



Developing An Improved Orientation Process for the Pain Clinic

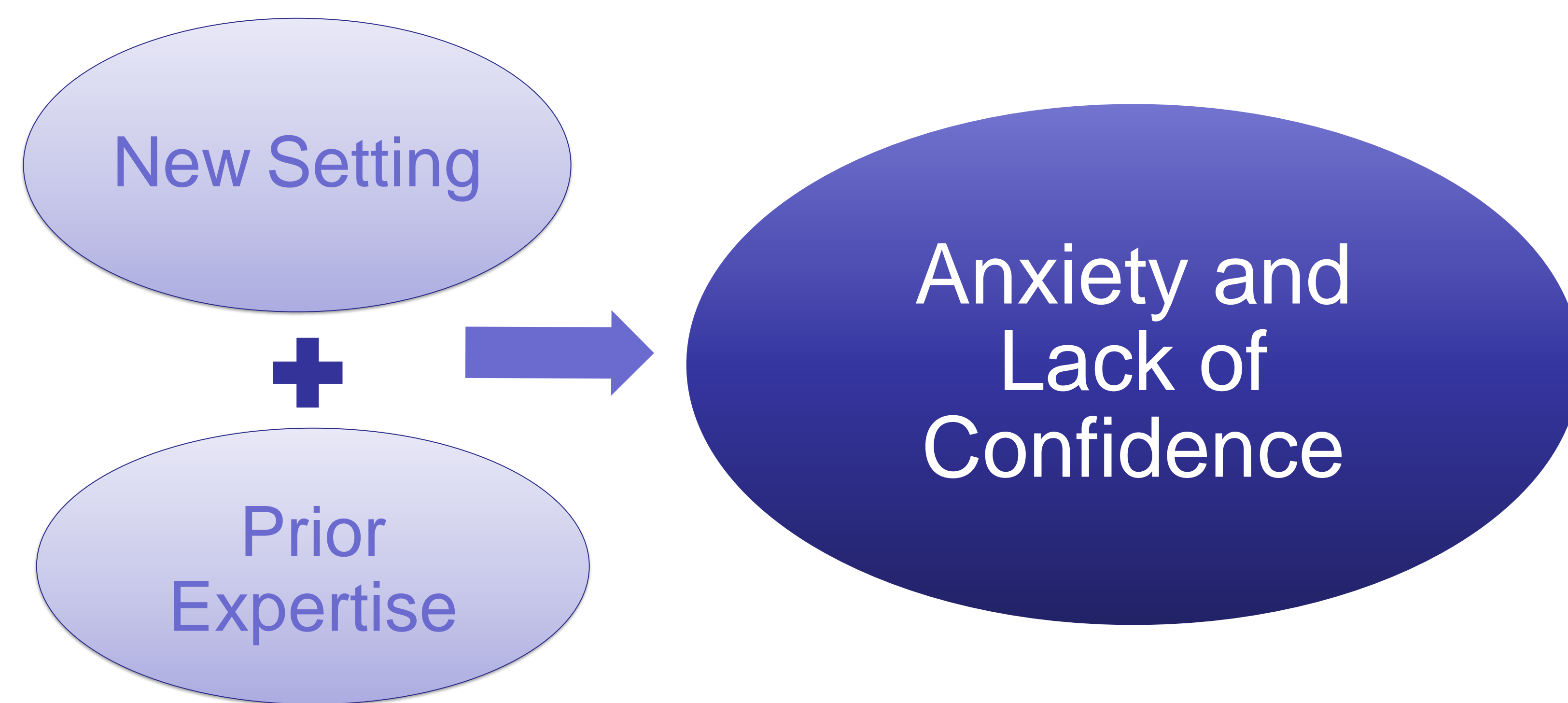


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Statement of the Problem

Orientation and training needs in a new setting are different for novice and experienced nurses.



Background

Experienced RNs in a new setting need:

- To be considered as novices
- Training to focus on key material
- Preceptors with adequate training

Objectives

Purpose: A needs assessment examined current orientation at St. Joseph Hospital Pain Clinic to identify learning needs of newly hired RNs.

