

Background

- Lack of a structured orientation program led to difficulties in role adaptation and low employee satisfaction among both novice and experienced Operating Room (OR) nurses.
- Ineffective onboarding results to:
 - High Cost of Turnover
 - Decreased employee effectiveness and efficiency.
 - Low Staff Satisfaction and Retention Challenges
- Orientation survey was sent to OR staff to determine effectiveness of their orientation
 - 95% of newly hired nurses reported dissatisfaction; 5% were neutral
 - 75% of the orientation paperwork were missing critical information
 - <10% retention of new graduates from 2020-2024

Goal

- Enhance unit orientation, improve staff satisfaction, and increase retention of new grad.

Preparation and Planning

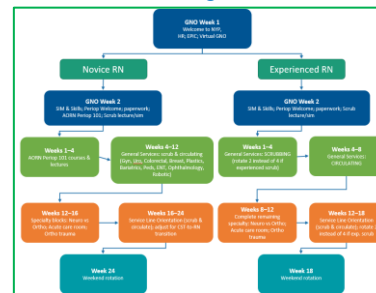
- Engaged key stakeholders, including leadership and frontline staff, to gather feedback
- Reviewed the current onboarding process
- Conducted a comprehensive gap analysis
- Collaborated with professional development teams for alignment
- Reviewed relevant literature and best practices
- Presented the revised plan for approval

Implementation

- Developed a Structured Blended Orientation**
 - Combines classroom instruction, mock simulations, hands-on clinical training, and technology-based learning to support a smooth transition into the perioperative environment.
- Organize orientation paperwork**
 - Includes a welcome letter signed by unit leaders, a competency checklist, and essential orientation resources.
- Preceptor Training**
 - Implement strategies to foster motivation and provide essential resources that empower preceptors to succeed in their role.
- Weekly Feedback Tool**
 - Facilitates progress evaluation and provides dedicated time for discussing orientee needs and development.

Feedback Tool

Onboarding Process



Results

- Improved staff satisfaction with the new orientation program
- Increased new grad retention rate
 - 100% new grad retention
 - 100% Periop 101 passing rate
- New staff are capable of assisting in all services
 - Thoracic and Vascular Surgery
 - Robotic Procedures
 - Neurosurgery and Orthopedic Surgery
 - General Surgery
 - Ability to take call within 9 months
- Number of active preceptors grew by 10% after implementing new onboarding program
- Compliance for orientation materials
 - Pre data: <75% Compliance
 - Post data: 100%

Nursing Implication

- Improved onboarding enhances nurse competency, confidence, and adherence to best practices, reducing errors and stress.
- It fosters collaboration, increases job satisfaction, and supports retention, ultimately leading to better patient outcomes and a stronger team culture.

References

- Becze, E. (2024, July 9). *Standardized orientation improves ambulatory oncology nursing recruitment and retention*. *ONS Voice*, 1(1), 1. <https://www.ons.org>
- Rose-Facey, W., & Reid, J. (2024). *Oncology nursing: Clinical assistant onboarding: Immersion, simulation, and adaptation result in a successful program for nursing students*. *American Nurse Journal*, 19(6), 35–38. <https://doi.org/10.51256/ANJ062435>