Orientation Update

**Purpose:** Recognizing initial new employee orientation is a stressful time, thorough information, teaching and reinforcement are crucial to the new employee’s timeline for success. Last year, Our PACU revised the orientation process with the purpose of increasing employee satisfaction, efficiency and to streamline the orientation method. A year after implementation, we wanted to review the process for success.

**Description:** The chief revision was placing all information on a zip drive allowing orientees to have access to information in one convenient, portable place. The orientee may choose to print out the information into a more “hands-on” type manual or simply print selected pages. Additional changes included: attending a welcome lunch with management, limiting quantity of preceptors and having frequent meetings with management. This year a preceptor committee was initiated and preceptors surveyed for previous changes. Preceptor and orientees now evaluate each other, orientation will involve all areas of the perianesthesia care and a nurse care path was developed to guide the orientation process.

**Evaluation:** There is an increased sense of belonging for new employees leading to increased contentment and less turnover. Preceptors feel engaged in the process of orienting new employees. Mentoring relationships are strong among staff members.