

Creative On-Call Staffing: Improving Patient & Staff Safety

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Preparation and Planning

An opportunity for improvement was recognized around utilizing independent staffing models for intraoperative and Phase 1 post operative care. Call coverage was provided separately, within OR and PACU. Call hours were covered each weekday on evenings and nights, and 24-hours on weekends and holidays. Staff call coverage included:

- One OR Scrub RN or ST
- One OR RN circulator
- One PACU RN

AORN Perioperative Staffing Recommendations support ASPAN guidance for staffing. Our model did not meet ASPAN practice recommendations, which included

Two RNs for PACU

one of which is competent in Phase 1 post anesthesia nursing care.



Assessment

Call staffing model not meeting recommended practices for staff and patients safety:

Limited number of PACU RNs available

Team formed to relook at the hospital processes:

- OR leadership
- PACU leadership
- OR staffing committee

Objective created:

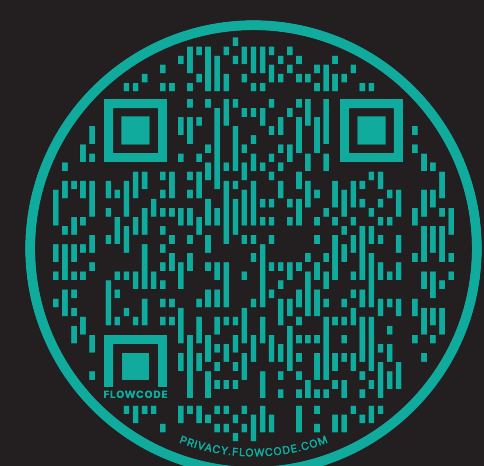
Formulate a safe staffing on-call model utilizing intraoperative RNs, STs, and PACU RNs while meeting ASPAN practice recommendations.



Implementation

The OR leaders presented the on-call staffing **concerns** at department meetings and reviewed ASPAN standard **recommendations** along with the **safety** concerns of the model being utilized.

From these meetings, a shared decision-making team (SDMT) with intraoperative and PACU RNs was developed to create a **new on-call staffing model.**



Scan the QR code for Author contact information, Our Facility Policy, and references.

Outcome

SDMT developed a self-schedule call rotation that included:

- Intraoperative RNs
- OR STs
- PACU RNs

14-week rotation
Added additional 48 hours of call per person
Policy drafted by OR leaders with the input of the SDMT

Staffing rotation
Activation of the call person
Enhanced expectations

Implications for PeriOperative Nursing

The creation and implementation of this on-call policy has improved **staff & patient safety** while promoting interdisciplinary working relationships between OR and PACU RNs. The collaboration of the OR and PACU teams helped to develop, implement, and **achieve safe practice standards** that are recommended by both AORN and ASPAN.

