COMPETENCY BASED CROSS TRAINING

Team Leader: Lisa Murphy, MA, BSN, RN, NE-BC
South Shore Hospital, South Weymouth, MA
Team Member: Elaine Campbell, BSN, RN, CPAN

Changes in reimbursement have challenged health care organizations across our country to rethink how we work. Utilizing the principals of LEAN we evaluated how we cared for our Perianesthesia patients. We had two separate teams that cared for "day surgery" patients and "main pacu" patients. Both teams provided phase I and phase II perianesthesia nursing care. In order to work smarter and more efficiently we choose to combine the two staffs and cross train.

This allowed more flexibility in staffing while reducing overtime and the use of extra shifts. The first step was an assessment of current skill level and learning needs. Each nurse did a self assessment to determine their competency using *A Competency Based Orientation and Credentialing Program for the Registered Nurse in the Perianesthesia Setting* published by ASPAN. We developed a "peer validator" program to ensure the accuracy of the self-assessments.

The Perianesthesia unit based Shared Governance Council evaluated the results of the self assessments to determine which areas of practice were the highest priority when developing competencies for the cross training program.

Cross training of nurses may be anxiety provoking. Having a well thought out competency based program, led and developed by the Shared Governance Council, along with the "peer validators" helps to ease the transition.