



# Operating Room Nurse Residency: Program Development and Implementation to Improve Retention and Satisfaction

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## BACKGROUND

Nurse residencies are programs for newly graduated nurses to bridge the gap from academic to clinical setting. Despite evidence that these programs improve new graduate retention and satisfaction, there is little evidence related to residencies that focus on a specialized setting such as perioperative. The nursing shortage is critical in the perioperative setting; of 265 nurse leaders surveyed, 56% have problems with recruitment and 68% anticipate problems. Our mean turnover rate for FY 2020-2022 was 16.2%, (ranging from 11.48%-21.92%), representing the loss of 29 nurses from an average of 60 FTEs over that time.

## PURPOSE

Our goal is to provide an evidence-based, cost-effective specialty track to support and develop highly specialized perioperative nurses and improve retention.

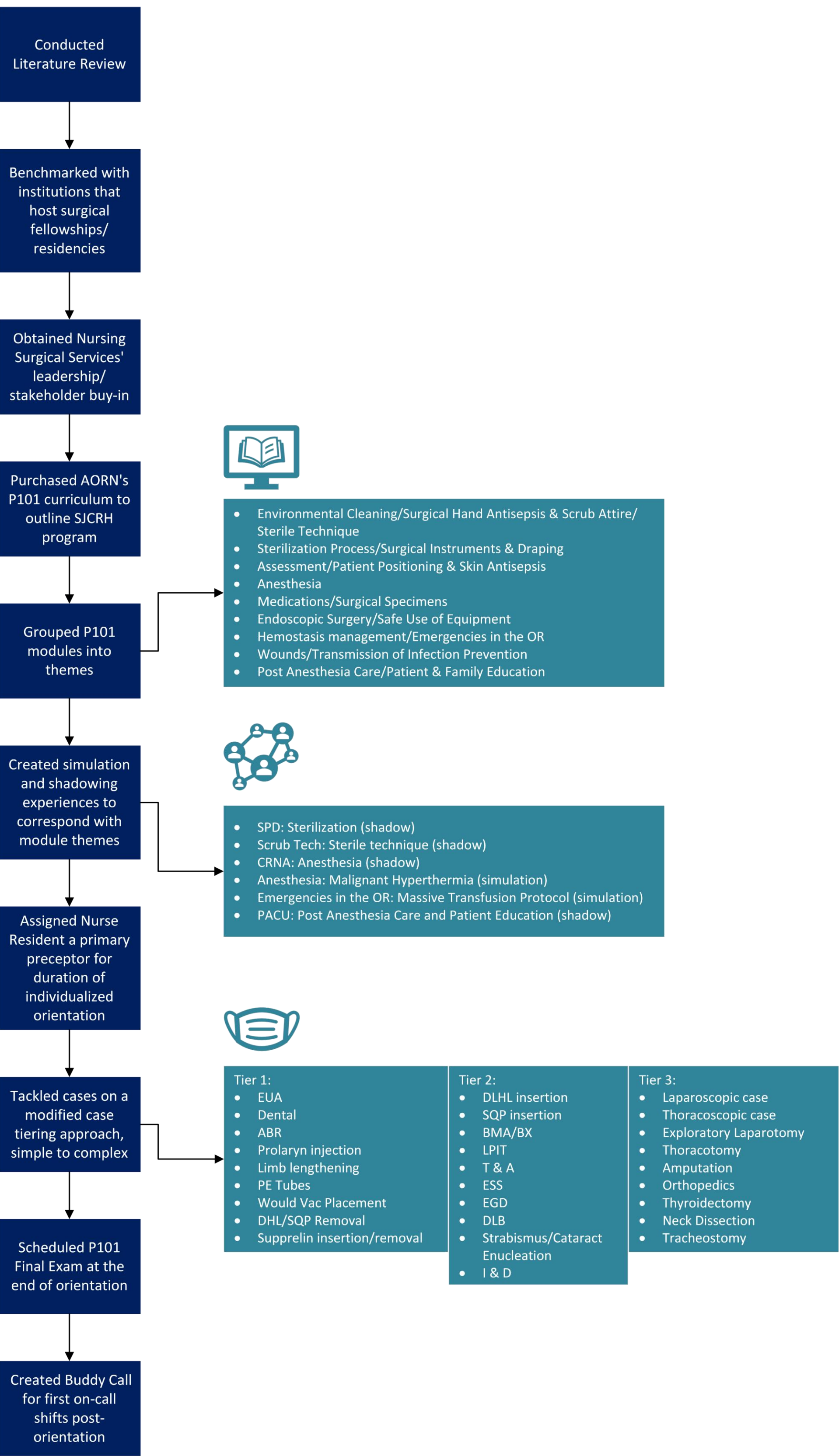
## METHODS

We developed a perioperative specialty track as part of our New Graduate Nurse Residency Program. Initial steps included conducting a literature review, interviews with similar institutions, and obtaining stakeholder buy-in. Association