much smoother!”

“Please continue this support, it gave the nurses more confidence!”

“With their help, I got my patient to ICU safely.”

Figure 3. Positive feedback from nursing staff on 9th floor regarding the clinical scholar.

### SUMMARY OF RESULTS

The 9th floor, an Inpatient Medicine Unit, at HRH is an area that noted positive impacts since introducing the Clinical Scholar role.

- Experienced reduced number of code blues:
  - average number of code blues per month reduced from an average of 1.7 from February 2023 to August 2023 to 0.17 from September 2023 to February 2024.
- Staff shared positive feedback regarding the impact of the Clinical Scholar role.

From the success of the initial implementation of the Clinical Scholar role, HRH is exploring opportunities to expand the role to other areas at the organization.

### LESSONS LEARNED

The Clinical Scholar role plays a pivotal role in supporting new nurses thrive at HRH, providing strong mentorship and enhancing patient safety.

