

# Implementation Orientation for Post- Operative Nurses

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## Background & Information:

Our PACU orientation process has been disorganized, unstructured, and provided inadequate resources for new hires. Orientation was performed differently by each preceptor. There was no “blueprint” to support ongoing learning and validation for new hires. Our goal was to create and implement a standardize orientation guide for new PACU nurses throughout Phase I and Phase II of Peri- Anesthesia care. The duration of the orientation process regardless of skill level is three months.



## Statement of Success Practice

New hires reported increased confidence and satisfaction post orientation. The orientation process was individualized once his/her needs were identified. Encourage new hires to take responsibility for the orientation expectations. Preceptors demonstrate consistency and knowledge gained during preceptorship. An anonymous survey was given to the new hire to rate the preceptor and overall orientation process. At the completion of orientation another anonymous survey was given to staff members to rate the new hire and his/her ability to work proficiently.

## Objectives of Project:

1. Creation of a self-assessment checklist completed by the new hire on PACU criteria and competency using ‘Benner’s Novice to the Expert Framework’
2. Creation of a detailed PACU criteria and competency guide
3. Educational and ASPAN clinical resources provided to aid new hires
4. Delineated three specific preceptors to provide consistency into the orientation process
5. Provide ongoing direction, support, and validation of progress

## Process of Implementation:

Three main preceptors completed a preceptor-base workshop. That co- hort created a guide defining skills and expectations required to perform the job safely and effectively. A pre-assessment questionnaire completed by the new hire for self-evaluation of his/her skills and learning needs. A checklist was created to validate criteria and competency. Clinical education materials are readily available for new hires to review material. We utilized **ASPAN**: A competency-base orientation program. We conducted an end of orientation meeting to discuss the skills not yet completed and evaluate strategies to meet ongoing learning needs for patient safety and delivering quality healthcare.

## Implication of Advancing the Practice of Peri- Anesthesia Nursing:

Preparing a standardized and comprehensive orientation contributed to a successful orientation. New hires demonstrate confidence and autonomy using this new guide.