

Alleviating Anxiety in Perioperative New Graduate RNs: Boot Camp in the Age of COVID-19

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Introduction and Problem Statement

Background: Surveys were administered by the Inova Professional Practice Leader group to nurses who graduated in spring/summer 2020. A deficit of clinical practicum was identified versus graduates in previous years. Nursing Course Curriculum transitioned from in person to virtual, sometimes leading to an insipid learning experience.

PICO Question

Among new graduate perioperative RNs transitioning into practice, after reduced time in complex patient care, does a multi-component supportive orientation process improve perioperative RN new graduates' perceived level of self-confidence and anxiety in relation to the process of clinical decision making?

Perioperative White Scale Results

Anxiety				
	Gather Information/ listen	Seeing Big Picture	Know and Act	Total
Initial	39.17	23.33	24.67	87.17
3 Months	18.83	11.83	11.83	42.50
Points less Anxious	20.34	11.50	12.84	44.67
Self Confidence				
	Gather Information/ listen	Seeing Big Picture	Know and Act	Total
Initial	52.17	21.33	20.33	93.83
3 Months	66.67	32.00	31.50	130.17
Points more confident	14.50	10.67	11.17	36.34

Intervention- Improvement Methods

Boot camp was a 6-hour event and included the following:

- PPE/Donning and Doffing; CPR/Code Blue/RRT responses with COVID-19 patients; Naso-pharyngeal swabbing; Oxygen delivery – Pulse Oxymetry – Nebulizations/MDIs; Prioritization table top exercise; Changing patient conditions/Patient deterioration/Modified Early Warning Score/Sepsis; Introduction to COVID website.

The other Boot camp components included:

- Use of an evidence-based assessment tool of anxiety and confidence in practice (White).
- Wound care shadow experience within the orientation hours to promote greater strength in this area of clinical practice.
- Emphasis on SBAR, CUS, and PAUSE to support patient safety practice confidence and capability.
- Hold 3 one-hour sessions for new graduates via Zoom for stress management/coping/resilience in the first 3-4 months of hire to reduce anxiety and promote effective practice.

Additional components were reinforced by the Perioperative Education Team. This was achieved through group discussion and reflection related to each component. These components included:

- Properly donning and doffing PPE for the perioperative environment.
- Managing patient deterioration in the operating room.
- Emergency Code Blue roles and responsibilities for the perioperative team.

Improvement Achieved - Outcome

Return On Investment: According to Linda Groah, MSN, RN, CNOR, NEA-BC, FAAN, the CEO and 2017 Executive Director of Association of perioperative Registered Nurses (AORN), “the training costs for one RN can be between \$65,000 and \$75,000.” Inova Fairfax Medical Center perioperative new graduate RN voluntary terminations decreased from 3 to 0 from 2019 to 2020 (Table 1). Therefore, the COVID Bootcamp resulted in a savings of at least \$225,000 for the organization.

Year	Hired	0-12 Mos. Terminated	0-12 Mos. Turnover Rate
2020	6	0	0%
2019	8	3	37.50%

Recommendations

- Continue to administer White Tool to perioperative new graduate RNs with the expectation of in person instruction and live clinical experiences to potentially resume in Fall 2021.
- Continued formal debriefing with all new perioperative graduate RNs to foster critical thinking and anticipation/responsiveness to deteriorating patients.

References

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