

## **STANDARDIZATION OF PRE/POST ORIENTATION**

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### **BACKGROUND INFORMATION:**

Throughout the enterprise, we currently have main campus, eight regional hospitals, and five ambulatory surgery centers that report up through Surgical Nursing. We have several Perioperative Educators and also staff nurses who have educational responsibilities throughout the enterprise. We all had various orientation processes and the group came together in order to create a standardized pre/post orientation. Floating among the ambulatory surgery centers is also a job requirement and voluntary floating is encouraged.

### **OBJECTIVES OF PROJECT:**

The goal was to standardize the preop and postoperative nursing orientation.

### **PROCESS OF IMPLEMENTATION:**

The education group met on a monthly basis in order to review current orientation materials as well as develop new ones. First, we focused on the initial onboarding process. The group identified lack of consistency in the initial orientation process. We established the roles of the coach (preceptor). We developed a technical skills checklist that can be utilized throughout the enterprise. We found a disconnect in educational offerings for Perianesthesia nurses which allowed us to develop a curriculum based on ASPAN guidelines that could be presented during a formalized class. The lectures would be pertinent for all new hires to the Perianesthesia setting. It also acts as review to those with Perianesthesia experience. The nurse managers throughout the enterprise supported new hires attending the class.

### **STATEMENT OF SUCCESSFUL PRACTICE:**

We continuously refine the orientation paperwork and process to provide a successful orientation. All new hires throughout the enterprise receive a standardized orientation class. This is especially helpful to those institutions who do not have all the education resources. The process of standardizing orientation has increased collaboration among the educators. We were able to prioritize the important components of the orientation to the Perianesthesia setting.

### **IMPLICATIONS FOR ADVANCING THE PRACTICE OF PERIANESTHESIA NURSING:**

A standardized orientation establishes a foundation for new hires to all the areas. This is particularly helpful when floating among the different facilities.