

**THE NURSE RESIDENT IN THE PACU:
DESIGNING AND IMPLEMENTING A PROGRAM TO SUPPORT THE TRANSITION OF NEW
GRADUATE NURSES INTO A POST ANESTHESIA CARE UNIT (PACU)**

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Background Information: Post anesthesia care units have historically required that nurses entering this field have one to two years of experience, preferably in the critical care setting. Currently, the postanesthesia care unit (PACU) specialty is experiencing a critical shortage and there is a renewed effort to hire new graduate nurses to augment the workforce. It is estimated that 35-50% of new graduates will leave the workplace within their first year of work (Moore & Cagle, 2012).

Objectives of Project:

- Create a PACU Nurse Residency Program that includes:
 - Structured critical care and PACU education
 - Carefully selected PACU preceptors
 - Professional development for the new nurse graduate
- Retain Nursing Residents in the PACU

Process of Implementation:

- Collaborated with Johns Hopkins Nurse Residency Program, Intensive Care Unit Educators and PACU leadership team
- Combined theory, practicum, hands-on experiences, precepted clinical orientation, and regular debriefing with educators and leadership.
- Created a shared learning experience with: Respiratory Therapy, Anesthesia, Acute Pain Team, Operating Room, Interventional Radiology, and Critical Care Units
- Designed 3 phases of residency :
 - Phase 1: Structured orientation using ASPAN Competency Based Orientation Program
 - Phase 2: Assimilate knowledge into practice with full PACU assignment/ assigned a resource person
 - Phase 3: Rotation to Pre-op and Interventional Radiology sites within the PACU, Orientation to on call

Statement of Successful Practice:

- Enrolled 2 new graduates into program beginning March 2015
- Completed the first and second phase of their program
- Committed to at least 2 years of work in the PACU
- Conducted focused Nurse Residency Satisfaction Interviews at 3 and 6 months

Implications for Advancing the Practice of Perianesthesia Nursing:

- Conduct descriptive research study relating to PACU workforce nursing integration
- Continue to investigate retention of PACU Nurse Residency nurses over 2 year period
- Disseminate findings of research study

References

Moore, P., & Cagle, C. (2012). The lived experience of new nurses: Importance of the clinical preceptor. *The Journal of Continuing Education*, 43(12), 555-565.