

Clinical Trial Protocol

Iranian Registry of Clinical Trials

18 Jun 2026

The effect of a supportive-educational program on clinical competence ,professional confidence and collaborative behavior for newly qualified nurses

Protocol summary

Study aim

Determination of the impact of a supportive-educational program on clinical competence ,professional confidence and collaborative behavior for newly qualified nurses

Design

The research population of Nurses(between one week and six months of work experience) is randomly assigned to intervention and control groups . The analyst will be unaware of the intervention and control group.

Settings and conduct

All three groups first completed the Professional Confidence Questionnaire and Collaborative Behaviors, and the clinical competency questionnaire was completed by the headnurses of all three groups. In the first intervention group, a three-hour training course will be held for headnurses and mentors, followed by a six-week intervention group, four training sessions, three clinical rounds, and two question-and-answer sessions for nurses. Two months after the initial evaluation, the questionnaires were administered by each The group and their headnurses will be completed and compared. For the second intervention group, there will be a three-hour training session for the head nurses only. The control group will receive the usual method.

Participants/Inclusion and exclusion criteria

Inclusion Criteria: Nurses with a Bachelor's or Master's Degree in Nursing. And have at least one week and a maximum of six months of clinical experience. Exclusion criteria: An unexpected and difficult event for the nurse and no continuation of the staffing plan.

Intervention groups

Occupational training sessions, self-improvement training, group interactions (conflict resolution skills, professional behavior ethics) along with three rounds of clinical practice and two question-and-answer sessions (intervention) for the intervention group and the control group received routine procedures. they do.

Main outcome variables

competence, professional confidence and collaborative behavior in qualified nurses.

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20190910044739N1**

Registration date: **2020-01-06, 1398/10/16**

Registration timing: **registered_while_recruiting**

Last update: **2020-01-06, 1398/10/16**

Update count: **0**

Registration date

2020-01-06, 1398/10/16

Registrant information

Name

Samaneh Ghorbani

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 51 3601 8732

Email address

ghorbanism@mums.ac.ir

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2019-11-25, 1398/09/04

Expected recruitment end date

2020-01-24, 1398/11/04

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

The effect of a supportive-educational program on clinical competence ,professional confidence and collaborative behavior for newly qualified nurses

Public title

supportive-educational program for newly qualified nurses

Purpose

Supportive

Inclusion/Exclusion criteria**Inclusion criteria:**

Inclusion criteria:Nurses (Human Resource Plan) must have a Master of Science in Nursing and have at least one week and a maximum of six months clinical experience

Exclusion criteria:

Exclusion criteria: Unexpected and difficult event for the nurse and no continuation of staffing plan

Age

No age limit

Gender

Both

Phase

N/A

Groups that have been masked

- Participant
- Data analyser

Sample sizeTarget sample size: **96****Randomization (investigator's opinion)**

Randomized

Randomization description

Of the three hospitals, one hospital in the first intervention group, one in the second intervention group and one in the control group were selected.

Blinding (investigator's opinion)

Double blinded

Blinding description

After registering and obtaining informed consent, the identification code of the study subjects (unnamed) will be assigned to the person responsible for generating the random sequence and the group (arm) of each individual will be assigned. This way the group will not be predictable for the participants and the interventionists. The analyst will be unaware of the intervention and control groups.

Placebo

Not used

Assignment

Parallel

Other design features

Nurses and mentors are trained by conducting three hours of training on the needs and problems of novice nurses based on internal and external studies, support methods, and feedback skills. Intervention group nurses

received 8 hours of professional communication training, self-improvement training, group interactions (conflict resolution skills, professional ethics) along with three sessions of Mentor Shape clinical rounds for 5 hours and two Q&A sessions with Mentor ship. Holds for one hour.

