

CREATIVE APPROACH TO CONSISTENT AND EQUITABLE ASSIGNMENTS OF UAP

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BACKGROUND INFORMATION:

Unlicensed assistive personnel (UAP) are essential members of the patient care team in the perianesthesia areas. Their presence at the bedside enhances the nurse's ability to provide safe and efficient care.

OBJECTIVES OF PROJECT:

- To create assignments for the UAP that are consistent, equitable, and provide maximize coverage for the unit
- Foster ownership of assignment by creating a team concept.
- Enhance working relationship between nurses and UAP on the same team by encouraging better communication.

PROCESS OF IMPLEMENTATION:

Templates were developed standardizing assignments. UAP are rotated every week among four major areas of unit. UAP can predict their future assignment based on current template. Staffing can be easily adjusted in response to unplanned staffing needs.

STATEMENT OF SUCCESSFUL PRACTICE:

Predictable, equitable assignments improved UAP job satisfaction. Assignments encouraged a team approach to care that enhanced UAP accountability, promoted a balanced distribution of UAP throughout the unit making them more available to all nurses.

IMPLICATIONS FOR ADVANCING THE PRACTICE OF PERIANESTHESIA NURSING:

Using templates to enhances collaborative practice and work environment focusing on team work, improved working relationships more timely patient care, patient/family satisfaction