

Deanna Wofford, BSN, RN, CAPA • Mira Ahn, BSN, RN, PHN

Perioperative Services: Post Anesthesia Care Unit, Children's Hospital Los Angeles, Los Angeles, CA 90027

Background

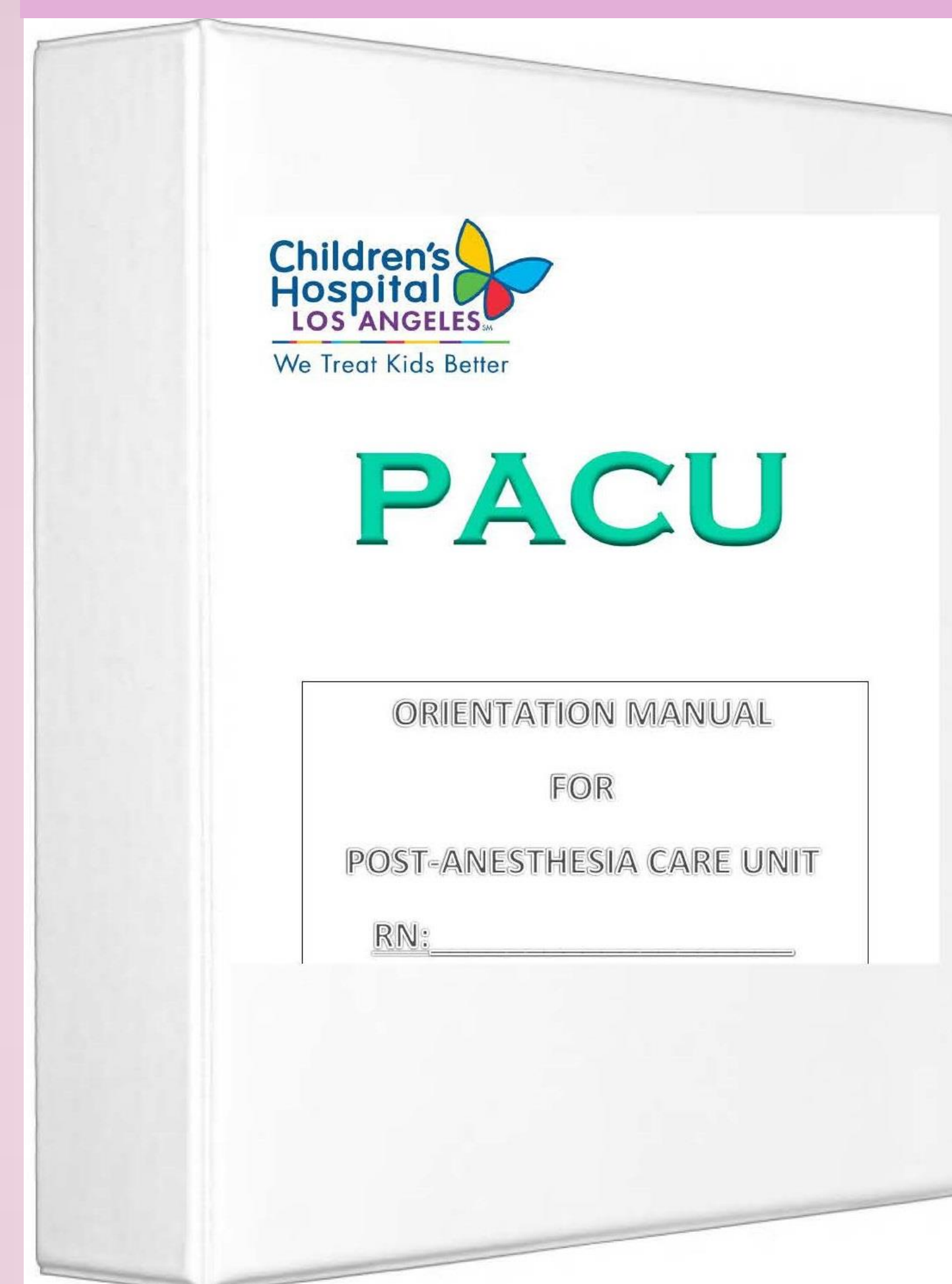
A nurse's ability to safely and efficiently practice in the Post Anesthesia Care Unit (PACU) requires a strong foundation. Upon completion of a four-week preceptorship, newly hired nurses consistently reported feeling apprehensive about recovering patients independently. Post-orientation feedback from nurses indicated that our orientation lacked key exposures, overall direction, and formal preceptor preparation. A closer look at our orientation process revealed many additional issues related to case assignments, inconsistency with preceptor pairings, as well as unstructured and inadequate resources. All of these problems added up to an ineffective orientation process and an unstable foundation for onboarding PACU nurses.

Objectives

- Redesign orientation binder
- Develop an exposure tracker
- Utilize exposure tracking to guide future experiences and set goals
- Cultivate a bank of reliable and consistent preceptors

Orientation Tools

Binder



Foundations



Competencies



Training

PACU SPECIFIC PRECEPTOR TRAINING IN THE WORKS

PRECEPTOR WORKSHOP

Coming Soon:
Nov. 14, 2018

Exposure Tracking

PACU Exposure Tracker

NAME: _____ DATE COMPLETED: _____

Self-Assessment Key										
	1	2	3	4	5					
1- Zero Exposure / Discussion: Require additional support prior to recovering										
2- Minimal Exposure / Discussion: Able to recover with a resource nurse present										
3- Moderate Exposure / Discussion: Able to recover with moderate resource nurse cues										
4- Extensive Exposure / Discussion: Able to recover with minimal resource nurse cues										
5- Maximal Exposure / Discussion: Ready to recover independently										
<i>Please tally exposures as you go & self-assess competency and comfort level.</i>										
	EXPOSURES					SELF-ASSESS				
	1	2	3	4	5	1	2	3	4	5
CARDIAC (CT Surgery & Cath Lab) - PROCEDURES										
Catheterization / Angiography										
EPS ablation										
Myocardial biopsy										
Pacemaker placement										
TEE										
Pectus excavatum										
ENT - PROCEDURES										
EUA (ear exam under anesthesia)										
Laryngoscopy &/or Brochoscopy w/-or-w/o BAL (also done by Pulm)										
Myringotomy										

Implications

Providing a standardized orientation process, which can be tailored to comprehensively fulfill each nurse's individual needs, has proved effective for nurses in CHLA's PACU and can be adopted for PACU nurse nationwide.

Implementation

PACU's orientation binder was redesigned to create a lean and focused resource guide for newly hired nurses. Nurses from a mix of skill levels were then given the binder to review and edit. An exposure tracker was developed with our most common cases to be tallied and then utilized to hone in on lacking experiences. PACU-specific tips and trick were compiled into a user friendly file. Potential preceptors, identified by PACU leadership, were given training on how to lead and effective preceptorship, general re-education, and were required to successfully complete a set of preceptor competencies.

Results

Newly hired nurses are now reporting increased satisfaction with the orientation process. Comfort levels related to independently recovering patients after orientation have also increased with these nurses. All feedback on the exposure tracker from new hires, preceptors and charge nurses has been positive. Evaluations of preceptor performance have been stellar and audits have demonstrated our goal of achieving consistency between preceptors has been reached.