

Introduction:

Newly graduated nurses' transition woes:

- Incompetence
- Difficult experiences

Novices' transition underpinned by:

- A fixed model of a competent identity

Gap: unclear how transition happens

This study explored:

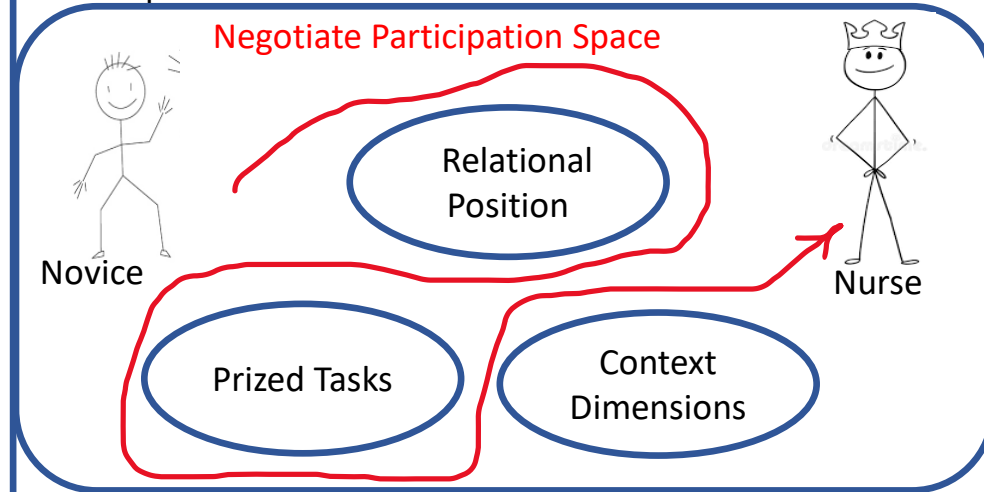
- Sociocultural characteristics of the clinical ward
- Negotiation of participation

Methods:

- Focused ethnography
- Community of Practice theory
- Observation and focused group discussion
- A hospital ward in Singapore
- >60 nurses, 4 novices among them

Results:

- Prized Tasks: Focused to complete
- Relational Position: Who is who in the community
- Contextual Dimensions:
 - Operating Sense of weather and Positioning
 - Manoeuvring Tasks and Time
 - Expressing Participation and Acceptance
- Prized Tasks, Relational Position and Contextual Dimensions are dynamically related in the shared space
- Participation Space is the negotiated passage by a nurse through the shared space, indicate his/her performative competence



Conclusion:

- Complex model of transition, not linear
- More than the 'correct' application of rules and procedures
- Important to understand the context
- The distinction between 'Novice' and 'competent nurse' is not static
- Intentionality in negotiating participation

Novices' transition is an ongoing negotiation of performative competence

Novices and workplaces should be prepared with this understanding