Slide 1

Formation of a PACU Fellowship
Growing Our Own Perianesthesia Nurses

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Slide 2

Nursing Shortage – 'Crisis Levels'   INOVA

Supply
- 3.8 million RNs in the US (2020)
- Aging RN Workforce/ Retire
- Covid/ Stress /Dissatisfaction
- Drop in Enrollment Nursing Schools
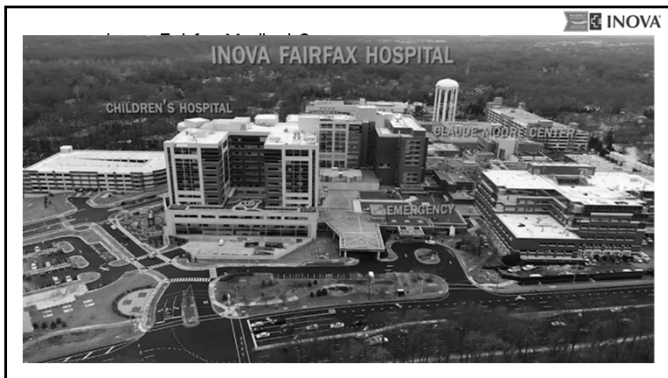
  155,000 new grad RNs/year

Demand
- Affordable Care Act
- Aging of the Baby Boomer Generation
- Growth in health care services
- Demand of 371,500 nursing positions 2028
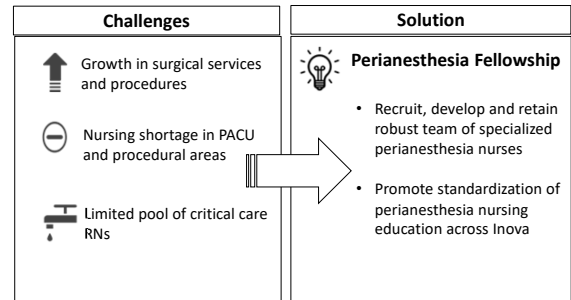
  12 % job growth – 3rd largest of any occupation

https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage (updated 2020/ Rosseter)
https://www.nursingworld.org/practice-policy/workforce/

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Slide 3

INOVA FAIRFAX HOSPITAL

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Slide 4

Perianesthesia Staffing Solution   INOVA

Challenges	Solution
⬆ Growth in surgical services and procedures	**Perianesthesia Fellowship**
⊖ Nursing shortage in PACU and procedural areas	• Recruit, develop and retain robust team of specialized perianesthesia nurses
Limited pool of critical care RNs	• Promote standardization of perianesthesia nursing education across Inova

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Slide 5

Fellowship Business Proposal   INOVA

	2021 National	2021 Inova
Hospital RN Turnover Rates * 23% New RNs leave within 1 yr	18.7 %	15%
One RN Turnover Cost	$28,000- 54,000	$40,000
Traveler Expenditures *Cost of 1 PACU RN Traveler x 6 mo. = Cost of 2 PACU RNs Orientation x 6 mo.		

Greatest means to off set most costly labor expense – is to decrease traveler contracts
Elimination of 20 travelers = 3,000,000 dollars savings (NSI, 2021)

https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf

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Slide 6

INOVA
Successful Orientation Programs → Impact retention and engagement

- Positive initial onboarding experiences
- Opportunities to build relationships and connections – early in orientation
- Early successes instill confidence

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How do you make a PACU Nurse?

