

Proposal to Reduce Perioperative Nursing Turnover and Vacancy

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Summary

- To sustain and grow a viable perioperative workforce, a paradigm shift is required in the preparation for independent practice of newly employed perioperative nurses..
- We developed and implemented a rigorous program to prepare experienced operating room nurses in their roles as preceptors and mentors of new members to the perioperative nursing team
- Program is designed to prepare for the safe and successful transition of new nurses into the perioperative environment
- Additionally, the program leverages the expertise and proficiency of more experienced nurses and formalizes the preparation and enhanced of preceptors
- Thereby creating a well-prepared perioperative team with more engaged and satisfied nurses thus reducing staff turnover.

Background

- National turnover rate for Registered Nurses just below 19%
 - Increase in nursing shortages is at 9.9%
 - Projected to increase over the next 10-15 years as 50% of the nursing workforce is over the age of 50
 - The average cost of turnover for a registered nurse is just over \$40,000, with specialty nursing at an even higher rate.
- Our Facility:
- North Kansas City Hospital (NKCH) is a 481-bed not-for-profit, Level 2 Trauma Center, community facility located 5 miles north of downtown Kansas City, MO
 - 24 operating rooms
 - 63 RN FTEs and 26 Surgical Technologists in the Perioperative Division



Figure 1. Nursing Turnover

A. Kansas City Regional Nursing Turnover

Registered Nurses
18.5% Turnover rate
14% Vacancy rate
Surgical Technologist
14.8% Turnover rate
16.5 % Vacancy rate

B. NKCH Perioperative Nursing Turnover previous 12 months

Last 12 Months Turnover Data in Perioperative Services

Role	Terminated	Hired
Registered Nurse	4	11
Surgical Techs	6	4

Current Perioperative Openings

Role	Openings
Registered Nurse	6
Surgical Techs	3

Figure 2. Orientation Schedules

Nursing Inpatient Onboarding Training Example Timeline

Orientation weeks	Shifts per week	Total number of Orientation Shifts w/ preceptor
12	3	36

Perioperative Nurse Orientation Timeline

EXPERIENCED Perioperative Nurse Onboarding Training Example Timeline

Orientation weeks	Shifts per week	Total number of Orientation Shifts w/ preceptor
10	5	50

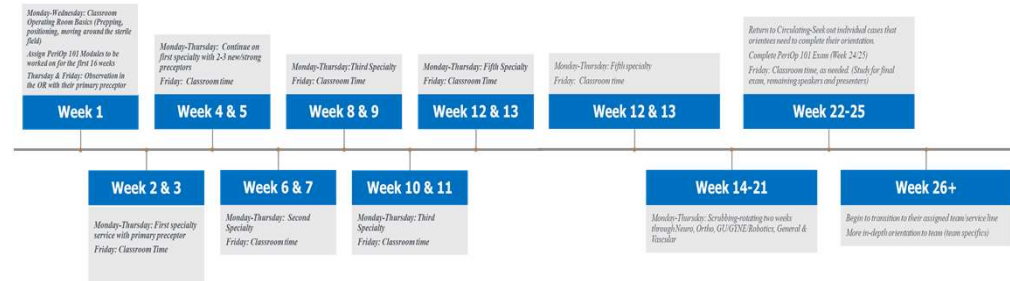
Experienced Nurse with No Perioperative Experience Orientation

Orientation weeks	Shifts per week	Total number of Orientation Shifts
26	5	130 w/preceptor

NOVICE NURSE Perioperative Orientation

Orientation weeks	Shifts per week	Total number of Orientation Shifts
26-52	5	130-260 w/preceptor

Figure 3. NKCH Perioperative Orientation & Implementation



Precepted Shifts in Perioperative Services over the past 12 months

Role	Precepted Shifts	Precepted Hours	Proposed Compensation	Total Proposed Compensation/Role/year
Registered Nurses	616	5,224	\$5,224.00	\$5,224.00*
Surgical Techs	176	1,408	\$1408.00	\$1,408.00*
Total Shifts/Total	450	6,632.00		\$6,632.00Annual cost

*Based on a precepted shift of 8 hours with a 1.00-hour preceptor compensation

Key Drivers of Success

Preceptor Responsibilities

- Provides foundations of perioperative knowledge
- Serves as mentor, role model, advisor and resource
- Evaluates the progress of the orientee
- Introduction of social/cultural aspects
- Assist new RNs to assimilate as a team member
- All preceptors will be required to go through the AORN preceptor program
- Potential preceptors will be interviewed by the educator to insure necessary experience in Operating Room nursing
- Preceptors must have attained their CNOR

Benefits to Preceptor

- Personal enrichment and satisfaction derived from positive contributions to nursing profession
- Enhanced professional reputation and development
- Compensation reflective of commitment to education

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