

Conceptual Plurality in Transition Programmes for Newly Hired Nurses: An Umbrella Review

Marcello Torre^{1,2}, Desiree Lucà², Rosario Caruso^{3,4}, Cristina Arrigoni⁵, Antonio Maria Giuseppe Staffa², Arianna Magon⁵

¹ Department of Biomedicine and Prevention, University of Rome Tor Vergata, Rome, Italy

² Direction of Healthcare Professions, Azienda Socio-Sanitaria Territoriale Sette Laghi, Varese, Italy

³ Department of Biomedical Sciences for Health, University of Milan, Milan, Italy

⁴ Health Professions Research and Evidence Transfer Unit, IRCCS MultiMedica, Sesto San Giovanni, Italy

⁵ Department of Public Health, Experimental and Forensic Medicine, Section of Hygiene, University of Pavia, Pavia, Italy

(Corresponding Author: torre.marcello94@gmail.com)

Citation: Torre M, Lucà D, Caruso R, Arrigoni C, Staffa AMG, Magon A. “Conceptual Plurality in Transition Programmes for Newly Hired Nurses: An Umbrella Review” (2026) *International Journal of Health Supplements* 1(Suppl. 1):68. Supp. DOI: <https://doi.org/10.82051/ijhs-2026-1>

Introduction. Despite a growing body of published reviews, nurse transition programmes — encompassing orientation and onboarding initiatives for newly hired staff — have yet to yield fully interpretable evidence, owing to persistent conceptual inconsistency and methodological heterogeneity. Consequently, this study aimed to synthesise and critically examine evidence on nurse transition programmes.

Methods. An umbrella review was conducted in accordance with PRISMA 2020 guidelines, searching CINAHL, PubMed, Scopus, Web of Science, and Google Scholar, supplemented by citation tracking.

Results. Fourteen reviews (2010–2025) were included. Core programme components comprise one-on-one preceptorship, simulation-based learning, and reflective journaling, with durations ranging from days to twelve months. Professional-level outcomes — notably competence and confidence — were consistently reported, whereas organisational indicators such as retention remain equivocal, and patient-level evidence is largely absent.

Discussion. Despite the terminological fragmentation, this review provides a clear focus on programme characteristics and the evaluated outcome. Future evidence should embed these findings within an operational framework to evaluate their impact on professional and organisational context.

Keywords: Transition Programmes, Orientation, Onboarding, Newly Hired Nurse, Retention, Preceptorship, Umbrella Review

© The Author(s) 2026. This abstract is published by iEditore and distributed under the terms of the Creative Commons Attribution 4.0 International License (CC BY 4.0)

Funding: This research received no external funding. **Conflict of Interest:** The authors declare no conflict of interest.