



# Collaboration and Success: One Team Moving Forward



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## Background Information

The recruitment of Oncology trained perianesthesia nurses can be an extremely difficult task to achieve. As our patient census continue to grow, the need to meet the high acuity recovery demands with minimal staff continues to be overwhelming for our comprehensive cancer center. Through collaboration with department leadership and the clinical educators, the resolution was clear, a perianesthesia nurse cohort must be developed. The idea was to envelop and develop nurses to gain oncology and recovery knowledge in order to perform independently at the highest acuity level in an oncology perianesthesia unit.

## Objectives of Project

The object was to create a sustainable and thriving perianesthesia nurse cohort comprised of cohesive members. The training program would support the nurse cohort by including a critical care training course and a comprehensive didactic curriculum, clinical preceptorship, coupled with a weekly, monthly and semi-annual post conference follow up.

## Process of Implementation

Trainees were rigorously validated on their communication skills, clinical skills and critical care aptitude during the interview process which included a panel interview, hands on practicum and a written exam. This innovative approach allowed the team to view the candidates in a scientific forum, supporting diverse perspectives by engaging the stakeholders.

## Statement of Successful Practice

The successful practice is reflected in the longevity of the perianesthesia nurse cohort, now celebrating their thirtieth month anniversary. All six members of the original perianesthesia cohort continue to be nurse leaders within both inpatient and outpatient recovery care areas. They continue to thrive among a high acuity patient population with a high level of compassion, integrity, intellectual curiosity, excellence and service with a sense of urgency all of which encompass our mission and values (City of Hope Values, 2018). With continued mentoring and academic support, the perianesthesia nurse cohort remain successful practitioners.

SAMPLE SCHEDULE FOR PERIANESTHESIA COHORT

SCHEDULE	DAILY POST CONFERENCE: 14:45-15:00	Week 1					COMMENTS
		Time	Monday	Tuesday	Wednesday	Thursday	
Team Member 1	5/7/18	See schedule	Hospital Orientation	Hospital Orientation	Hospital Orientation	Hospital Orientation	EPIC INPATIENT Training
Team Member 2	5/7/18	See schedule	Hospital Orientation	Hospital Orientation	Hospital Orientation	Hospital Orientation	EPIC INPATIENT Training
Team Member 3	5/7/18	See schedule	Hospital Orientation	Hospital Orientation	Hospital Orientation	Hospital Orientation	EPIC INPATIENT Training
		Week 2					COMMENTS
Time	Monday	Tuesday	Wednesday	Thursday	Friday		
Team Member 1	5/14/18	8-16:30 EPIC INPATIENT Training	EPIC PREOP/PACU PATC Training	Unit Orientation/ ASPAN GUIDELINES Review policies	06:30 OR	06:30 PREOP	<ul style="list-style-type: none"> <li>Simulate admission Preop/PACU</li> <li>Review opening unit Roles and responsibilities</li> </ul>
Team Member 2	5/14/18	8-16:30 EPIC INPATIENT Training	EPIC PREOP/PACU PATC Training	Unit Orientation/ ASPAN GUIDELINES Review policies	06:30 OSC (Outpatient Surgery Center)	06:30 PATC (Pre-Anesthesia Treatment Center)	<ul style="list-style-type: none"> <li>Review Quiz:                             <ul style="list-style-type: none"> <li>PACU Basics</li> <li>Modules</li> <li>Policy Review</li> <li>IV Skills Lab</li> <li>Malignant Hyperthermia Code Blue/Airway management</li> </ul> </li> </ul>
Team Member 3	5/14/18	8-16:30 EPIC INPATIENT Training	EPIC PREOP/PACU PATC Training	Unit Orientation/ ASPAN GUIDELINES Review policies	06:30 PACU (Post Anesthesia Care Unit)	06:30 Extended Recovery	<ul style="list-style-type: none"> <li>Review/Quiz                             <ul style="list-style-type: none"> <li>Airway</li> <li>Physical assessment</li> <li>Workflow</li> <li>Medication administration</li> <li>Documentation</li> <li>Daily post-conference</li> </ul> </li> </ul>



## Curriculum and Training Schedule

- Hospital Orientation:** Computer training including Inpatient, Preop/PACU and PATC workflows
- Unit Orientation**
- VARK:** "learning styles reviewed" with emphasis on roles and responsibilities of preceptor and trainee
- ASPAN Guidelines Review:** PACU basics and the essentials of recovery room nursing
- Policy Review**
- Modules Review:** Test, competency and review (example: Hypoglycemic, Restraint, Malignant Hyperthermia, Sedation, ABG Interpretation, ICP and Inotropic)
- PACU Basics:**
  - Recovery Basics (examples: Airway Management, Assessment, Medication Management, Documentation, Roles and Responsibilities, TACO, TRALI and SCIP)
- IV Skills Lab and Airway Management**
- Code Blue:** Internal versus External Code Blue
- Weekly:** Quiz, Review and post-conference sessions (daily: 1hr round robin: highlights of the day, Q & A, and words of wisdom)
- Observation in Specialty Areas:** One week of specialty observation to various areas: OSC, OR, Preop, PACU, PATC, and Extended Recovery
- Training Schedule:** Total 8-10 weeks, depending on cohort experience. This time is dedicated to mentorship/preceptorship to develop clinical expertise (trainee and preceptor work in specific areas for clinical experience development with specific patient population)
- Sustainability:** Monthly, during the 1<sup>st</sup> year, post-conference meetings with leadership and cohort (feedback sessions for trainee, preceptor and leadership), after 1<sup>st</sup> year, post-conference meetings are semi-annually

## Implications for Advancing the Practice of Perianesthesia Nursing

Creating a specialty nurse cohort advances the practice of Perianesthesia Nursing by training and cultivating a team of nurses to become experts in their field. Perianesthesia Nursing excels when members of their team are trained, supported, cultivated and encouraged to become the echelon nurses that they can be.

