

## **Collaboration and Success: One Team Moving Forward**

Team Leader: Michelle Johann BSN RN PHN

City of Hope, Duarte, California

Team Members: Peter Hirsch BSN RN CNOR, Ida Antonio MSN RN PHN CNOR CSSM NEA-BC,  
Kerry Caldwell MBA BSN RN CNOR

**Background Information:** The recruitment of Oncology trained perianesthesia nurses can be an extremely difficult task to achieve. As our patient census continues 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 didactics 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.

**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.