Objectives:

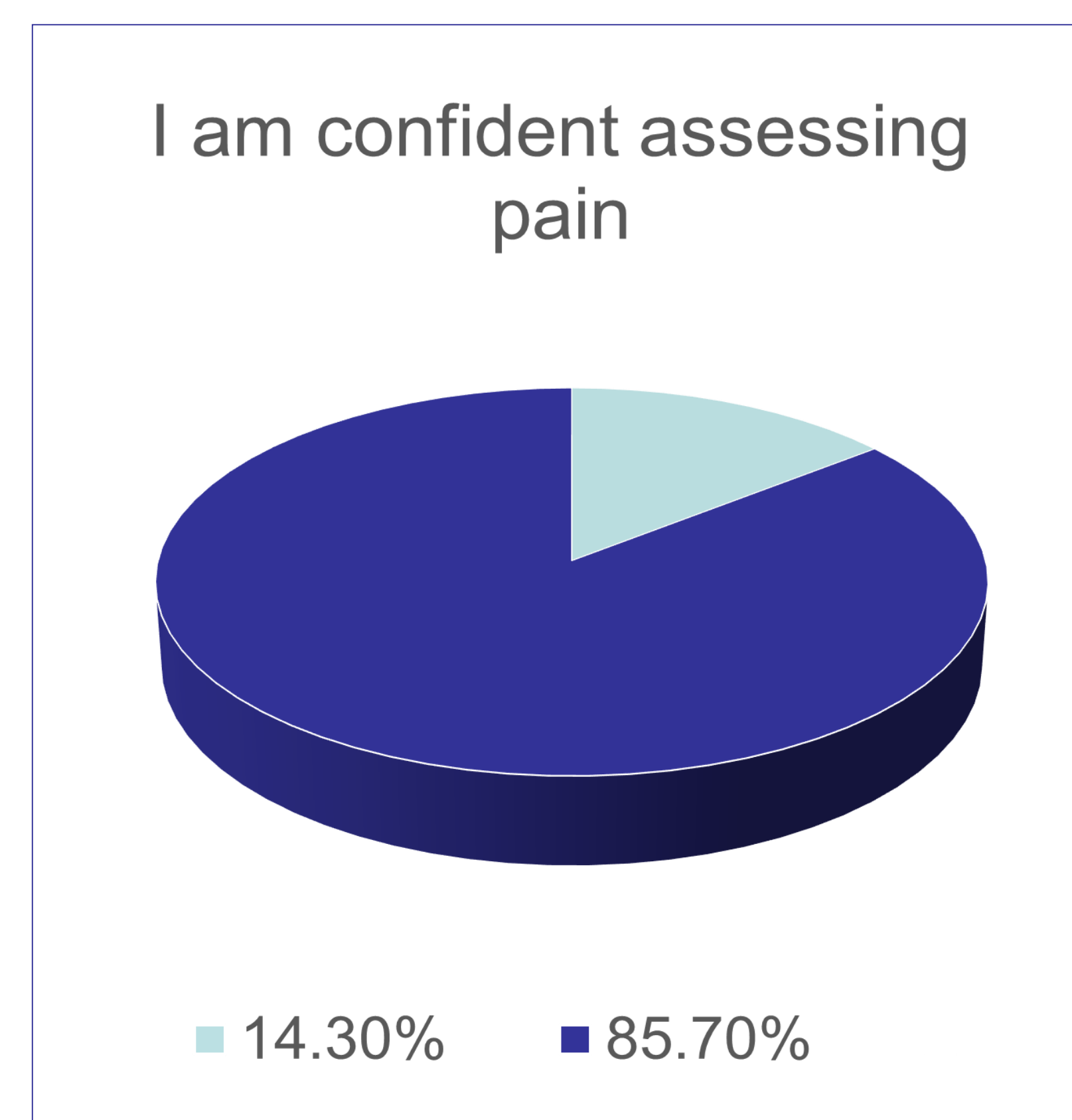
- Develop competencies
- Create a plan to revise orientation materials and processes

Methods

- **Sample:** All RNs (n=7)
- **Setting:** St. Joseph Interventional Pain Management Clinic, Kansas City
- **Measure:** 29-item mixed methods survey
- **Data Analysis:** Items were analyzed using comparative charts for grouped questions and qualitative questions were reviewed

Findings

- Orientation lacks structure; no designated preceptor
- Materials available but difficult to find
- Desire for ongoing education: psychological factors in pain, cannabis/cannabinoids, substance use/abuse disorders, new therapies and treatments, and improved education for preceptors



Pros:

“Nurses who taught by example.”
 “Doctors who taught me and answered questions.”

Cons:

“1st week was very busy and had to move fast. Hard to follow for 2½ to 3 weeks, then on my own.”
 “I had to learn on my own, but I was encouraged to look things up and networked with drug reps.”

Survey

Satisfaction with orientation

Confidence in skills learned

Learning needed/desired

Implications

- A structured orientation will be more effective
- Clear process and assessment tools specific to the clinic aid learning
- Preceptor training/education is critical
- Ongoing education is important to meet patient needs

Limitations

- Small sample size
- Lack of anonymity due to small sample size
- Long-term nurses had difficulty remembering their orientation: “Too long ago to remember, sorry.”

Acknowledgements/References

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References:

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