of Operating Room Nurse's PeriOperative 101 (P101) curriculum was purchased to outline the program. The program includes an individualized orientation ranging from 20-24 weeks with the P101 curriculum completed within the first 12 weeks. Residents meet for P101 weekly and are assigned modules with activities such as skills blitz, simulations, and shadowing. Other shifts will include time with preceptors circulating cases using a tiered approach.

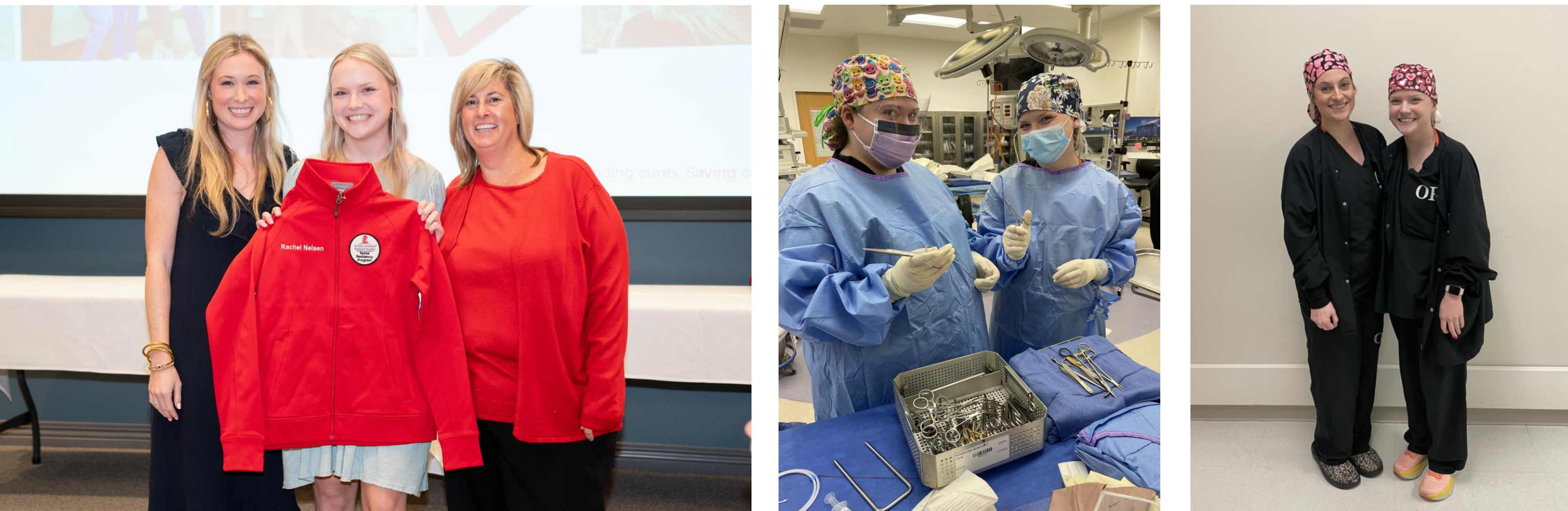
### St. Jude Children's Research Hospital Operating Room



### Operating Room Nurse Residency Program Track Development



### Nurse Resident at Match Day and with OR Preceptors



## OUTCOMES

Program outcomes will be evaluated with preceptor and resident surveys, competency reviews, and retention rates. A potential barrier is limited preceptor availability. We anticipate this program will prove cost effective by reducing the financial loss of staff turnover as well as improve satisfaction.

## IMPLICATIONS

By providing a structured framework for orienting new graduates into the operating room, we will be able to support and develop highly specialized perioperative nurses and improve retention.

## REFERENCES

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