

## Appendix 1. Novice nurses survey and responses

Survey answers n (%)	Novice nurse (n=20)
Completed surveys	11(55)
Upon commencing your Clinical rotation, did you understand your responsibilities when rotating through the clinic?	11(100)
I had adequate supervision and guidance during this clinical placement.	5(45.5) strongly agree 6 (54.5) agree
What factors that had a positive effect on your learning experience for this area?	Enthusiastic staff and mentor. Continuity. Learning packages, self-directed. Team approach
What factors inhibited your learning in this area?	Limited allocation. Short staffed. Busy Mentors committed elsewhere. No time to sit and review information.
Is there anything that could be done differently to develop your learning?	Ongoing mentoring. More allocation.
My orientation to this clinic was comprehensive	3 (36.4) Strongly agree 1 (9.1) agree 6 (54.5) neutral
The self-directed learning resource books enhanced access within the clinic to relevant, up-to-date written information and resources to facilitate learning.	5(45.5) strongly agree 6 (54.5) agree
Guidance and feedback offered by the nursing staff was constructive and forthcoming.	5 (45.5) strongly agree 5 (45.5) agree 1 (9.1) neutral)
What was the quality of the overall learning experience of this clinic:	8 (72.7) Excellent 2 (18.2) Good 1 (9.1) neutral
Did you request a morning shift for 1 shift per week?	10 (91) Yes 1 (9) No
If yes were you given enough clinic days in the allocated speciality area?	Yes but more time would consolidate learning.
If you didn't request a morning shift for at least 1 shift per week please	Personal illness

## Appendix 2. Mentor survey and responses

Questions to assess role and outcomes n (%)	Mentors (n=13)
Completed surveys	8 (63)
As the clinic lead did you understand your responsibility for novice nurses as they were rotating through your clinic? Refer attached guide clinic rotation	8 (100)
The Novice nurse was involved in their learning?	(25) strongly agree (50) agree (12.5) neutral (12.5) no response
How were did nurses show engagement in learning?	1(7) not proactive learning. 1(7) lacked enthusiasms. 1(7) engaged in theatre activities. 2(13) proactive learning. 1(7) proactive gain knowledge. 1(7) worked well as team. 2(3) enthusiasms. 6(40) no response.
The novice nurse was allocated to my clinic on a regular basis.	(12.5) strongly agree. (37.5) agree. (37.5) neutral. (12.5) disagree.
Novice nurses made themselves available on clinic days?	(12.5) strongly agree. (50.0) agree. (25.0) neutral. (12.5) no response.
Nurse has progressed from novice to intermediate in scouting, scrubbing minor cases, mentor major?	7(88) Yes 1(13) No
What factors inhibit nurses learning in this area?	2(13) The wide variety of cases make it difficult to achieve in 3-month rotation. 1(7) The vast range of instruments for varied cases difficult to gain skill in 3 months. 4 (27) Lack of staffing in department. 2 (13) Not rostered on shift. 4 (27) not allocated to clinic. 2 (13) not enough time to educate.
What factors have had a positive effect on learning?	1 (8) Allocated to the assigned clinic. 2 (15) Access to senior nurses. 3 (23) Access from mentor. 2 (15) Support from others.

	4 (31) no comment.. 1 (8) some skills already
Did you as a senior complete the self-learning section in the resources with the novice nurse	1 (13) Yes. 4 (50) No. 3 (38) no answer.