

ALL HANDS ON DECK! ASPAN'S RECOMMENDED COMPETENCIES AS A FRAMEWORK FOR ANNUAL COMPETENCY ASSESSMENT

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The education team from the perianesthesia departments of a large teaching hospital sought to revise their annual departmental competencies to reflect ASPAN's Recommended Competencies for the Perianesthesia Nurse. Previous to this, competencies reflected hospital-wide expectations for competencies, without consideration of the unique needs of the perianesthesia setting.

Each of ASPAN's Recommended Competencies were reviewed to determine the most effective method of delivery. Three methods were identified: unit based hands-on training utilizing staff nurses as "train-the-trainers" to educate all staff; paper-based self-studies utilizing ASPAN's Competency Based Orientation content and tests; and computer-based online educational modules that include educational content with testing for competency.

Prior to the program, the competency modules were essentially instructional without staff return demonstration. After the program, competency is measured by scores on written tests and/or return demonstration with educator or trainer. Nurses working in these units report liking the self-study and computer-based competencies as a way to complete requirements at their own pace. This has also decreased the amount of time needed to complete the hands-on portion of the annual competency. Nurses report satisfaction with the decreased time spent away from their bed spaces, and less time spent away from the bedside also led to a decreased effect on unit throughput and patient care. Improved demonstration and documentation of competency ensures leadership feel confident nurses are able to deliver quality patient care. Perianesthesia education can be delivered in a variety of methods to ensure accessibility and demonstration of competence.