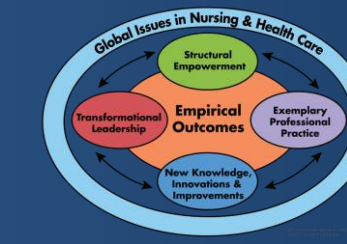


The Implementation of a Perianesthesia Nursing Orientation for the Newly Licensed Registered Nurse

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About Pennsylvania Hospital



- 475 bed urban teaching hospital in Center City , Philadelphia.
- One of six Magnet® designated acute-care hospitals in the Penn Medicine system.
- Nation's first hospital - founded by Benjamin Franklin and Dr. Thomas Bond.
- Pennsylvania Hospital performs over 15,000 surgical procedures annually.

Background

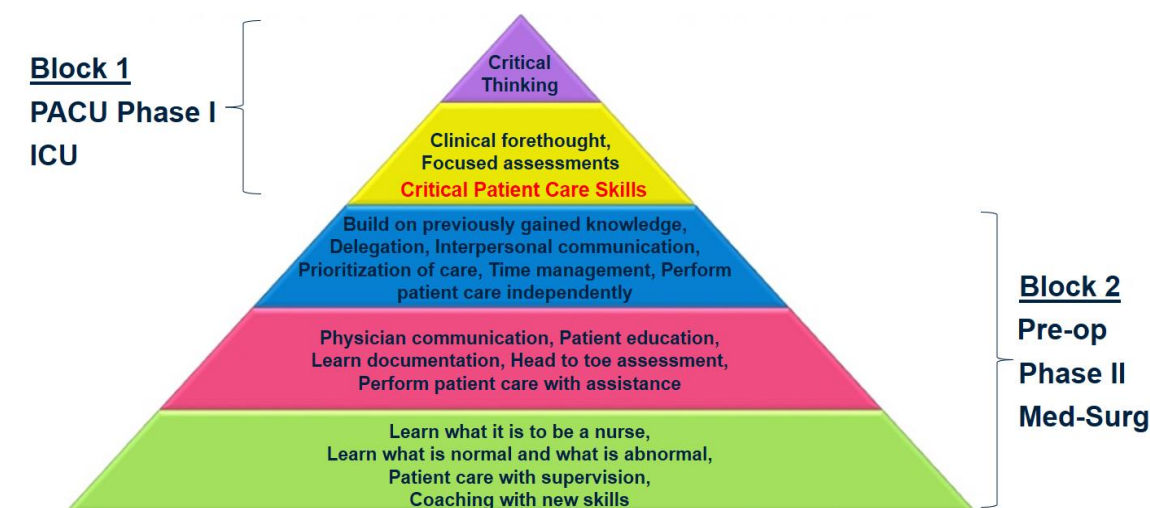
- Due to the complexity of patient care in Perianesthesia, only nurses with experience working in Critical Care are hired. New nursing graduates are not often recruited.
- Perianesthesia nursing in the United States seldom offers a formal nursing orientation for newly licensed registered nurses (NLRNs), thereby limiting opportunities in the field for new graduate nurses.
- Perianesthesia nursing encompasses a unique subset of nursing that combines acute and critical care skills with a comprehensive surgical and anesthesia knowledge base. A perianesthesia specialty nursing orientation could develop novice nurses into competent, perceptive, and collaborative perianesthesia nurses.

Objective

- To create a perianesthesia nursing orientation for the NLRN at encompassing the pre-operative phase of care, PACU Phase I, Phase II, and an Extended Stay Unit.

Process of Implementation

- Conducted comprehensive, integrative literature review to synthesize evidence and understand the impact of nurse residency programs on healthcare organizations.
- Consulted subject matter experts through the American Society of Perianesthesia Nurses (ASPAN) to better understand how best to operationalize the orientation. Submitted to executive, nursing, and perioperative leadership an orientation plan business proposal.
- Selected two candidates from over 90 applicants for the two NLRN positions. Candidates started in January 2021.
- Divided curriculum into two blocks, each with its own competencies, experiences, and objectives.

