

Educating Out of the Box: Clinical Nurse Educator's Role in Supporting the Novice Nurse through Electronic Health Record Navigation

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Background: Technology is advancing rapidly in many of today's healthcare facilities and the Electronic Health Record (EHR) has become a standard in numerous institutions. A vulnerable subgroup in using EHR is the novice nurse. Novice nurses lack the skill set and proper education needed to be successful in the use of EHR. A function of the Clinical Nurse Educator is anticipating education and support of the novice nurse who is transitioning to an independent role of documenting patient care with HER

Aim: An integrative review was conducted to establish the current state of evidence to define the clinical nurse educator's role in supporting novice nurses developing EHR competency.

Method: Articles were gathered from two databases and synthesized into three categories.

Results: The three categories synthesized were novice nurse characteristics, barriers for optimizing learning and EHR curriculum. Novice nurses demonstrated high confidence but low competency with the EHR. Novice nurse lack the clinical knowledge and expertise with how the EHR interfaces within the healthcare system. Barriers were defined as the amount of training that novice nurses are able to receive within their healthcare organizations and the support that has been put into place during orientation time. Negative perceptions and negative attitudes can also affect the learning of EHR. The last category was EHR curriculum before and after employment in the hospital and its impact on learning the EHR. After findings were analyzed, it was then determined how nurse educators could support the novice nurse in navigating through the EHR.

Discussion/Application to Practice: Nurse educators can provide educational support to the novice nurse; by assessing the novice nurses' EHR skills and exposure in their nursing school curriculum, ensuring nursing's active involvement in the EHR process development, identifying and developing the best EHR role models and clinical collaboration between disciplines to foster and enhance practical experiences to bridge the knowledge gap. Technology is an instrument to be mastered to facilitate documentation of best care and should never become the driver in nursing.

Key words: EHR, novice nurse, competency

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