

Our Shared Mission: Collaborative Perioperative 101 Program Expansion

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INTRODUCTION

As clinical safety and adequate staffing issues continue to threaten the front lines, the perioperative arena must rapidly adapt to changing tides of a fast-paced, precise environment post-pandemic. Perioperative leaders must continuously update knowledge and sustain collaboration across perioperative phases and specialties. Growing the perioperative 101 programs as strategically and safely as possible, when well executed, can be a win-win solution.

PURPOSE

This presentation outlines techniques that perioperative educators and leaders utilize to support a highly reliable organization's journey of Perioperative 101/Nurse Residency Program expansion in the OR. Furthermore, it will discuss significant strategies and how to successfully improve team synergy and engagement in the program from July 2020 – December 2022.

SETTING



Founded in 1925, Memorial Hermann-Texas Medical Center is the primary teaching hospital for the McGovern Medical School at UTHealth. It is one of the busiest Level 1 Trauma Centers in the nation. It has a total of 48 combined Adult Main, Adult HVI, and Children's ORs. MH-TMC OR completed a total of 34,150 surgeries a year for FY 2022.

DESCRIPTION of the TEAM



This project covering the training of mostly new graduate nurses transitioning to perioperative specialty is a collaboration between Perioperative leadership and education. The project started with a Periop 101 RN coordinator and an ST Educator.

PREPARATION and PLANNING

After multiple changes in the Perioperative Services Education Team in the 2nd quarter of 2020, rebuilding a strong education team is vital. To ensure a quick transition, hand-off from the past program coordinator to the newly promoted internal staff. The Adult Main OR Director led the team while MH-TMCs Central Education Leadership and the Memorial Health System Perioperative Education Council served as support. Collaboration with pod leaders and the frontline staff was pivotal in ensuring program quality throughout the transition. The team also ensured to plan for the general clinical staffing needs during the pandemic.

ASSESSMENT

Perioperative educators and leaders identified the need to establish, enhance, and ensure the quality of the Periop 101 program. The team is also determined to slowly increase the number of interns, enhance general team engagement, and elevate the program retention rate to brace for future trends in perioperative practice.

IMPLEMENTATION

Once the transition handoff was conducted, keeping key points of the program pre-pandemic is vital. Initial program adjustments included training the Fall 2020 cohort to be part of the Surgical Services PPE Taskforce to support the MH Clinical Nursing Team. Although the team made a difference in general patient care, this has delayed the cohort's start date two months further.



An annual calendar plan and program guide were created to ensure a precise timeline. In addition, face-to-face system-wide collaborative education transitioned to virtual classes. To keep up, the following key strategies were added for the TMC campus: Periop Practice Essentials, Periop 101 Orientation, week-long SPD plus Materials Management Rotation, Anesthesia Tech Basics, Technology and Supply Fair, Happy/Healthy Team Building Sessions, Weekly Periop 101 Team Touchbase, Transition to New Pod Day, and intentional daily rounding.

Collaboration among the education and leadership teams was enhanced via joint recruitment events, periop 101 welcome sessions, an enhanced draft day process, and an interactive hospital-wide graduation celebration with inspirational guest speakers.

OUTCOME



After a period of 30 months, the Periop 101 program produced a 100% completion rate of its 42 Periop 101 products across five batches from Fall 2020 – Summer 2022 with a 2-year retention rate of 100% and a 1-year retention rate of 95.23%. The program has successfully drafted program graduates to fill the needs of all specialty pods and shifts available. In addition, this is the most diverse group, with 30% of the total products earned their degrees outside the US, and 67% of the candidates are from a non-Caucasian background.

PERIOPERATIVE NURSING IMPLICATIONS

- A collaborative approach is essential to support the continued growth of transition to practice programs, particularly for a highly specialized perioperative level 1 trauma center.
- This 2.5 - year journey of MH-TMC informs future preparation for training expansion in response to the staffing shortage, pandemics, and disasters.
- The program's holistic approach is a sustainable strategy in retaining a highly diverse workforce.

REFERENCES

- International Centre on Nurse Migration (ICNM). (2022) The Global Nursing Workforce and the Covid-19 Pandemic. Available at: <https://www.intinnursemigration.org> (Accessed Feb. 5, 2022).