INOVA

- Jack of all trades and masters of the A- B- Cs

- KNOWLEDGE - SKILLS - PRACTICE

- RN Fellow – RN with 1-2 years of medical/surgical experience
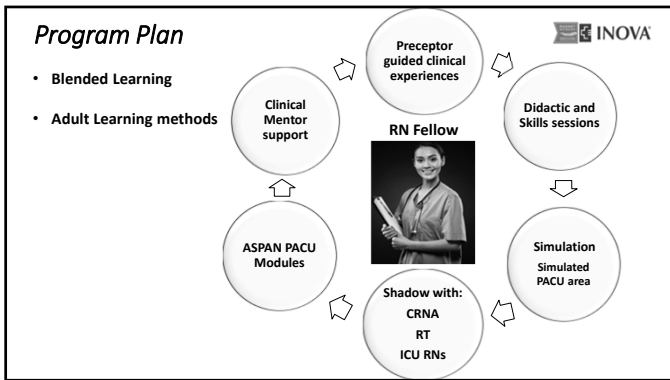
- RN Graduate – New Graduate RN

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Ideal Candidates for PACU Fellowship

INOVA

- Highly motivated, eager to learn, able to 'think on their feet', flexible

- Critical thinker, able to receive constructive feedback, resilient, self directed, accountable, emotionally mature

- Nursing is a second career

- Nursing school GPA $\geq$ 3.5

- Letters of Recommendation

- Expectation New Grad RN -
    One year commitment to Nurse Residency Program

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Program Plan

INOVA

- **Blended Learning**

- **Adult Learning methods**

Preceptor guided clinical experiences

Clinical Mentor support

Didactic and Skills sessions

RN Fellow

ASPAN PACU Modules

Simulation
Simulated PACU area

Shadow with:
CRNA
RT
ICU RNs

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Multidisciplinary Team

INOVA

- Nursing Leadership
- Anesthesia Providers
- OR Nurses
- Wound Care RNs
- Respiratory Therapy
- Trauma Educator
- Pediatric RNs
- ICU RNs
- Pain Nurses
- Physical Therapy

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PACU Preceptor   ➔ *KEY to successful program

INOVA

- Commit to a 2.5month period of precepting
    - RN Fellows rotate PACUs after 10 weeks to PACU with increased patient acuity
    - Two Preceptors for One PACU Fellow
        - Promote bonding and trusting relationship
        - Decrease caregiver variations performing process/procedure
        - Promote consistency
        - Enhance communication

- Complete preceptor workshop
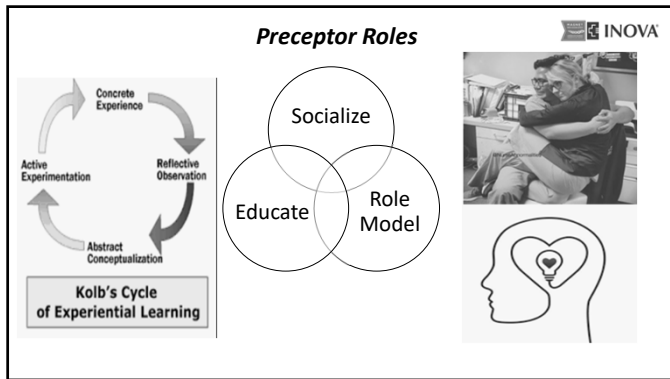- Attend small group sessions w/ Preceptors throughout Fellowship

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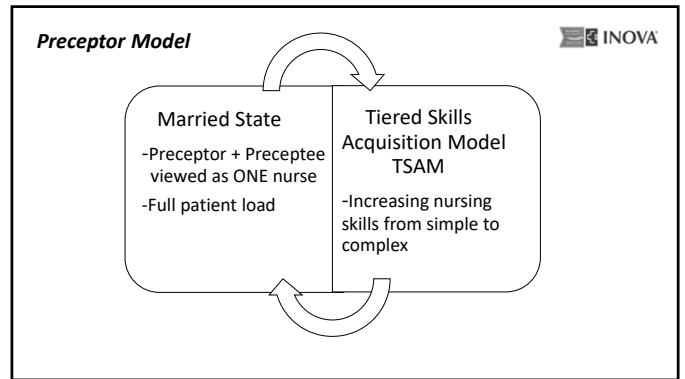
Benner's Novice to Expert Framework

