

OPENING DOORS TO NEW GRADUATE NURSES IN PERIANESTHESIA

Jessica Bies, MSN, RN

Jamie Longtin, BAN, RN

Kristine Smith, BSN, RN

M Health Fairview, Minneapolis, MN

INTRODUCTION

- 9-month program that orients nurses to all aspects of perianesthesia nursing care
- Focus on pre-operative, postoperative/post procedural care and Phase 2 discharge
- Nurses work 32-40 hours
- Participate in the yearlong M Health Nurse Residency Program
- Layered approach to orientation. Combination of independent learning, in classroom didactic, hands-on skill, and precepted clinical experiences

GAP ANALYSIS

The M Health Fairview System consists of eleven acute care hospitals with surgical services. Historically new graduate RNs were not considered for perianesthesia positions. With recent shifts in applicant pools, the organization collaborated to develop a new graduate nurse orientation pathway for perianesthesia nursing. The team was comprised of Clinical Education Specialists, Professional and Advanced Practice Nurse Leaders, and Periop Directors.

ACTIONS

The team reviewed evidence and literature of new graduate orientation programs. Seventeen nurses, who graduated with the previous two years were interviewed to identify the specific needs of nurses transitioning from academia to clinical practice. A 9-month program was developed that combines The American Society of Perianesthesia Nurses Competency-based Orientation Program and American Association of Critical Care Nurses Essentials to Critical Care Orientation Course, which provides the foundation of critical care knowledge.

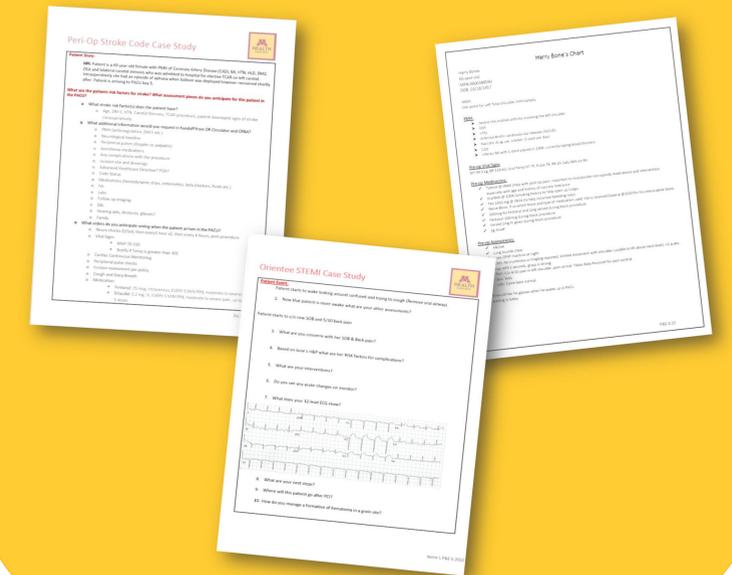
PROGRAM STRUCTURE

The program consists of pre-learning, didactic, skills training, case studies, shadow experiences, and targeted clinical components with a preceptor. There are three stages that target specific goals and learning objectives. The program expands their hands-on clinical practice while allowing them to gain valuable experience, enhance their decision-making, and develop critical thinking skills while building a foundation of nursing excellence.

	Stage I – 9 Weeks	Interim – 12 Weeks	Stage II – 16 Weeks
Overview	<ul style="list-style-type: none"> • Focus on Pre-Op and Phase II competencies with a preceptor • Unit & organization enculturation • Foundations of basic nursing • Ongoing support/check-ins from education and leadership 	<ul style="list-style-type: none"> • Work independently in Pre-Op and Phase II • Foundations of critical care nursing • Ongoing support/check-ins from education and leadership 	<ul style="list-style-type: none"> • Focus on PACU competencies with a preceptor • Ongoing support/check-ins from education and leadership
Pre-Learnings	<ul style="list-style-type: none"> • 8 hours per week of independent learnings • Complete the ASPAN Modules • Elsevier Clinical Skills • Specific policy review 	<ul style="list-style-type: none"> • Start the American Association of Critical Care Nurses Essentials to Critical Care Orientation (AACN ECCO) Modules • Elsevier Clinical Skills • Specific policy review 	<ul style="list-style-type: none"> • Complete AACN ECCO Modules
Didactic & Skills Days	<ul style="list-style-type: none"> • Welcome (Introduction to program and Perianesthesia) • Respiratory Airway & Management Adult/Pediatric • Musculoskeletal System & Communication 	<ul style="list-style-type: none"> • Neurological System & Stroke • Cardiac System & Hemodynamic Monitoring • Pulmonary System • Abdominal, Urology, Endocrine Systems 	<ul style="list-style-type: none"> • Specialty Populations • Emergency Management & Putting it All Together
Shadow Days	<ul style="list-style-type: none"> • Charge Nurse • Unlicensed personal assistance (UAP) • Patient Observation (follow patient from pre-op-OR-PACU-Phase II/Discharge to inpatient unit) 	<ul style="list-style-type: none"> • Certified Registered Nurse Anesthetist (CRNA) • Respiratory Therapy (RT) 	<ul style="list-style-type: none"> • Intensive Care Unit (ICU) • Respiratory Therapy (RT) • Certified Registered Nurse Anesthetist (CRNA)
Prep Classes	<ul style="list-style-type: none"> • System Peripheral IV Insertion, Care & Maintenance Class • ECG Class Part 1 and Part 2 		<ul style="list-style-type: none"> • ACLS • PALS



CASE STUDIES



COVERED WITHIN THE PROGRAM

- Soft Skills
- Hard Skills
- Active Listening
- Communication
- Self advocacy
- Empathy
- Nonverbal communication
- SBAR
- Teamwork
- ASPAN
- Policies
- Resources
- Delegation
- Self care & mindfulness
- Mentorship
- Overview of organizations
- History of Post Anesthesia Care

CONTACTS:

Jess Bies
 Jamie Longtin
 Kris Smith

Jess.Bies@fairview.org
Jamie.Longtin@fairview.org
Kristina.Smith@fairview.org