Secondary Ids

empty

Ethics committees**1****Ethics committee****Name of ethics committee**

Ethics committee of Mashhad university of medical science

Street address

Seyed Razi 10

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Approval date

2019-07-21, 1398/04/30

Ethics committee reference number

IR. MUMS. NURSE.REC.1398.051

Health conditions studied**1****Description of health condition studied**

supportive-educational nursing program

ICD-10 code**ICD-10 code description****Primary outcomes****1****Description**

clinical competence

Timepoint

At the beginning of the study and two weeks after the end of the program (two months after the pre-test)

Method of measurement

CCEI(Creighton Competency Evaluation)

2**Description**

professional confidence

Timepoint

At the beginning of the study and two weeks after the end of the program (two months after the pre-test)

Method of measurement

professional confidence scale

3

Description

collaborative behavior

Timepoint

At the beginning of the study and two weeks after the end of the program (two months after the pre-test)

Method of measurement

CBSS(Collaborative Behavior Scale-Shortened)

Secondary outcomes

empty

Intervention groups

1

Description

firstIntervention group: Training sessions on professional communication, competency enhancement through self-instruction, group interactions (conflict resolution skills, professional ethics) along with three clinical rounds and two question and answer sessions (mentorship) for the intervention group.

Category

Other

2

Description

Control group: The control group nurses continue their plan according to the usual procedures.

Category

Other

3

Description

The second Intervention group: Only three hours of training is provided for their head-nurses.

Category

Behavior

Recruitment centers

1

Recruitment center**Name of recruitment center**

Shahid Hashemi Nejad, Ghaem and Emam Reza Hospitals in Mashhad

Full name of responsible person

Fatemeh Heshmati Nabavi

Street address

NO.217,Seyed Razi10

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Phone

+98 51 3601 8732

Fax**Email**

ghorbanism961@mums.ac.ir

Sponsors / Funding sources

1

Sponsor**Name of organization / entity**

Mashhad University of Medical Sciences

Full name of responsible person

Fatemeh Heshmati Nabavi

Street address

No.217,Seyed Razi10

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Phone

+98 51 3601 8732

Fax**Email**

ghorbanism961@mums.ac.ir

Web page address**Grant name****Grant code / Reference number****Is the source of funding the same sponsor organization/entity?**

Yes

Title of funding source

Mashhad University of Medical Sciences

Proportion provided by this source

1

Public or private sector

Public

Domestic or foreign origin

Domestic

Category of foreign source of funding

empty

Country of origin**Type of organization providing the funding**

Academic

Person responsible for general inquiries

Contact**Name of organization / entity**

Mashhad University of Medical Sciences

Full name of responsible person

Samaneh Ghorbani

Position

Masters student

Latest degree

Bachelor

Other areas of specialty/work

Nursery

Street address

No.217,Seyed Razi

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Phone

+98 51 3601 8732

Email

Ghorbanism961@mums.ac.ir

Person responsible for scientific inquiries**Contact****Name of organization / entity**

Mashhad University of Medical Sciences

Full name of responsible person

Fatemeh Heshmati Nabavi

Position

Associate Professor

Latest degree

Ph.D.

Other areas of specialty/work

Nursery

Street address

Four ways PhD, School of Nursing and Midwifery

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Phone

005138591511

Email

HeshmatiNF@mums.ac.ir

Person responsible for updating data**Contact****Name of organization / entity**

Mashhad University of Medical Sciences

Full name of responsible person

Samaneh Ghorbani

Position

MSc Student of Nursing Management

Latest degree

Bachelor

Other areas of specialty/work

Nursery

Street address

No.217,Seyed Razi10

City

Mashhad

Province

Razavi Khorasan

Postal code

9188845943

Phone

+98 51 3601 8732

Email

Ghorbanism961@mums.ac.ir

Sharing plan**Deidentified Individual Participant Data Set (IPD)**

Yes - There is a plan to make this available

Study Protocol

Yes - There is a plan to make this available

Statistical Analysis Plan

Undecided - It is not yet known if there will be a plan to make this available

Informed Consent Form

Yes - There is a plan to make this available

Clinical Study Report

Yes - There is a plan to make this available

Analytic Code

Undecided - It is not yet known if there will be a plan to make this available

Data Dictionary

Not applicable

Title and more details about the data/document

At the end of this project, according to the conditions and facilities available in the educational, research and medical centers of Shahid Hashemi Nejad, Ghaem and shahid kamyab, a support-training package will be provided to the Department of Improvement of the above hospitals to be implemented for all new forces and if they are acquired. The positive results, hospital policies and policies will be revised. Also, after completion of the study, the educational package will be studied by the control group.

When the data will become available and for how long

Six months after the results were published

To whom data/document is available

Researchers working in academic and scientific institutions

Under which criteria data/document could be used

I should consult with a project statistics consultant

From where data/document is obtainable

-

What processes are involved for a request to access data/document

I will announce after consulting with my professor.

Comments