INOVA

Level	Typical Timeframe	Characteristics
Novice	0 – 6 months	Limited background and experience, rules govern behavior
**Advanced Beginner	6 months – 2 years	Some experience, but still needs extensive guidance
**Competent	2 – 4 years	Sense of mastery and performs adequately day to day unless major variations occur
Proficient	4 – 5 years	Perceives global aspects of situations, recognizes variations, and modifies plans appropriately
Expert	5 – 7 years	Intuitively grasps situations, solving problems and effectively and creatively

BEST PRECEPTORS

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Slide 13

Preceptor Roles
INOVA

Kolb's Cycle of Experiential Learning
- Concrete Experience
- Reflective Observation
- Abstract Conceptualization
- Active Experimentation

Socialize
Educate
Role Model

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Slide 14

Preceptor Model
INOVA

Married State
- Preceptor + Preceptee viewed as ONE nurse
- Full patient load

Tiered Skills Acquisition Model TSAM
- Increasing nursing skills from simple to complex

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Slide 15

Structured Fellowship Program (24 weeks)
INOVA

Weeks 0-3 : (5) 8 hr days – Didactic + Skills + Simulation + Shadowing

Week 0: Hospital Orientation, Epic Documentation, Intro to PACU Environment; Learning Styles

Week 1 Basics of PACU + Skills Acquisition	Week 2 Preop Considerations	Week 3 Multidisciplinary sessions + Skills
- ECG introduction - PACU fundamentals - Assessments with Epic documentation - Oxygen adjuncts/ Airway - PACU care basics (ie.) Aldrete, POSS, Pain scales - 2nd assist on admit PACU patient (Educator guided)	- Preop standards of care - Preop Essentials - Preop Processes - ERAS - Phlebotomy - Clin tech guided IV starts - Shadow: Preop-OR-PACU	- System ECG classes - OR RN: drains + dressings - Wound/ostomy RN- shadow - Respiratory Therapy - Physical Therapy - Skills training (ie.) Blood transfusion Foley insert + care

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INOVA

Weeks 4 and 5 : (2) 8 hr days – Didactic + Skills + Simulation + Shadowing
(2) 12 hr days – Preceptor Guided Patient Care

Week 4 ---- Respiratory	Week 5 --- Anesthetics and MH
- Respiratory Assessment - OSA screening/ ETCO2 monitoring - Review Airway management - NIPPV – Bipap; CPAP - PACU respiratory complications - Intubation/ RSI - Introduction to mechanical ventilation - **Shadow with Respiratory Therapy**	- Types of Anesthesia - ASA Classification scale - Anesthetic agents - Reversal agents - Review: Aldrete; POSS - Complications of Anesthesia - Malignant Hyperthermia MH Cart - **Shadow with CRNA**

Didactic → Skills → Simulation → Shadowing → Preceptor Guided

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Slide 17

Preceptor Guided Clinical Goals – General PACU patient
INOVA

Weeks 4 and 5:

- Acclimate to unit – meet preceptors; charge RN; staff; supplies; emergency carts; lunch/ break room

- Observe an admission with preceptor and fellow be 2nd assist on admissions- complete assessment, charting, patient management w/ preceptor

- Observe and assist with patient care – administer meds with supervision; airway management, obtain blood work, start PIVs, IVF to pumps, PCA

- When ready: With assistance and oversight- Admit patient from OR -receive handoff report, complete assessment, charting, patient management w/ preceptor

*****Preceptors**: Ask Fellow -Cardiac Rhythm, Aldrete and POSS scores; Pain scale to use and about ordered medications; Reinforce EVENT charting

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Slide 18

INOVA

Weeks 6-8 : (1) 8 hr day – Didactic + Skills + Simulation + Shadowing
(1) 8 hr day + (2) 12 hr days - Preceptor Guided Patient Care

