



**Singapore Healthcare
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An exploration of senior nurses' experience with nursing leadership responsibilities at community healthcare service in Singapore.

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• Introduction

Many countries globally, including Singapore, encounter a shortage of nurses as recruitment and retention continue to pose a challenge to the nursing workforce. The urgency to prepare and develop future nurse leaders is crucial in the global crisis where the nursing workforce is ageing.

Effective nursing leadership is vital to strengthening the integration of safe and good quality care in the global healthcare industry. Senior nurses with vast experiences are assets to the Singapore healthcare organisations where they can help to lead by preserving and supporting the nursing skills, knowledge, workforce culture, and organisation policies.

As the Singapore nursing workforce continues to age, the next generation of nurses with limited insight into the complexity of leadership responsibilities will be required to lead, leaving them potentially overwhelmed with the challenges of newly experienced leadership. Adequate nursing leadership guidance for these senior nurses can better prepare them for a new leadership role.

• Aim(s)

The study aimed to understand senior nurses' experience of undertaking nursing leadership responsibilities within the Singapore community healthcare context.

• Significance of study

The study contributed to the knowledge and understanding of the experiences of senior nurses undertaking leadership responsibilities at a community healthcare service in Singapore.

It aided in identifying alternative strategies and provided insights to the organisation to assist with designing programs to enable effective nursing leadership role transition.

• Methodology

An exploratory, descriptive qualitative approach was used with purposive sampling undertaken to recruit 10 senior nurses from a Community Hospitals cluster in Singapore.

Semi-structured individual interviews were conducted to explore these nurses' experiences of undertaking nursing leadership responsibilities. Interview audio recordings were transcribed into text and analysed concurrently during data collection using thematic analysis.

• Result

Data analysis revealed three main themes, namely,

(1) Initial role transition

Participants reported on their view of being pleased to be acknowledged for their contributions and given the opportunity for career advancement.

(2) Role experience

Confounding factors highlighted by the participants and encompassed their attitudes and emotions, challenges experienced and, the support mechanisms and resources they utilised during their leadership transition.

(3) Recommendations

Focused on participants' recommendations for how to improve the leadership transition experience. Participants reflected on their leadership journey.

• Conclusion

A structured orientation program and having a permanent mentor were key recommendations by participants to promote effective role transition for future new nurse leaders.

This was the first study to explore the lived experience of senior nurses transitioning to a leadership role in Singapore. Further research is recommended to expand on these findings in an acute care setting within the SEA context.