

ACHIEVING PERIANESTHESIA EXCELLENCE THROUGH EDUCATION AND CERTIFICATION

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The RNs on the M2 Perianesthesia Unit at Memorial Sloan Kettering Cancer Center are committed to nursing excellence. We recognize that improved patient outcomes and professional growth are related to specialty certification and educational level. In 2010, in conjunction with the start of our Magnet journey and the implementation of the Relationship Based Care professional practice model, the M2 RNs committed to improving the percentage of RNs who held a BSN and certification. Our objective was to achieve an 80% BSN and 75% certification rate among RNs by 2014-2015. In 2010 the Institute of Medicine released a landmark report on the future of nursing, setting the goal of an 80% BSN workforce by 2020.

These are the steps we are taking to be successful:

- New RNs were hired only after committing to obtain their BSN.
- The clinical career ladder was revised which rewards and recognizes certification and education.
- Study groups and classes by the CNS were held on site.
- Senior staff served as role models and mentors offering support and encouragement to newer staff.
- Staff achievements were prominently displayed on the unit
- Certification Day was celebrated by recognition and refreshments.

We recognize the importance of continuing education, certification and nursing excellence. In 2010 our unit's RN staff certification rate was 42% and our BSN rate was 61%. We are happy and proud to say that we are on track to achieving our goals of 80% BSN and 75% certification rate among RN staff by 2014-2015.