# WHEN TWO BECOME ON E-Merging ASC and PACU into the Surgical Services Unit

KATHERINE BELLINGHAM, MS, RN, CCRN; TOMMY CHANG, BSN, RN; DANIELLE SILLETTI, BSN, RN, CAPA; MICHELE PERSICO, MSN, RN, NPD-BC, CCRN-CSC, JUSTINE RICE BSN, RN, CEN, CPAN; LAUREN SANS, MSN, RN, CEN, CMSRN; CASEY VENEZIANO, MSN, RN, CNOR

#### **Background**

A separate Ambulatory Surgical Center (ASC) and Post Anesthesia Care Unit (PACU) led to ' nurses working in silos. ASC nurses are tasked with Preoperative care and Phase II recovery while PACU nurses focus only on care of the patient undergoing peripheral nerve block (PNB) and Phase I recovery. This structure results in multiple handoffs, shorter durations of patient care, and unnecessary transfers. Construction of a new merged space brought the need to cross-train staff to the forefront.

#### **Objectives of Project**

Our aim was to create a cross-training program to equip each nurse with the skills needed to care for patients in all phases of preoperative and postoperative care. Successful implementation will promote cohesion among staff members, streamline the flow of patients, and reduce delays. Our goal is to improve the patient experience by increasing continuity of care.



ASC RNS

#### Process **Implementation**

Implementation of the crosstraining program began with newly hired nurses receiving orientation to all areas: Preoperative, PNB, Phase I and Phase II recovery. For existing staff, a tracker was created to outline the existing skill set of each nurse and pending competencies. Cohorts of three to four nurses are enrolled in cross training to avoid any impact to patient care during the transition.

#### **Statement of Successful Practice**

Nurses who have been cross trained to all aspects of perianesthesia care have been found to be more versatile. Patient flow has improved, transport requests decreased, handoffs minimized, and door to discharge time reduced.

13 Ambulatory Surgery Care Pre-op nurses to be cross trained to:

• Phase I Recovery

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- Phase II Recovery
- Peripheral Nerve Blocks

9 Ambulatory Surgery Care Phase II 🦲 nurses to be cross trained to:

• Pre-op

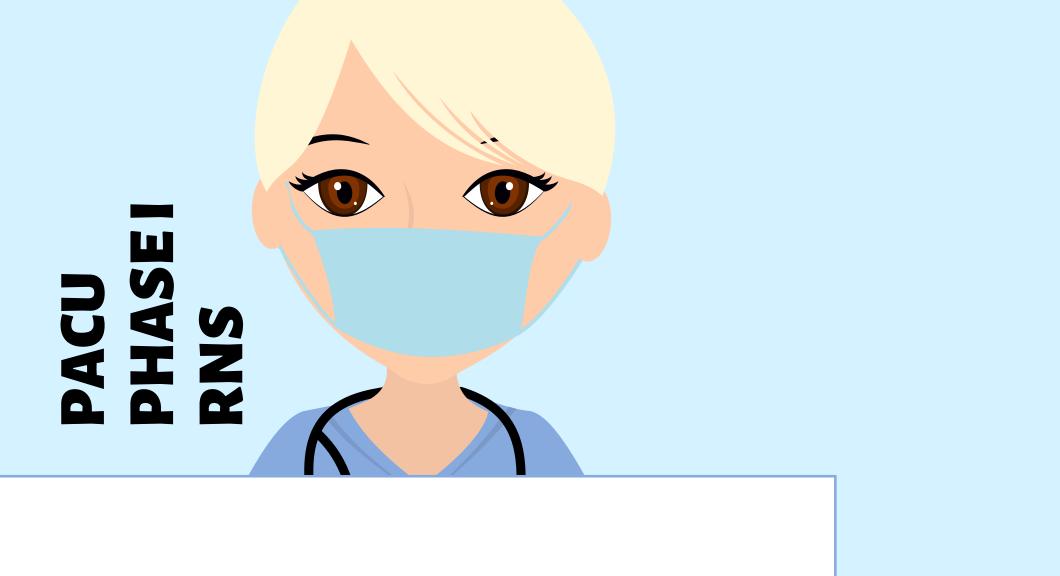
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ASC RNS

- Phase I Recovery
- Peripheral Nerve Blocks

#### Implications for Advancing Practice

This initiative streamlined workflow for staff and provided greater continuity of care for patients. Previously, a patient may have encountered four nurses during their visit. Now, patients see only one to two nurses, which increases efficiency, promotes patient safety, and leads to less fragmented care. We feel other institutions could benefit from this easy to implement initiative.