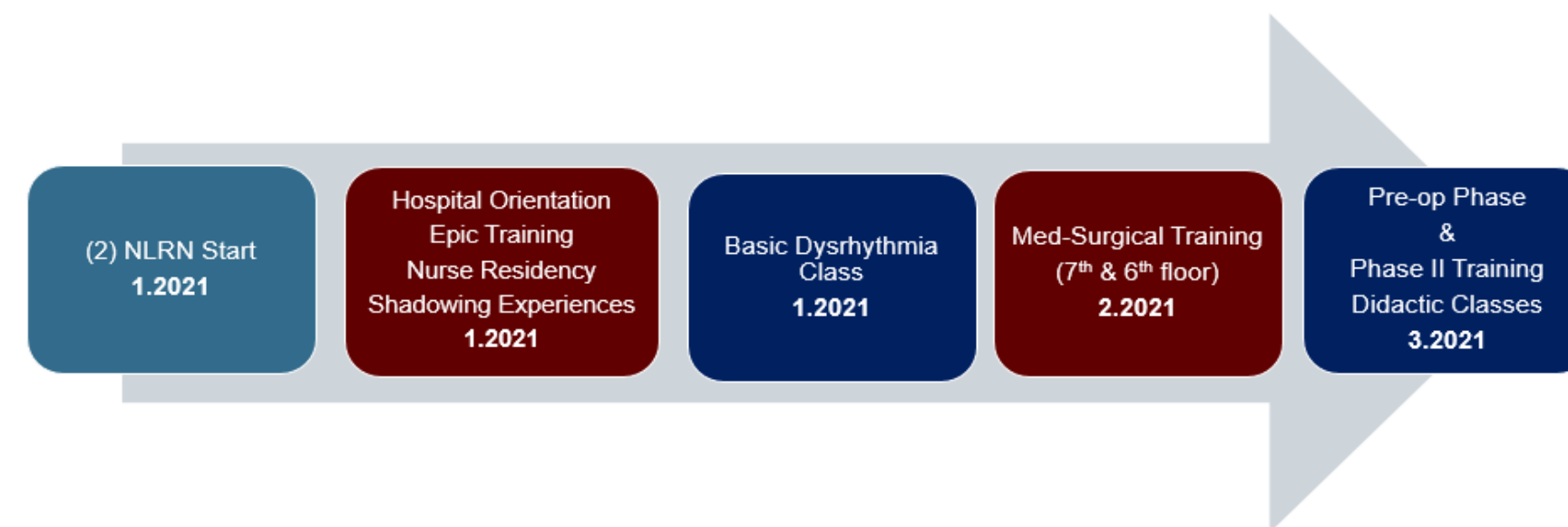


Process of Implementation (Cont.)

