

The Implementation of a Perianesthesia Nursing Orientation for the Newly Licensed Registered Nurse

Team Leaders: Kaitlin Ronning MSN RN CPAN, Anna Lee Siqueza MSN RN NE-BC CPAN
Pennsylvania Hospital, Philadelphia, Pennsylvania

Background Information: Historically, nurses were required to have critical care experience prior to transitioning into the perianesthesia areas of practice. Due to complexity of patient care and critical thinking demands of perianesthesia, new graduates are not often recruited. Throughout the United States, there is limited opportunity for new graduate nurses to work in specialty areas, such as perianesthesia, when there is no formal nursing orientation for the newly licensed registered nurses (NLRNs). Perianesthesia nursing encompasses a unique subset of nursing that combines the acute and critical care skills with a comprehensive surgical and anesthesia knowledge base. A perianesthesia specialty nursing orientation for the newly licensed registered nurse could establish a strong nursing foundation and evolve these novice nurses into competent, perceptive, and collaborative perianesthesia nurses.

Objectives of Project: The objective of this project was to create a perianesthesia nursing orientation for the NLRN.

Process of Implementation: An integrative review of the literature was done to synthesize the evidence and understand the impact of nurse residency programs on healthcare organizations. The project leaders then sought out subject matter experts through ASPAN to gain a better understanding of how to operationalize this project. The project leaders then created an orientation plan and business proposal and submitted it to executive leadership, nursing leadership, and perioperative leadership. The business proposal was accepted and the first perianesthesia nurse residency program was started in January 2021.

Statement of Successful Practice: The first cohort was comprised of 2 NLRNs. The two nurses were selected from a candidate pool of almost 100 applicants. The two NLRNs proceeded through a comprehensive orientation plan for 6 months and successfully finished by July 2021. Due to the success of the pilot group, the project leaders were able to successfully justify and recruit for another group of NLRNs, who started in January 2022.

Implications for Advancing the Practice of Perianesthesia Nursing: The establishment of a specialty nursing orientation for the NLRN now gives new graduate nurses the opportunity to transition successfully into the perianesthesia setting as a new to practice nurse.