

NOW READ THIS! THE DEVELOPMENT OF A PRESURGICAL MANUAL TO FACILITATE THE ORIENTATION PROCESS

Team Leaders: Lori Gofter MS RN OCN CAPA, Monique Hodge BSN RN CAPA,
Wanda Rodriguez RN MA CCRN CPAN, Desiree Sokoli MSN RN APN FNP/BC NE-BC
Memorial Sloan Kettering Cancer Center, New York, New York

Team Members: Jean Bivona BSN RN CAPA, Aimee Dannaoui BSN RN CPHON CAPA,
Kristyn DiFortuna MSN RN CNS CPAN, Christine Gillins-White BSN RN,
Mary Irwin MA RN CAPA, Robina Kitzler MSN RN AOCNS CCRN CPAN,
Kathleen Lombardo MS RN AOCNS CAPA, Noelle Paul BSN RN OCN CAPA,
Lenore Smykowski MA BSN CPAN, Anna Szul BSN CAPA

Background Information: The pre-surgical department was in need of a formal unit-specific orientation manual for new employees or employees transferring from other departments within the organization. A learning deficit was identified related to regulatory requirements, multiple software programs, and the uniqueness of perianesthesia workflows.

Objectives of Project:

1. Provide a resource/tool for preceptors and orientees
2. Standardize practice across the perianesthesia care continuum
3. Provide a reference that can be updated electronically with evidence-based practice changes

Process of Implementation: Nurse Leaders, Clinical Nurse Specialists, educators, and senior-level pre-surgical nurses convened a task force that met weekly. It was identified that practice varied among the pre-surgical units which impacted the orientation process. The orientation manual content for nurses and ancillary personnel was developed and approved when consensus was achieved. A gap analysis and literature search using CINAHL, Pub Med, and the NYS Department of Health was conducted for current state and national practice guidelines. A template was utilized, as a guide, during the creation of the manual. Text and visual graphics enhanced the learning experience by meeting the needs of different learning styles. Peer review and pilot testing ensured content accuracy and literacy of information. Once refinements and consensus was achieved, the completed manuals were disseminated to preceptors and orientees.

Statement of Successful Practice: There has been positive feedback from preceptors and orientees. Demonstration of successful practice has been directly observed by preceptors and staff alike. Additionally, there has been consistency of practice, which confirms synthesis of information and enhanced learning.

Implications for Advancing the Practice of Perianesthesia Nursing: Standardized manuals lead to increased clarity and decreased variability in practice. Utilizing multiple modalities, including orientation manuals, can facilitate the learning process for perianesthesia staff. Cognitive abilities are enhanced through knowledge acquisition and application in clinical practice.