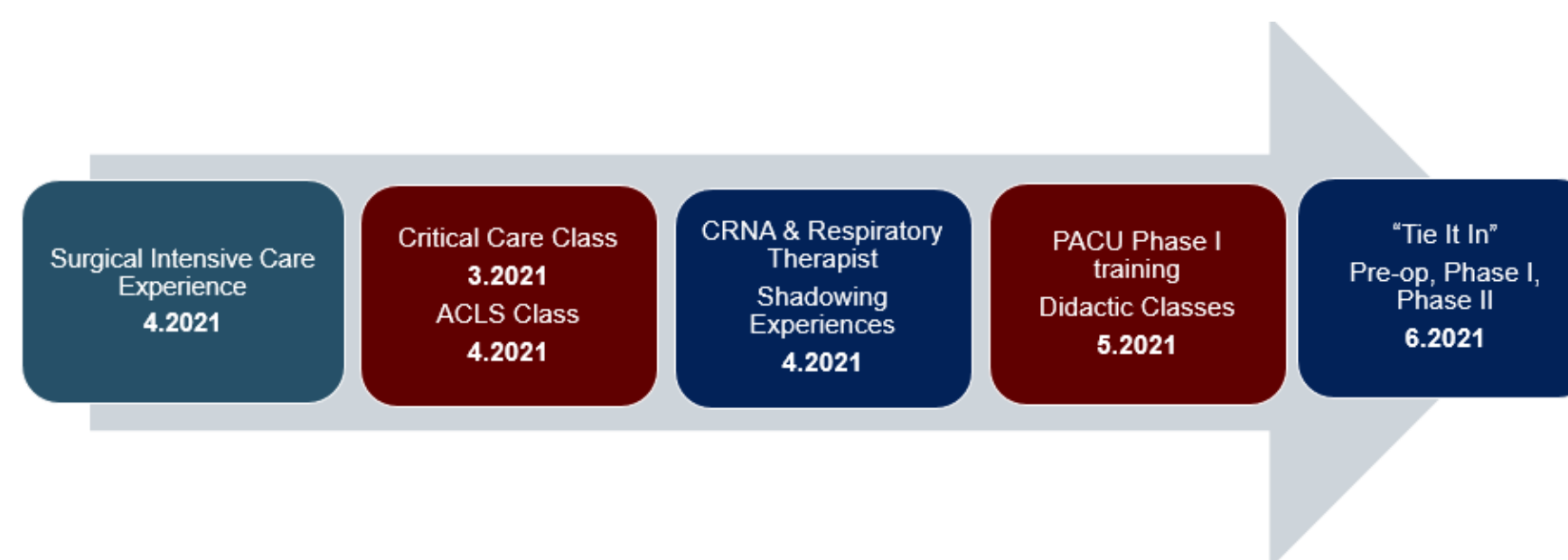
Preceptor Selection

- Preceptors selected based on years of experience, formal advanced Preceptor training, and level of engagement.
- The following information was distributed between the preceptor and the NLRN for each phase of care training: Preceptor Bio, NLRN Visual Auditory Reading/Writing Kinesthetic Assessment, and NLRN resume.

Block 1 Orientation



- NLRN attended System-Wide, Entity, Nursing, & Nurse Residency Orientations.
- Shadow experiences including the Nurse Liaison, Operating Room, & Pre-Admission Testing.
- 3 days Basic Dysrhythmia class.
- 3 weeks of Medical-Surgical training with focus on head-to-toe assessments, medication administration, & time management skills. NLRNs cared for 3 patients independently by end of week 3.
- 4 weeks of Preoperative Phase of Care orientation.
- 4 weeks of Phase II orientation.
- Pre-op and Phase II Didactic classes, guest speakers, & in-services.



Block 2 Orientation

- 2 weeks of Surgical Intensive Care Unit Experience: focus on head-to-toe assessment, hemodynamic monitoring, and ventilator management. NLRN cared for patients with assigned preceptor.
- In-services and skill sessions from all surgical service lines.
- Shadow experiences including with Respiratory Therapist & Certified Registered Nurse Anesthetist.
- 7 week PACU Phase I Orientation.
- 2 week "Tie It In" of Pre-op, Phase I, and Phase II orientations.

Statement of Successful Practice

- The two NLRNs successfully completed a comprehensive 6 month orientation by July 2021.
- Both practice independently and display competence and confidence in all perianesthesia areas and phases of care.
- Both RNs remain within the department at PAH through their 1st year of hire.
- Due to the success of the pilot group, the project leaders were able to advocate successfully for - and recruit - another group of NLRNs, who started in January 2022.
- Though designed to support NLRNs succeed in perianesthesia, the program could be tailored to support experienced nurses with no perianesthesia experience succeed as perianesthesia RNs.

Conclusion

- The goal of our program was to successfully onboard and orient two NLRNs such that they would be competent and confident in all phases of care within the perianesthesia department by the end of the orientation.
- The establishment of a specialty nursing orientation gives NLRNs the opportunity to transition successfully into the perianesthesia setting as new-to-practice nurses. Further iterations of this program will eventually allow the institution to analyze and evaluate the impact on NLRN nursing practice and how the program directly impacts turnover and retention within the first 1-2 years of hire. The project leaders plan to disseminate the findings from the program to the other entities within the health system.

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