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## OR RN Onboarding. A Quality Improvement Project.

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**Background:** National Data<sup>1</sup> shows that about 18% (1 in 5) new RNs leave their 1<sup>st</sup> job within 1 year; 1 in 3 leave within 2 years. National Data<sup>2</sup> also shows that OR nursing turnover was in 2014 17.2% and in 2015 this had increased to 19.2%. At MMC OR turnover compares to national data, but has been slightly lower over the past years (e.g. 2014 - 10.9%; 2015 - 10.8% and 2016 - 9.5%). However, today in MMC OR, 28 out of 98 RNs (28%) have less than 2 years of experience. The current perioperative nursing internship program could be modified to decrease turnover rate while improving the experiences of new nurses.

**Purpose/PICOT question:** In RNs who are newly hired to the OR, how is their overall experience within the first 2 years of employment?

**Methods/Design:** A quality improvement initiative will be designed as a series of assessments during the nurse internship in hopes of gathering data to help modify the program.

**Results:** Results are to be determined, as the project has not been initiated yet.

**Time frame:** Time frame to be determined.

### References:

<sup>1</sup> Kovner, C., Brewer, C., Fatehi, F., & Jun, J. (2014). What Does Nurse Turnover Rate Mean and What Is the Rate? *Policy, Politics, & Nursing Practice*, 15(3-4), 64-71.

<http://dx.doi.org/10.1177/1527154414547953>

<sup>2</sup> NSI Nursing Solutions, Inc. (2016). 2016 National Healthcare Retention & RN Staffing Report. Retrieved from <http://www.nsinursingsolutions.com/Files/assets/library/retention-institute/NationalHealthcareRNRetentionReport2016.pdf>