

Simulation Training and New Unit Transition

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Abstract

Purpose: The purpose of this evidence-based project was to evaluate the use of simulation training in orienting neonatal intensive care (NICU) staff nurses to a new unit. The NICU was moving from a 19-bed open bay unit to a new, state of the art, 35-bed unit with a single patient room design. This project was designed to compare traditional staff orientation with a training program combining high and low-fidelity simulation.

Methods: The staff nurses attended a traditional orientation to the new unit and new equipment in the morning followed by four stations of simulation in the afternoon. Participants completed surveys prior to the simulation experience for a baseline, immediately after the simulation training, one month after training, but prior to the move, and two weeks after the move to the new unit.

Results: The results of the surveys demonstrated an increase in staff confidence levels concerning patient care emergencies on the new unit after the simulation training. There was a slight decrease in confidence levels at the one month survey; however, the results remained above baseline. The post-move survey demonstrated that the staff remained confident and they reported in individual interviews that they were more prepared for the move.

Conclusion: Simulation training is an effective training tool for experienced nurses. The implications for this project are expanding the use of simulation to train experienced nurses in the hospital setting.