

## **“Wide-Eyed and Bushy Tailed”: A Transition into PACU from the Perspective of a Newly Licensed Nurse**

Team Leader: Kara Leigh MacLean BSN RN

Brigham and Women’s Hospital PACU, Boston, Massachusetts

Team Members: Cara Bailey BSN RN, Holly Bourdon RN

### **Background Information:**

- The first newly licensed nurse (NLN) to be hired to the recovery room at Brigham and Women’s Hospital, a Harvard Medical School teaching hospital in the heart of Boston, Massachusetts, embarks on a precedent setting orientation through the 57 bed post anesthesia care unit (PACU).
- A successful orientation allowed for rich experience and education at the bedside of patients recovering from anesthesia and a variety of surgical procedures.

### **Objectives of Project:**

- Demonstrate the efficacy of hiring NLN’s to the perianesthesia procedure areas and investing in their success.
- Encourage NLN’s and student nurses to pursue specialty in perianesthesia nursing.
- Demonstrate to perianesthesia leaders and NLN’s, the mutual benefits to each of investing in the specialty of perianesthesia nursing.
- Progression from novice to future expert perianesthesia nurse.

### **Process of Implementation:**

- Individualized orientation to accommodate the specific needs of a new nurse’s education and experience requirements.
- Collaboration with educators, charge nurses, and nursing administration.
- Participation in educational preparations such as ICU Consortiums, Critical Care Programs, and shadowing CRNA’s in operating rooms.
- Frequent meetings and debriefings with preceptor and educators to determine progress and areas for continued work.

### **Statement of Successful Practice:**

- This NLN transitioned from the tailored orientation to a full time PACU position.
- Successful orientation lead to NLN feeling confident in her ability to care for a range of patients from day surgeries to boarding, ICU patients.
- Cognitive awareness that learning is a life long process and the support of educators and co-workers is vital to a successful practice. Recognizing and accepting that positive feedback and constructive criticism are needed for growth.
- Working for two years as a competent and collaborative team member.
- Recruited to MASPAN board as Chair of Membership, encouraging coworkers to become involved with/join ASPAN and pursue further education.

**Implications for Advancing the Practice of Perianesthesia Nursing:**

- Educating and mentoring NLN's allows eager, educated and energetic professionals to assimilate into the perianesthesia environment.
- Hiring NLN's encourages an environment of learning that promotes engagement from expert perianesthesia nurses to pass on their experience and expertise.