

## **DEVELOPMENT OF A NEW GRAD ORIENTATION PROGRAM IN A PEDIATRIC PACU**

Team Leaders: Dawn Brundage BSN RN, CPAN, Staff Nurse Level III,  
Pam Lundergan BSN RN, Staff Nurse Level II

Boston Children's Hospital, Boston, Massachusetts

Team Members: Andrea Finn BSN RN, Staff Nurse Level II,  
Dan Bombardier BSN RN CPN, Staff Nurse Level II,  
Kelly Connolly MSN RN, Nurse Manager PACU

**Background Information:** Considering evolution of PACU (Post Anesthesia Care Unit) and change in nursing work force, our unit leaders designed a comprehensive new grad orientation program to open doors and develop the next generation of nurses, while also planning for future state.

**Objectives of Project:** Develop orientation program to incorporate:

- Strong academic component including didactic lectures and required reading from ASPAN Core Curriculum and CBO Manual
- High signal simulation and skill practice for identified PACU competencies
- Time to shadow CRNA reviewing use of anesthetic agents
- Weekly orientation time for each surgery specialty. Each specialty week incorporates didactic lecture, followed by operating room (OR) observation then recovery of that patient in PACU, repeating this pattern for the entire week for each service
- Shadow on inpatient unit to understand continuum of care needs

**Process of Implementation:**

- Literature reviewed to identify learning needs of new grad
- Partnered with Peers:
  - Staff Development New Graduate Coordinator to align with hospital wide new grad orientation schedule and expectations
  - Emergency Department Educator to review their experiences with new grad orientation process
- OR and anesthesia leadership consulted to request preceptor support in OR
- Preceptor pair identified, matching clinical expertise and experience with learning needs of new grad hire
- PACU staff identified as experts in their field were asked to develop didactic lectures on various PACU and OR topics

**Statement of Successful Practice:**

- Staff felt energized with their practice by researching topics and developing lectures and were invested in success of program
- Thirteen power point lectures were created and uploaded to PACU team site
- Combination of lectures, OR observation and PACU preceptorship was well received by perioperative leadership and management

**Implications for Advancing the Practice of Perianesthesia Nursing:** The inclusivity of staff and advancement of our orientation lecture library have already had a positive outcome on our unit. Staff have vested interest in success of program.

Developing a new grad orientation program for pediatric PACU that combines both academic and clinical focus using different teaching methods has brought a sense of accomplishment to our unit. This innovative model will open doors to the future of new grads in the PACU setting.