Week 6 Medications/ Fluids	Week 7 General Surgery – GI, GYN, Urology	Week 8 Orthopedics; Intro to Trauma
PACU Medications Pain Management Fluids Blood administration	Surgical procedures w/ nursing considerations ERAS Skills: Bladder scanner Coude catheter Cont. Bladder Irrigation Foley Fill and Pull procedure POUR	Surgical procedures w/ nursing considerations Neurovascular assessment Doppler device Immobile devices; traction Orthopedic complications Introduction to Regional Blockade - catheter care; ON Q pumps

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Weeks 9 - 24 : (1) 4 hr day – Didactic + Skills + Simulation + Shadowing (3) 12 hr days - Preceptor Guided Patient Care

Week 9: ENT + Anterior Neck Surgery	Week 10: Procedural Areas w/ Anesthesia

Oreintees – move to Main PACU - more acute patients and care

Week 11: CV and Hemodynamics

Week 12 + 13: Neurosurgery

Week 14: Thoracic and DIEPS

Weeks 15 + 16: ICU patient

Weeks 17 + 18: Pediatrics - Pediatric PACU rotation

Weeks 19 + 20: Preop Care – Preop rotation

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Week 20 - Determine HOME PACU Unit

- Based on unit openings and orientee preference
- Orientee interview on unit(s) of choice

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Weeks 20-24:
Complete orientation on HOME PACU Unit

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Clinical Goals:

Phase 1	Phase 2	Phase 3
0 - 8 wks	8-16 wks	16-24 wks
Care of 1 PACU patient	Care of 1.5 PACU patients	Care of full PACU assignment

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Clinical Mentor

❖ **Essential role**

   ❖ Provide practice-based learning

   ❖ Guides Fellow throughout clinical experience

   ❖ Coordinate shadow experiences

   ❖ Weekly to Bimonthly rounding on Fellows with Preceptors

   ❖ Preceptor support

   ❖ Role model/ advocate/ confidant/ motivator/ supporter

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Assessments and Evaluations

- System ECG course
- Assessment at 6 and 12 weeks
- PACU modules – quizzes
- ASPAN Knowledge Inventory Test
- Complete PACU skills checklist
- Complete PACU orientation pathway
- Complete Fellowship evaluation
- Serial measurements anxiety and self confidence (White Tool)

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White Tool –

- Nursing Anxiety and Self-Confidence with Clinical Decision Making (NASC-CDM) scale

- Evaluates Anxiety and Self Confidence – as it relates to Clinical Decision Making (CDM)

- 27 questions with a 6 point Likert-type scale
  (ie.) I am __ self-confident and ____ anxious in my ability to identify which pieces of clinical information I gathered are related to the patient's current problem.

  SC: 1 = Not at all; 2 = Just a little; 3 = Somewhat; 4 = Mostly; 5 = Almost totally; 6 = Totally
  A: 1 = Not at all; 2 = Just a little; 3 = Somewhat; 4 = Mostly; 5 = Almost totally; 6 = Totally

- PACU Fellows took this serial assessment at:
  2 months --- 6 months --- 9 months (3 months off orientation)

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Sample White Tool Questions:

 # 17   I am _____ self-confident and _____ anxious in my ability to independently make a clinical decision to solve patient's problem

Specific Question # 17.	M – New Grad	A – New Fellow	H – New Fellow	J – New Fellow
6/ 2021	A – 3 SC - 4	A – 3 SC - 3	A – 2 SC – 4	A – 4 SC – 2
10 / 2021	A – 2 SC - 5	A – 4 SC - 4	A – 2 SC – 6	A – 3 SC – 4
1/2022	A – 1 SC - 6	A – 2 SC - 5	A – 1 SC – 6	A – 2 SC – 6

 # 20   I am _____ self – confident and _____ anxious in my ability to implement one accurate intervention if patient is having an urgent problem

