



Burton, R., & Ormrod, G. (Eds.). (2021). *Transition to Professional Nursing Practice* (2nd ed.). London: SAGE.

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The transition for new graduate nurses from school to workplace often leaves them experiencing a myriad of feelings, from excitement, trepidation, uncertainty to even culture shock. Many have expressed being unprepared for life after study. The second edition of this book by Associate Professor Rob Burton and Dr Graham Ormrod, *Transition to Professional Nursing Practice*, highlights the responsibilities associated with being a fully qualified nurse and identifies professional and workplace issues requiring attention to help any new graduate nurse entering the workplace with confidence. This book review aims to provide a summary and evaluation of its content and scope.

Upon entry to the workforce, newly-graduated nurses often find themselves facing the complex roles and responsibilities required of a registered nurse. Confronted with the workplace and professional issues surrounding their practice, these new graduates often face multiple challenges in assimilating into their new workplace during the early part of their professional careers. Recognising these challenges, Rob Burton and Graham Ormrod published the second edition of their highly successful book, *Transition to Professional Nursing Practice*, to discuss the essential professional issues encountered by new nurses during their transition from a student to a newly-qualified professional nurse. With over 30 years of experience in nursing education each, both editors have particular interest in nursing professional development and education. In line with his current role as the International Program Director at the School of Nursing and Midwifery, Griffith University, Burton provides an international outlook on continuous education and professional development in nursing. Ormrod, whose last role was the Director of Health Partnerships at the University of Huddersfield, adds insights into the professional and managerial functions of the nursing practice. The book is divided into 11 chapters (including conclusion) and covers a wide range of topics pertinent to a new nurse during his or her transition from a nursing school to the actual workplace.

Chapters 1 and 2 explore the transitional stages of a new nurse's journey from a student to becoming a qualified nurse. The authors discuss how new graduate nurses navigate the new healthcare environment to work in a diverse range of specialisation fields within the healthcare industry. During this transition, these new graduates would undergo the professional socialisation process and experience a myriad of feelings from excitement, trepidation, uncertainty to even culture shock. The authors share several strategies on how these new graduate nurses could develop workplace resilience, such as reflective practice, cultivating supportive relationships, establishing strong mentorship and structured clinical residency programmes.

In Chapters 3 to 5, the authors explore professional issues relating to nursing practice when these new graduates embark on their career. They discuss about how national legislation, professional regulation and ethical-legal issues within the healthcare sector influence health care agenda and professional practice for nurses. Like their medical colleagues, nurses are responsible and professionally accountable for the clients under their care. Therefore, they are expected to exercise clinical decision-making and critical judgement for their own practice, rather than simply depending on someone else's instructions or orders. In these chapters, the authors have embedded many case studies on legal, ethical, and professional issues. Whilst these issues seem to be fundamentally different, they are invariably intertwined within a nurse's professional practice. The authors hope to highlight the possible professional dilemmas which newly-graduated nurses may face during their course of work. The authors then present several ethical-legal and professional frameworks to guide new nurses on how to overcome these dilemmas using principled reasoning.

Chapter 6 focuses on the multiple hats that a professional nurse wears, highlighting the increased responsibilities and multiple roles required of them at the workplace. Within the hospital setting, nurses are oftentimes assigned a group of

clients during their work duty, requiring them to lead and manage the healthcare team effectively. In this chapter, leadership and management theories are presented and case studies are used to help readers translate these theories into practical application at the workplace. The authors also share about strategic planning, clinical governance, and other management concepts within the healthcare setting. As a nurse rises through the ranks in their professional career, he or she is expected to assume leadership roles and positions within the organisations and be involved in day-to-day operation of the organisations, such as workforce planning, staff recruitment and development, resource allocation, and effective communication networks.

Chapters 7 to 9 explore the professional development of the nurses and discuss clinical specialisation, career development, and continuous professional education. As healthcare becomes increasingly sophisticated, the profession will need to stay professionally relevant by keeping themselves updated on the advancements in science and technology. They will also need to maintain their clinical competencies in accordance with professional regulation, evidence-based guidelines, and national competency frameworks. Such endeavour will require all nurses to embrace continuous learning and professional development. As such, the authors highlight the importance of learning, teaching and assessment in practice and shared about the different educational theories and concepts commonly used in nursing education. Using these theories and concepts, one example being Kolb's experiential learning theory, the authors present useful examples on how nurses can create a conducive learning environment by engaging in preceptorship, peer coaching, mentorship, and bedside assessment.

Chapter 10 is a new addition to the book's second rendition and covers several global nursing matters using an international outlook on globalisation and its impact on global health issues. Topics such as nurse migrations and national professional regulatory systems in developed countries were explored to help readers gain greater awareness of healthcare issues at the national and international fronts. The authors share about the United Nations' 2030 Sustainable Development Goals and how nursing could contribute to their actualisation through active participation on the International Council of Nurses' platform, influencing global and national health policies, and improving dissemination of nursing research and innovations.

Overall, the book addresses an impressive range of topics from ethical-legal issues in healthcare, managerial functions, professional development, to safety and quality of care. It also includes up-to-date information about the fast-changing healthcare landscape and undertakes great efforts to bring an international perspective to ensure the relevancy of these topics for the readers. The topics are carefully laid out to highlight the pertinent issues faced by any new graduate nurses and the skillsets required for them to enter the healthcare workforce successfully. The book also contributes to the Singaporean nursing education literature by expounding the importance of 21st-century skillsets, such as critical thinking, clinical reasoning, and global mindset, deemed essential for these nurses to assume wider professional responsibilities and autonomy in the future (Goh et al., 2019).

As the book is primarily targeted at graduating nursing students or new graduate nurses, the authors have made great efforts to compile many relevant case studies. These features allow the readers to grasp the reality of workplace issues during the transitional period and combine theory-driven or evidence-based strategies with practical applications. As most of the case studies were drawn from the authors' experience with nursing practices and systems found in the United Kingdom, Australia, and Canada, its content scope seems to pay particular focus on nursing issues commonly found in these countries, where the theory-to-practice gap is more profound than those in the developing countries.

This book is recommended for all new nurses who wish to build their workplace confidence and resilience in order to achieve personal growth and professional development. Nurse educators can also use this book to develop effective strategies to help fresh graduates transition to their professional roles smoothly.

### **Additional reference**

Goh, H. S., Tang, M. L., Lee, C. N., & Liaw, S. Y. (2019). The development of Singapore nursing education system – Challenges, opportunities and implications. *International Nursing Review*, 66(4), 467-473. <https://doi-org.libproxy1.nus.edu.sg/10.1111/inr.12539>

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