CROSS-TRAINING PHASE II STAFF FOR PHASE I
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Purpose: To cover the variable need of our large peri-anesthesia care unit, it was decided staff needed to be able to work in all areas to cover the needs of the unit. Currently the Phase II nurses have no critical care experience and are unable to care for Phase I patients. At this time all of the Phase I RNs are cross-trained to cover Phase II and pre-admission. The Phase II RNs have already been cross-trained to care for pre-operative patients. General anesthetic cases may need to receive Phase I recovery in the outpatient area. Leadership wanted flexible staffing for best patient care.

Implementation: Critical care classroom education was scheduled for Phase II nurses. Sessions included didactic content, competency checklists and opportunity for return demonstration. Staff attended courses over a three month period. After completion, they received the ASPAN Competency-based orientation flash drive and one month hands-on Phase I experience with a Phase I preceptor. To maintain skill levels, opportunity to schedule for future shifts with Phase I staff for three to four shifts a month occurs.

Evaluation: The educational process has been completed. Almost all phase II nurses have completed this new program. The verbalization from these nurses indicates that the learning environment is positive, supportive and satisfying. Collaboration of nurses from all phases of PACU care has improved through increased respect of each other’s roles. Another positive point is that communication between the outpatient area and Phase I has increased we have noticed a more cohesive work environment.