

## **INNOVATIVE APPROACH IN PRE-OPERATIVE ORIENTATION PROGRAM**

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**Background Information:** Deficits in knowledge, work flow processes, and documentation led to a delay in providing safe and efficient management and care of the pre-operative patient. This posed a dilemma in the Johns Hopkins Culture of Safety in which patients are at risk for harm. Nurses, as the front line care providers, often were the ones identifying potential causes of harm to patient before it even reaches the patient. Pre-operative nurses served as the safety nets for patients going to surgery.

**Objective:** To develop a standardized and structured pre-operative nursing orientation program for new staff to promote safe and efficient management of pre-operative patients in a timely manner.

**Implementation Process:** With knowledge of such issues, the Prep team conducted a comprehensive review of Johns Hopkins Hospital (JHH) policies on nursing orientation practices<sup>1</sup>, and utilized organizational nursing talent to assist the Prep team in restructuring the pre-operative nursing orientation. Key elements to the standardized and structured pre-operative nursing orientation program were the development of two-week pre-operative nursing orientation process and a prep workflow diagram that were presented on power point presentation and structured lectures. This process was piloted on ten new staff for four month period.

**Successful Practice:** Both preceptors and orientees felt more confident, knowledgeable, and empowered by using the new pre-operative nursing orientation program which led to safe and efficient management of pre-operative patients in a timely manner.

**Positive Outcome:** Measured and identified Qualitative and Quantitative outcomes showed improved time management; and increased efficiency, prep patient turnover rate, and confidence, and satisfaction among orientees.

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<sup>1</sup> Johns Hopkins Hospital Medical Nursing Operation Manual, Education, Orientation of Registered Nurses and Licensed Practical Nurses accessed October 15, 2012,  
[http://www.insidehopkinsmedicine.org/hpo/policies/51/2256/policy\\_2256.pdf](http://www.insidehopkinsmedicine.org/hpo/policies/51/2256/policy_2256.pdf)