

Empowering Versatility: Cross-Training New Graduate Nurses in the Perioperative Department for Enhanced Flexibility and Staffing Resilience, Utilizing MOPAN and Periop 101, with ASPAN Training Guide

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Abstract Background Information: The increasing demand for surgical services, coupled with nursing shortages, has created a need for innovative staffing solutions in perioperative settings. Cross-training new graduate nurses across various areas of the perioperative department can enhance their versatility, promote teamwork, and ultimately improve patient outcomes. This can be done with utilizing and integrating three programs, MOPAN, ASPAN training and standards, and Periop101, allowing for a complete understanding of the perioperative department.

Objectives of Project: By implementing a comprehensive cross-training program, utilizing MOPAN, ASPAN training and Periop101, that equips new graduate nurses with diverse skills and competencies, healthcare facilities can foster a more adaptable and collaborative workforce, ultimately leading to improved patient outcomes and a stronger perioperative department. This implementation also allows for greater retention and satisfaction among staff.

Process of Implementation: To effectively implement a cross-training program for new graduate nurses in perioperative settings, it is essential to conduct a thorough needs assessment, develop a comprehensive curriculum, allocate necessary resources, and establish a structured training schedule. Ongoing evaluation, feedback, and refinement are crucial for ensuring the program's effectiveness and sustainability.

Statement of Successful Practice: The cross-training program for new graduate nurses in the perioperative department has successfully enhanced staffing flexibility, improved patient outcomes, and fostered a culture of lifelong learning. By equipping nurses with comprehensive skills and knowledge, the program has empowered them to confidently transition between roles and contribute effectively to the department's operations.

Implications for Advancing the Practice of Perianesthesia Nursing: Cross-training programs for perianesthesia nurses can significantly enhance workforce versatility, improve patient outcomes, and strengthen collaborative practice within perioperative departments. By ensuring standardized training, fostering ongoing professional development, and adapting to changing healthcare needs, these programs can contribute to a more resilient, effective, and innovative nursing workforce. Staff are satisfied and enjoy the flexibility of their roles, which is key to retention.