Growing New Graduate Perioperative Nurses Through Residency Program

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Introduction and Background

- Advocate Illinois Masonic Medical Center (IMMC) and Advocate Lutheran General Hospital (LGH) are Level I trauma hospitals.
- IMMC has 18 OR suites; LGH has 26 OR Suites.
- The perioperative nursing workforce is aging with almost half of the nurses retiring within the next five years.
- The goal of the program was to increase the nursing pipeline for surgical services and increase retention rate of novice nurses in the Operating Room (OR).

Preparation and Planning

- A review of existing literature was conducted to see best practice in orientation.
- The residency program has proven to provide support and guidance for novice nurses.
- The operating room is a high stress and high-stakes environment that requires structured orientation and support from preceptors but also operating room leadership.
- The program follows the framework of the Association of Perioperative Registered Nurses (AORN).
- The program will provide support for nurses to successfully integrate in the perioperative environment.

Assessment

- The team looked at current hiring rate and retention rate of nurses in the operating room.
- The team also reviewed the current orientation program and length with the department leaders.
- Orientation is planned to cover both roles of the nurse: scrub and circulator.

Implementation

- The program is a 33-week program with a 4-week pre-OR classroom training.
- The program mixes visual and kinesthetic teaching.
- AORN’s Periop 101 modules were used to supplement the orientation.
- On week 5, the orientee starts with general surgery or gyn surgery and learns the scrub and circulating role of the nurse.
- Every 3-4 weeks, the orientee moves to another service line until the 33rd week.

Outcome

- The 4-week classroom teaching helped orientees transition to the OR suites.
- The classroom session decreases the burden on the preceptors to cover the basics of perioperative nursing.
- The 36-week program developed well-rounded nurses that can either circulate or scrub in most cases.
- Since implementation, thirteen cohorts were successfully on-boarded.

Implications for Practice

- Structured orientation program increases the retention rate of new nurses in the OR.
- Structured program also improved the pipeline by novice nurses seeking out to join the program.
- Periop 101 is an excellent course to reinforce the foundations of perioperative nursing.

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Advocate Illinois Masonic Medical Center
2-Year Retention of OR Nurses

Advocate Lutheran General Hospital
2-Year Retention of OR Nurses

Figure 1. Sample Week 1 Schedule for Advocate Illinois Masonic Medical Center.

Figure 2. OR Residents learning instrumentation before seeing an actual case in the OR.

Figure 3. Memory Activity with Residents on Identifying common OR Instruments.

Figure 4. Nursing turn over data from IMMC. System Target is 27.2% with OR Nursing 1st Year turnover below the threshold at 16%

Figure 5. Nursing turn over data from LGH. System Target is 27.2% with OR Nursing 1st Year turnover below the threshold at 10%