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Significance

Significance and Benefits of the PeriAnesthesia Fellowship Program:

- Trains nurses to the scope and current practices of PeriAnesthesia nursing
- Educates new nurses in different phases of PeriAnesthesia care
- Provides nurse-staffing needs
- Promotes recruitment, retention and job satisfaction

Background

Factors affecting nursing shortage in different organizations:

- Aging population
- Nurses leaving the workforce
- Lack of nursing and training programs preparing new graduates or experienced nurses for PeriAnesthesia nursing

Quality Improvement Question

Will the implementation of a PeriAnesthesia Fellowship Program be beneficial to the PeriAnesthesia department of a Level 1 trauma hospital in South Central Texas?

Review of Literature

- Ackerson, K., & Stiles, K. (2018). Value of nurse residency programs in retaining new graduate nurses and their potential effect on the nursing shortage. *The Journal of Continuing Education in Nursing*, 49(6), 282-288.
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- ASPAN. (2018). *2019-2020 PeriAnesthesia standards, practice recommendations and interpretive statements*. New Jersey: ASPAN.
- ASPAN. (2019). *A competency-based orientation program for the registered nurse in the perianesthesia setting 2019 Edition*. (J. Allen, & S. Orbell, Eds.) The American Society of PeriAnesthesia Nurses.
- Beitz, J. (2019). Addressing the perioperative nursing shortage through education: A perioperative imperative: The official voice of perioperative nursing. *AORN Journal*, 110(4), 403-414.
- Bennett, L., Grimsley, L., & Rodd, j. (2017). The gap between nursing education and clinical skills. *ABNF Journal*, 28(4), 96-102.
- Elliott, L. (2009). Creating successful PACU nurses: Georgetown university hospital perianesthesia orientation program. *British Journal of Anaesthetic and Recovery Nursing*, 10(4), 70-74.
- DeYoung, S. (2015). *Teaching strategies for nurse educators*, 3rd ed. Pearson.

Quality Improvement Methods

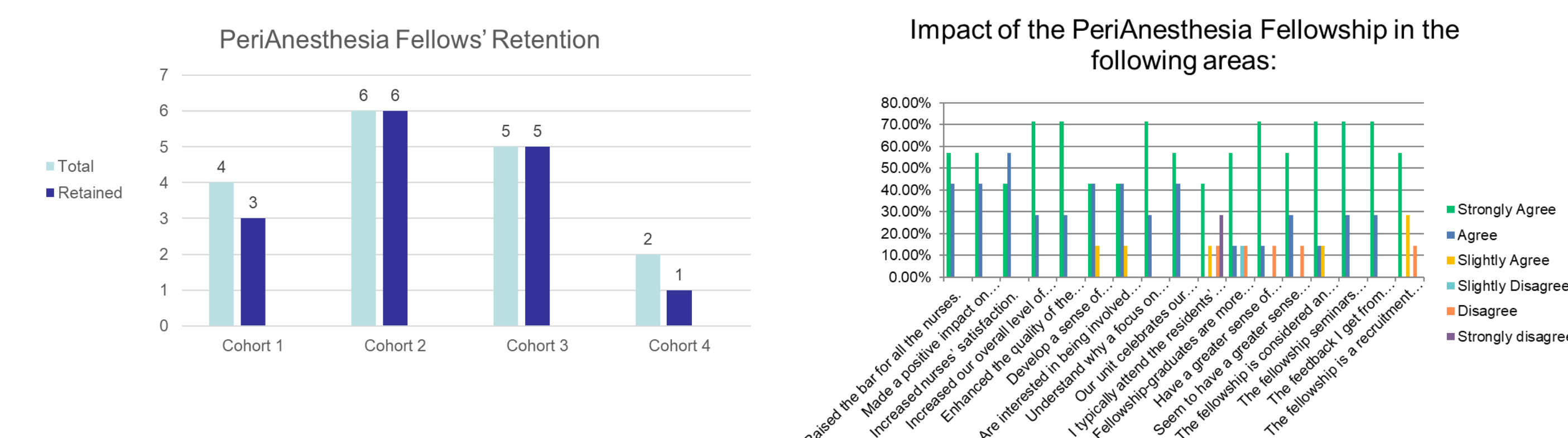
PeriAnesthesia Fellowship Program Process:

- New PeriAnesthesia nurses without PeriAnesthesia nursing experience are assigned into a cohort
- Each nurse is assigned a preceptor to supervise orientation in the PeriAnesthesia department
- 14 to 16 week nurse-preceptor orientation with assignments to different phases of PeriAnesthesia care
- Pre and Post case studies through *Survey Monkey* for critical thinking skills completion
- Pre and Post *Jane Test from Healthstream* for knowledge test completion
- Monthly 4-hour in-person seminar provided by the PeriAnesthesia nurse educator for 6 months
- Monthly in-person seminars include didactics, clinical application, and simulations
- An evidence-based clinical practice project is presented during graduation

Resources and Materials:

- ASPAN's 19th edition *PeriAnesthesia Competency-based Orientation Program for Registered Nurses* (ASPAN, 2019) was the curriculum foundation and used as modules
- ASPAN's 2021-2022 *PeriAnesthesia Standards, Practice Recommendations and Interpretive Statements* (ASPAN, 2020) was another resource
- PeriAnesthesia Nurse Educator coordinates and directs the entire program
- Seasoned PeriAnesthesia nurses and Educators from other disciplines assist in training, educating and mentoring the fellows

Data Analysis and Results



- Since October 2020 to October 2023, 17 PeriAnesthesia nurses have completed the program.
- Fourteen of the 17 (82%) nurses continue to work as PeriAnesthesia nurses on the unit and 2 (12%) have received PeriAnesthesia certification.
- More than 70% of the PeriAnesthesia Fellowship Leadership Survey results shows an increase in overall level of professionalism, enhanced quality performance at the bedside, and a greater sense of confidence of the nurse after going through the fellowship program.

Conclusion and Discussion

- In nursing practice, the goal is to provide quality patient care, improve patient outcome and promote patient safety.
- Using ASPAN's Competency-based Orientation Program for the Registered Nurse in the PeriAnesthesia Setting (ASPAN, 2019) as the curriculum supports the PeriAnesthesia Fellowship Program's goals of:
 - encouraging a positive unit culture
 - improving staff retention and satisfaction
 - promoting continuous professional development; and
 - enhancing self-confidence of both the orientee and preceptor (ASPAN. 2019); and
 - preparing the PeriAnesthesia nurse to be successful with the certification examination. Expectations for PeriAnesthesia nurses to learn and maintain a set of skills which combines medical-surgical, critical and anesthesia nursing integrates the necessary knowledge, skills and behaviors to maintain a consistent standard of care. (ASPAN, 2019)
- The culture of safety is maintained when competency has been achieved.

Implications for PeriAnesthesia Nursing

- Advancing and supporting the practice of PeriAnesthesia nursing will provide effective, efficient, and quality patient care.
- Acquiring new knowledge and skills in PeriAnesthesia in an ever-changing healthcare environment will positively benefit the healthcare system and improve patient outcomes.

