

Full list of subthemes from interviews and literature review

- **Belonging & acceptance**
 - Integration
 - Welcome & greeting rituals
 - Social participation
 - Duration of placement
 - Clinical teachers bridge gap between students and healthcare team
 - Recognition & respect
 - Culture of care
 - Lack of contact

- **Familiarity & continuity**
 - Place, staff & processes, procedures, paperwork
 - Orientation & adapting
 - Familiarity with trust improves transition

- **Confidence & competence**
 - Doubting their knowledge and skills
 - Reassurance that doubt is normal part of nursing practice
 - Acknowledging progress through incremental feedback
 - Experiencing “real world” nursing practice & shifts
 - Returning to same placement increases confidence
 - Balancing patient care with student experience
 - Patient compliments
 - Reflection (either in action – as events unfold, or on action (in retrospect))
 - Students must alternate between, sometimes in quick succession
 - Set boundaries where necessary
 - Reasoning
 - Deduction (testing existing theory / hypothesis)
 - Induction (theory / hypothesis developed in practice)
 - Students can be unsure of which form of reasoning to apply
 - Risk is a natural factor in clinical decision making
 - Real-time reasoning (concise & clear)
 - Incremental reasoning (identify & describe clinical conditions and speculate)
 - Partnership working (with patients)
 - Liaising with other healthcare professionals (multidisciplinary collaboration & referral)

- **Preparation & preparedness**
 - Stepping back and allowing students to take lead & responsibility
 - Understanding placement learning objectives
 - Understanding student developmental needs
 - Ensure students and RNs have these before placement:
 - Resources required to develop clear understanding of required learning outcomes
 - Assessment documentation
 - Reporting processes
 - Structured information package (digital format)
 - Developed and evaluated in collaboration with practitioners
 - Preparatory reading
 - Transport links

- Contact details
 - Shift times & breaks
 - Catering facilities
 - Managing external factors such as shopping, laundry and submission of assignments
- **Supervision & support**
 - Understanding students' learning needs & motivations and work constructively with them
 - Individualised to student
 - Role & expectations ambiguity / contrast between different professionals
 - Staff workload demands
 - RN teaching and assessment training
 - RN role recognition
 - RN support (including delegated workloads)
 - Mutual trust
 - Safe environment to ask questions
 - Talk to for clarification
 - Feedback on student clinical skills and professional skills
 - Senior mentors more effective despite having less time
 - Reasonable adjustments for:
 - Dyslexia
 - Dyscalculia (intellectual disabilities)
 - Mental health issues (incl. anxiety, stress and depression)
 - Long-term health conditions
 - Traumatic experiences while on placement
 - More support for second year students
 - Peer support / buddy schemes
 - **Feeling overwhelmed / stress / impact on social & emotional health**
 - Juggling multiple competing demands on physical capabilities, personal resources, income and time
 - External factors (I.e. childcare, caring for relatives etc)
 - Guilt
 - Financial struggles
 - Workplace violence / bullying
 - Poor nursing competency / organisation (feeling incompetent)
 - Strained relationship with assessor
 - Heavy workload
 - Shifts with multiple admissions and discharges / multiple critical events
 - Short staffing
 - Lack of access to experienced nurses / physicians while on night shifts
 - Busy schedule
 - Long shifts alongside personal and financial responsibilities
 - Little time for other social activities
 - Prioritisation of work over friends and family
 - Self care
 - Resilience
 - Experiencing multiple transitions & learning environments:
 - Move to university
 - Many and various placements

- Travelling to and between placements
- Ways of coping
 - Becoming a registered nurse
 - Mindfulness
 - Physical exercise
 - Rest & sleep
 - Diet
 - Minor adjustments to routines
 - Social networks with people of similar outlooks and interests