

PACU Construction Survivor

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Background Information: Our Main 29 bed PACU unit needed to embark on a major yearlong renovation. Knowing that change was a major contributor to workplace stress, we developed a plan to try and decrease the impact of renovation on our frontline nursing staff.

Objectives of Project:

The objectives of the project were to:

- Involve the nursing staff in the planning phases.
- Keep the staff informed of the progress of the project.
- Minimize stress to frontline nursing staff.
- Minimal disruption in patient care delivery.

Process of Implementation: We began the process by seeking input from the nursing staff once preliminary plans were drawn up. As the date drew near to start of the project we kept the staff updated on plans through staff meetings, in person updates and emails. We knew we would need to be creative to keep the staff upbeat through such a long renovation project. Thus began "PACU Construction Survivor". It was a take on the reality TV program of the same name. All sixty nurses that were on staff at the beginning of renovation project were entered into the contest. One nurse's name was eliminated each week from the "Construction Zone". The last four "Survivors" had the choice of an extra day off, one less call, etc. As we completed each phase of the project we had additional activities, such as PACU Survivor Word Search puzzles. Healthy treats were distributed to thank the nursing staff for their commitment to delivering quality care to our patients while their work environment was disrupted.

Statement of Successful Practice: In order to outwit, outplay and outlast a long renovation project the nursing leadership needs to provide a supportive environment for their staff. We were able to retain our staff during this process as well as gain a few more "Survivors" along the way.

Implications for Advancing the Practice of Perianesthesia Nursing: As health care facilities adapt to meet technologic advances and regulatory requirements they must not forget their most important asset, its frontline staff. By acknowledging the challenges a major renovation can cause and providing conventional supports as well as thinking creatively, the team can become more resilient and organizations can retain their staff.