

Registered Nurse Orientation (RNO)

Program Outline

Overall Goal	The Registered Nurse joining UCSF Health either as newly hired or after a six-month absence from UCSF will gain a general overview of UCSF's evidence-based policies and procedures and critical processes unique to UCSF.
Expected Outcomes	At the completion of the orientation session the attendee RN will distinguish their individual contribution to the following UCSF True North Pillars and Strategic Priorities: <ol style="list-style-type: none"> Patient Experience: by learning transfer within discussions during the orientation presentations. Quality & Safety: by demonstrating knowledge, skills and attitudes with return demonstration, and discussion. Our People: through awareness of the Department of Nursing professional development opportunities and foundations of professional practice.
Total Time	8 hours, excluding brief breaks and lunch

LOCATION AND TIME

Nursing Innovation and Education Center 2001 The Embarcadero, San Francisco, CA 94133	08:30-17:00
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AGENDA AND OBJECTIVES

Topic	Objectives	Time
Registration	<ul style="list-style-type: none"> Provide a structured process to document learner presence and attendance 	08:00-08:30
Foundations of Professional Practice	<ul style="list-style-type: none"> Recognize the value of knowledge, skills and attitudes necessary to provide quality and safe care Connect nursing professional practice to UCSF Health's <i>Mission, Vision, and Values</i> Integrate nursing practice with current evidence and the competency assessment process Clarify process for reviewing policy and procedure on the UCSF Health CareLinks intranet Illustrate expectations for email access and IT support 	08:30-09:00
Professional Development	<ul style="list-style-type: none"> Differentiate the resources available through the Center for Nursing Excellence and Innovation (CNEI) teams of Nursing Practice, Education, and Nursing research Integrate the structural empowerment through Shared Decision-Making and Magnet core councils Generate opportunities for career advancement via the nursing clinical ladder and advanced degrees 	09:00-09:15

Topic	Objectives	Time
APeX & Competency	<ul style="list-style-type: none"> Verify and explain location for APeX training scheduling Introduce e-competency and review testing 	09:00-09:15
Using Privilege for Good	<ul style="list-style-type: none"> Categorize the definition of privilege Construct an individual-led activity designed to promote self-awareness of privileged identities Critique the implications of an individual's collective privilege in relation to UCSF Health PRIDE values Review principles of Health Equity, including interpreter services, patient education practices, and awareness of health literacy 	09:20-09:45
Medication Safety	<ul style="list-style-type: none"> Exemplify the Five Rights as safe medication practice to prevent medical errors Integrate the 2-RN independent check process for error prevention with high risk medications 	09:45-10:05
Hazardous Medication Handling	<ul style="list-style-type: none"> Represent the technique for cleaning hazardous medication spills Select the appropriate disposal process for hazardous medications and sharps 	10:05-10:15
Early Recognition and Code Response	<ul style="list-style-type: none"> Outline the resources and systems available for patient decompensation and code response including Rapid Response Team, Sepsis screening, Stroke assessment, Code Blue/White team structure Generate significance of closed loop communication Outline supplies and medications available in the Code cart Implement and demonstrate features of the Zoll-R Defibrillator for code readiness 	10:30-11:00
Blood Administration	<ul style="list-style-type: none"> Integrate nursing practice for blood administration preparation, documentation and reaction response 	11:00-11:25

IntraOperative Nurses are excused for medication testing at this point in the agenda schedule

Topic	Objectives	Time
Medication Test	<ul style="list-style-type: none"> Monitor medication safety practices through a math test with 100% passing score (<i>Intra Operative only</i>) 	11:25-12:00
Admit to Discharge	<ul style="list-style-type: none"> Integrate scope of practice expectations for admission, assessment, care planning, education, acuity, procedural/operational preparation, and discharge Outline practice to meet needs of diverse patient populations, including homeless patients and patients who communicate in a language other than English 	11:25-11:55

Topic	Objectives	Time
Quality Indicators	<ul style="list-style-type: none"> Through an interactive game, monitor nursing knowledge relevant to quality indicators 	12:40-13:00
Central Line Care and Port Access	<ul style="list-style-type: none"> Identify the methods and practices for safely utilizing current supplies pertaining to central line care and infection prevention 	13:00-13:10
PIV Care	<ul style="list-style-type: none"> Integrate safety methods with UCSF needle supplies 	13:10-13:20
POCT	<ul style="list-style-type: none"> Outline Point of Care testing performed in identified clinical areas and understand QC requirements; Competency for waived POC testing is assessed via methods of (1) periodic observation of work by supervisor and (2) monitoring of each user's quality control performance. These are accomplished during orientation and/or in the unit. 	13:20-13:25
Restraint Management	<ul style="list-style-type: none"> Distinguish assessment and ordering practices for violent and nonviolent restraints and supply review 	13:25-13:35
Infusion Pump Management	<ul style="list-style-type: none"> Illustrate infusion pumps guardrails soft and hard stop messages and pump operation methods 	13:35-13:40
Pain Management	<ul style="list-style-type: none"> Distinguish the hierarchy of the pain assessment and identify the scales and tools used at UCSF Identify frequency for pain assessments and Demonstrate application of range order dosing Describe the monitoring requirements for Patient Controlled Analgesia (PCA) and Epidurals Demonstrate operation of the epidural CADD pump 	13:40-14:05
Medication Administration	<ul style="list-style-type: none"> Outline medication verification processes: allergies, Micromedex drug compatibility, and weight-based medication dosing Demonstrate medication transfer devices utilized at UCSF Health 	14:20-14:50
Safe Practice	<ul style="list-style-type: none"> Organize the nursing knowledge and skills required for safe and effective patient care delivery according to nursing scope of practice and standards of care 	14:50-15:15
Lab Specimen	<ul style="list-style-type: none"> Apply the expectations for lab specimen collection labeling through a video presentation 	15:15-15:20
Medication Test and Tele Test	<ul style="list-style-type: none"> Monitor medication safety practices through a medical math test with 100% passing score Detect cardiac monitoring proficiency via identification of lethal arrhythmias in a test with 80% passing score 	15:25-16:55
Evaluation	<ul style="list-style-type: none"> Reflect on the learning experience Generate feedback for NPD Education team 	16:55-17:00