

Accompany the Newcomers to Move Forward Bravely

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After graduating from Secondary Technical College, I chose to work at Dalin Tzu Chi Hospital, which was not too far from home. I was assigned to the 9A Ward -Gastroenterology and Hepatology. I have been working there for eight years now and transitioned from a rookie who knew nothing into my current position as a clinical instructor. After the epidemic, several schoolmates came and left the ward, and some, who were unable to adapt, were put on probation. It is a pity for these students who are not suitable for the job, but we cannot force them to stay, as it might lead to job discontent.



Seeing these newcomers entering the workplace, it reminded me of my own time as a new employee.

When I was a rookie nurse, the senior nurse who took care of me often reminded me how to work efficiently and to be health-conscious. In addition to telling me not to forget something and to move at a faster pace, she reminded me to drink water and use the restroom. At that time, I really felt that my senior nurse was annoying and nagging, reminding me of my mother. I thought to myself, "Can she stop it? It's so stressful and annoying." However, it was also her daily motherly nags that enabled me to take care of patients. Two years ago, when the epidemic broke out, I started my own teaching career and began to lead new recruits.



I originally thought that my job was just to teach new people; to help them memorize ward routines and techniques; and to help them deal with problems or changes in patients' conditions. Then they would become independent after a three-month trial period. Later I realized that my thoughts were too simple and naive. No wonder my senior nurse often nagged me.

Moreover, when the epidemic broke out, I took on more work than I had ever done before; such as weekly rapid screening, confirming patients transferring to dedicated wards, and enforcing rules for visitors. In addition, patient information needed to be changed and categorized. For senior nurses, these tasks created great challenges in a very different environment, especially for a newcomer.

Although we are in the internal medicine ward, when a patient's condition changes, we still need to deal with their discomfort as soon as possible. Every minute is important. Usually the experienced students just want to deal with the patient's clinical condition quickly. So when an experienced nurse sees that a junior classmate can't keep up, anxiety develops. It is human instinct to move at a faster pace. Even though I had mentored them, they still are juniors. In fact, I should have more patience.

When leading new staff, although it is important to teach clinical knowledge and techniques, one often forgets to simply listen, accompany and offer encouragement. I try to find a less busy day and use some time after work to chat with my fellow student nurses about their recent situation and ask if they have any questions. My students are happy to share experiences with me, and I will give them feedback. The most important things I offer are encouragement and praise. Especially when things are not going well, encouragement is essential; whether it is regarding documentation, shift changes, or clinical techniques. I've told them not to compare themselves with others, but to measure their progress from yesterday or last week. Have they made more progress? I also told them that one day they would become experienced and become role models for future students.

I would also tell my students that they must establish a channel to relieve stress. Don't just stay in the dormitory. After work or on vacation, go exercise, shop, or watch a relaxing movie to achieve a better life balance. We must also slow down so that new staff can learn well, and we should be the best example for new staff, and pass on the glory and value of nursing. ☺