



Background


- New circulating registered nurses in the operating room historically utilized an average of **1000** hours for orientation.
- The typical method of orientation was based on a **productivity-based model**; the novice nurse was paired with a preceptor, gradually increasing the number of tasks assigned for each surgical case while completing total care of each patient.
- These nurses would not be independent in all service lines or take call for **up to a year**.
- New nurses often reported that they were **unsatisfied** with their skill set by the end of orientation and **lacked key skills** such as time management.

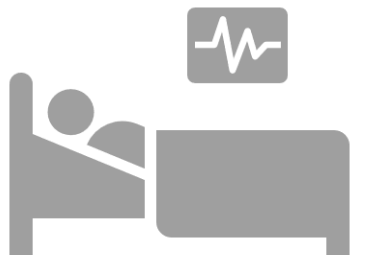
Tiered Skills Acquisition Model

- Based on a novice to expert model of clinical competence, the Tiered Skills Acquisition Model increases nursing intervention skills from **simple to complex** instead of incrementally increasing a new nurse's task load and expecting total care for each patient.
- Novice staff move through the tiers once they are **deemed competent** in the accompanying skills while the preceptor is responsible for all patient needs above the orientee's current tier.

Provides Concise and Accurate Information

Encourages Confidence


Contributes to Effective Workforce






Results

- Newly independent RNs rated their skill confidence level **4.5** on a 1-5 scale.
- An average of **741 hours** of orientation were needed cumulatively per RN versus **982** per RN formerly.
- 100%** of participants felt the length of orientation was appropriate.
- Nurses using this method have required an average of **268 hours** of orientation before being independent in their first service line compared to **404 hours** on the previous method.



TSAM Orientation resulted in a decrease in required orientation hours

Staff were independent in their practice earlier than previous model



Staff reported an increase in their confidence level and felt assurance in the knowledge and skill of their preceptors.

Implications for Practice

- Successful implementation of a TSAM orientation process is anticipated to result in a **decrease in adverse patient outcomes** by producing a confident nurse who can provide safe, competent, and effective care, an **increase in patient and staff satisfaction**, and an improved **staff retention** rate.

References available upon request