Implementing a New EMR. How Should We Train the Staff?
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Background information: Transitioning from an existing to a new Electronic Medical Record (EMR) while the surgical schedule of a busy perioperative department keeps running as usual can be daunting for nurses and other staff. While user training is part of the EMR implementation process, and crucial to ensure a smooth transition, its content might not be tailored to the role and responsibilities of the nurses involved. Feedback from perioperative nurses on the Virtual Live Training (VLT) provided by the EMR vendor, and its effectiveness to assist nurses documenting patient care on the new EMR, revealed that additional educational support was required. This project focused on the staff education initiative taken by designated unit EMR super-users to ensure Pre and Postoperative nurses' readiness to document patient care in the new EMR by Go Live day.

Objectives of Project:
- Identify and meet nurses' learning needs related to the use of the new EMR after the VLT
- Ensure training delivery method is effective for all perioperative areas
- Ensure perioperative nurses' readiness to document patient care independently on the new EMR
- Ensure a smooth transition from existing to new EMR, while making sure patient care is not compromised

Process of Implementation: Developed EMR in-person training curriculum to support vendor's virtual live training. Created a training timeline based on goals. Prioritized super-users in-person training. Tailored in-person training sessions to the nurses' role, pre and postoperative nurses training was conducted separately. Established training schedules, location and staffing. Developed an EMR resource digital folder. Build a Smart Sheet to capture documentation/workflow issues and view solutions. Use patient case scenarios to assess nurses' competency documenting patient care from admission to discharge in new EMR.

Statement of Successful Practice: Increased nurses' satisfaction with to face-to-face training. Postoperative nurses reported increased satisfaction with in-person class content being tailored to postop care. Improved nurses' performance documenting most aspects of patient care in the new EMR. Improved understanding of new pre/postoperative workflows.

Implication for Advancing the Practice of Perianesthesia Nursing: Adjusting EMR training based on nurses' feedback, tailoring training content to nurses' role, and prioritizing super-user training, have proved to be effective training strategies to assist our perianesthesia nurses to ensure a successful EMR transition.