Specific Question # 20.	M – New Grad	A – New Fellow	H – New Fellow	J – New Fellow
6/ 2021	A – 2 SC - 4	A – 2 SC - 4	A – 2 SC - 4	A – 4 SC – 2
10 / 2021	A – 1 SC - 6	A – 2 SC - 6	A – 2 SC – 6	A – 3 SC – 5
1/2022	A – 1 SC - 6	A – 1 SC – 6	A – 1 SC – 6	A – 2 SC – 5

A – Anxiety - Lower the number = Less Anxiety   SC – Self Confidence - Greater number = Greater self confidence

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WHITE TOOL RESULTS	M- new grad		A – nsg fellow		H – nsg fellow		J – nsg fellow	
A = anxiety SC = self confidence	A	SC	A	SC	A	SC	A	SC
Using resources to gather information and listening fully								
6/7/2021	20	68	27	57	18	63	41	41
10/4/2021	16	75	17	75	17	75	24	69
1/3/2022	13	78	17	77	13	78	14	77
Using information to see the bigger picture								
6/7/2021	13	33	28	25	13	37	27	16
10/4/2021	13	36	20	32	7	42	20	34
1/3/2022	8	42	12	33	7	42	14	35
Knowing and acting								
6/7/2021	19	30	19	23	12	31	27	15
10/4/2021	11	37	20	32	11	40	20	31
1/3/2022	7	42	12	38	7	42	14	36
Total – 1st eval	52	131	74	105	43	131	95	72
Total – 2nd eval	40	148	57	139	35	157	64	134
Total – 3rd eval	28	162	41	148	27	162	42	148

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Lessons Learned

- Take care not to upfront with complex didactic content

- Revised program to decrease the number of education / skills days

- Increase preceptor guided experiences

- Survey evaluations requested preop education before PACU

- Offer more preceptor preparation and guidance

- New program – labor intensive to develop
  - requires more education support

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Successes

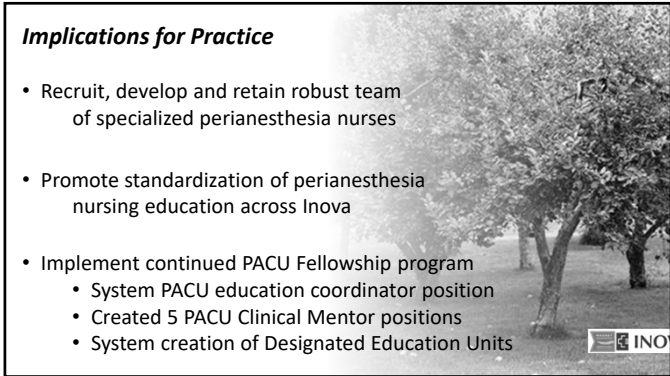**All PACU Fellows**:
 -completed orientation program on time
 -obtained PACU positions of their choice
 -continue with satisfactory performance

- Multidisciplinary collaboration provided excellent learning and networking

- Shadowing experiences provided positive, memorable learning

- Growth in preceptor knowledge, skills and practice

- Revision of PACU checklist

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Implications for Practice

- Recruit, develop and retain robust team of specialized perianesthesia nurses

- Promote standardization of perianesthesia nursing education across Inova

- Implement continued PACU Fellowship program
  - System PACU education coordinator position
  - Created 5 PACU Clinical Mentor positions
  - System creation of Designated Education Units

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Questions for Review

1. *Most common reason new RNs leave within one year*
   a. *Dissatisfied with their pay*
   b. *Feel like they don't fit in with the staff*
   c. *Workload is too difficult*

2. *According to Benner's novice to expert scale, the best preceptor is-*
   a. *Expert*
   b. *Proficient*
   c. *Competent*

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3. Effective methods to prepare novice nurses to PACU nursing include-
   a. Blended learning methods utilizing adult learning principles
   b. Consistent preceptors that promote mastery of simple nursing interventions before moving on to more complex nursing interventions
   c. Frequent monitoring of orientees progress and troubleshooting issues early in orientation process
   d. All of the above

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QUESTIONS/ CONTACT

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