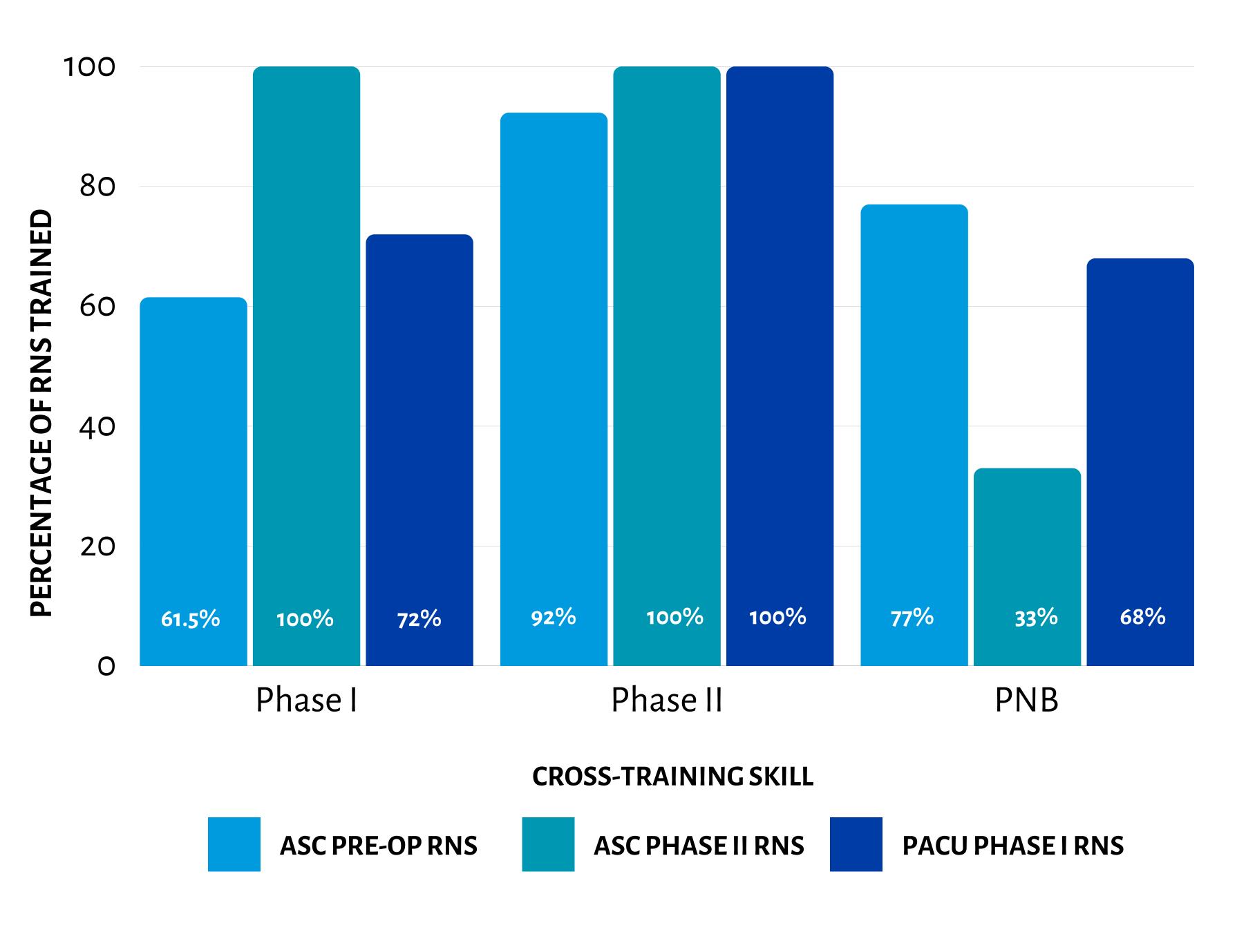
25 Post Anesthesia Care Unit Phase I nurses to be cross trained to:

- Pre-op
- Phase II Recovery
- Peripheral Nerve Blocks

## **IMPLEMENTATION TIMELINE**

## **OUTCOMES TO DATE**

The graph below represents the percentage of RNs trained on each skill as of March 2025, at which time training was still ongoing.



Alfuqaha, O., Al-Hiary, S., & Al-Hemsi, H. (2022). Job rotation approach among nurses: A comparative study. Texto & Contexto - Enfermagem, 31, Article e20200689. doi:10.1590/1980-265x-tce-2020-0689

Platt, M., Coventry, T., & Monterosso, L. (2019). Perioperative nurses' perceptions of cross-training: A qualitative descriptive study. Journal of Perioperative Nursing 32(1) 19-25. doi: 10.26550/2209-1092.1042

• April 2024: All new hires were cross trained on orientation to all phases • November 2024 - Present (ongoing): Existing staff members cross training

### REFERENCES