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Introduction

- Nursing Professional Development (NPD) practitioners had wide variation in information provided to new hires during Perioperative Regional Orientation, primarily due to lack of standardization and consistency.
- Perioperative regional orientation is the week before unit orientation for all perioperative roles.
- NPD practitioners incorporated best practices that involved technology, curricula, policies and procedures to reduce orientation time and improve efficiency.

Methods

- NPD practitioners reviewed current state work flow and identified improvement opportunities.
- Updated curricula, incorporating online learning—embracing technology.
- Converted paper quizzes to online modules with the help of hospital IT support.
- All quizzes were updated and standardized based on role as was the policy and procedure readings list.
- Innovative strategies included developing electronic checklists as well as a new standardized PowerPoint presentation to decrease variability and provide consistency in information shared to new hires.
- Coordinated interdepartmentally to ensure trainings were scheduled in a way that was most efficient for the new employees.
- Developed lesson plans for regional orientation to ensure consistent delivery of key information.
- Aligned regional orientation dates with hospital orientation to provide an additional orientation session per month.
- Quantitative online survey developed to measure orientation outcomes.

Results

- Regional orientation hours were reduced by up to 38% depending on the staff role, representing an orientation cost savings of up to $2000 per employee.
- The orientation evaluation surveys show increased staff satisfaction.
- Promoted green practices and increased efficiency of expediting employees getting onto the units which increased staff and manager satisfaction.
- Use of electronic checklists increased accessibility of employee orientation and competency records in the event of regulatory surveys.
- Thirty pieces of paper per new hire was eliminated by using online modules.

Conclusion

- Streamlined the orientation to promote the essential information being provided.
- Effective yet efficient time spent allowed staff to begin unit orientation sooner.
- Tools created for continual assessment of orientation improvement opportunities.

References


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