Background

• Several sources cite a critical shortage of perioperative nurses, while the demand for perioperative nurses grows each year.
• With the retirement of several of our senior staff we were faced with challenges of orienting several nurses at one time along with the loss of our seasoned preceptors.
• The cost and time of training a perioperative nurse is estimated to be around 6 months-1 year and approximately $60,000, respectively.
• Our original orientation plan involved our orientees learning Periop 101 with a larger group of Adult OR orientees for 12 weeks, before they were immersed in our pediatric environment.
• Our new graduate retention rate had room for improvement, 33% at 2 years.

Objectives

• Design and implement an onboarding program that met the needs of preceptors and orientees.
• Administer Periop 101 with a pediatric focus – from the beginning.
• Improve retention of our nurses- both new and tenured.
• Improve morale on the unit.
• Join with our hospitals Pediatric Nurse Residency Program

Implementation

• Spring of 2016 test pilot with 2 experienced nurses- 1 with PICU experience, 1 with adult cardiac step down experience- both completed Periop 101 and orientation and stayed with facility for 3 years.
• Fall of 2016 –class of 4 Pediatric Nurse Residents- each assigned primary preceptor for 10 weeks, worked with preceptor 3 days per week and completed Periop 101 or classroom simulation 2 days per week.

• The orientees completed skills labs throughout their first 3 months of orientation- these were taught by the educator with the help of experienced OR nurses.
• The last 3 months of orientation were spent in rotations through each specialty.
• For the specialty rotations the orientees were paired with a preceptor who was an expert in the specialty.

Outcomes

• We found that the orientees who were in the Children’s Hospital from the beginning- rather than 12 weeks with their adult peers – assimilated to our culture quickly.
• They also voiced feeling as part of the team by the end of the first 6 weeks- our previous groups did not feel part of the team for at least 6 months and some never felt part of the team- and left us soon after their orientation period was over.
• The greatest outcome is a 92% retention rate- our hospital average is 83%.
• There is also a renewed vigor for precepting and being able to pass along OR knowledge to the next generation.

References

• Wilson, G. (2012). Redesigning OR Orientation. AORN, 95 (4), pp.453-462