

Implementation Orientation for Post-Operative Nurses

Team Leaders: Collette Robinson BSN RN, Ann Sheridan BSN RN

Montefiore Medical Center, Bronx, New York

Team Member: Lisa Denner MSN BSN RN

Background and Information: Orientation to PACU encompasses a nurse's ability to confidently and safely care for patients based on standardization of care as outlined by ASPAN. At the end of orientation for new hires, there was no documentation of progress or opportunities in which both the preceptor and orientees can speak to. Each preceptor did their orientation based on their daily assigned surgical cases. A review of the orientation process was done, and it was evident that, it was disorganized, unstructured and provided inadequate resources for the new hire.

Objectives of Project:

1. Creation of orientation binder that is user friendly along with detailed competencies
2. ASPAN clinical information was placed in a binder as a resource for new hires
3. Bring together a cohort of consistent preceptors who are acquainted with the flow and expectation of orientation
4. Track and maintain progress reports

Process of Implementation: An orientation binder was created to set an organized standard of care and resource guideline for incoming nurses to PACU (regardless of skills and experiences). Binders were rearranged and reviewed during the orientation process by preceptors. Preceptors attended a workshop on how to demonstrate a successful and proficient mentorship. Preceptors were given an orientation binder. A record reference resources binder was created which included categories and guidelines related to Recovery care (from pre-anesthesia care to discharge from anesthesia care)

Statement of Successful Practice: Orientees have reported increased confidence and satisfaction after orientation. Orientees can now recover patients independently with confidence with minimal supervision and support. As a result, after orientation preceptees demonstrate consistency and knowledge gained during precepting.

Implication of Advancing the Practice of Perianesthesia Nursing: Preparing a standardized and comprehensive orientation package and resource binder has proven to contribute to a successful orientation. Preceptees demonstrated confidence and autonomy while using the new orientation process. This has proven to be extremely effective in the PACU at Montefiore Medical Center.