

## **Empowerment of the Bedside Nurse: Point Person Orientation in the Perianesthesia Unit**

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**Background information related to problem identification:** Perianesthesia leadership received feedback regarding the need for role clarification of the Point Person (PP) within the department. The Point Person is synonymous with the traditional charge nurse role. Prior to the establishment of this training, the PP role lacked clear responsibilities, no formal training, and was felt to be ambiguous.

**Objectives of project:** The point person orientation was created to standardize the process of training a perianesthesia clinical nurse into the PP role and to provide the PP orientee with the proper tools and resources to feel confident and successful in this role. This process also included providing the PP orientee with needed competencies to ensure safe patient progression out of the operating room. Safe patient progression encompasses appropriate assignment of patients according to acuity to ensure high standard care is delivered.

**Process of implementation:** Feedback was given to perianesthesia leadership that people placed in the point person role were unprepared. Prior to the implementation phase, a workgroup was formed of experienced point person nurses to discuss the formalities of the role. After role clarity was defined, the workgroup formulated an orientation program that would produce prepared and competent point people. Once an orientation was defined, implementation of the process began. Step one included identifying a pilot group of participants. Steps two and three involved participants reviewing a PowerPoint and taking a pre-evaluation, followed by the orientee progressing through the defined orientation. Final steps of the process included the completion of a post-evaluation by the point person orientee.

**Statement of the successful practice:** Analysis of the pre- and post-evaluation results showed improved confidence, knowledge, and familiarity with the PP role.

**Implications for advancing the practice of perianesthesia nursing:** This empowering, staff-driven project encouraged peer support and investment of unit success. The program elevated staff to feel confident in a unit leadership position along with recognizing the importance of providing the PP with the proper knowledge and tools to provide high quality safe patient care.