The Implementation of a Perianesthesia Nursing Orientation for the Newly Licensed Registered Nurse
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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 leader 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 leader plans to disseminate the findings from the program to the other entities within the health system.

References