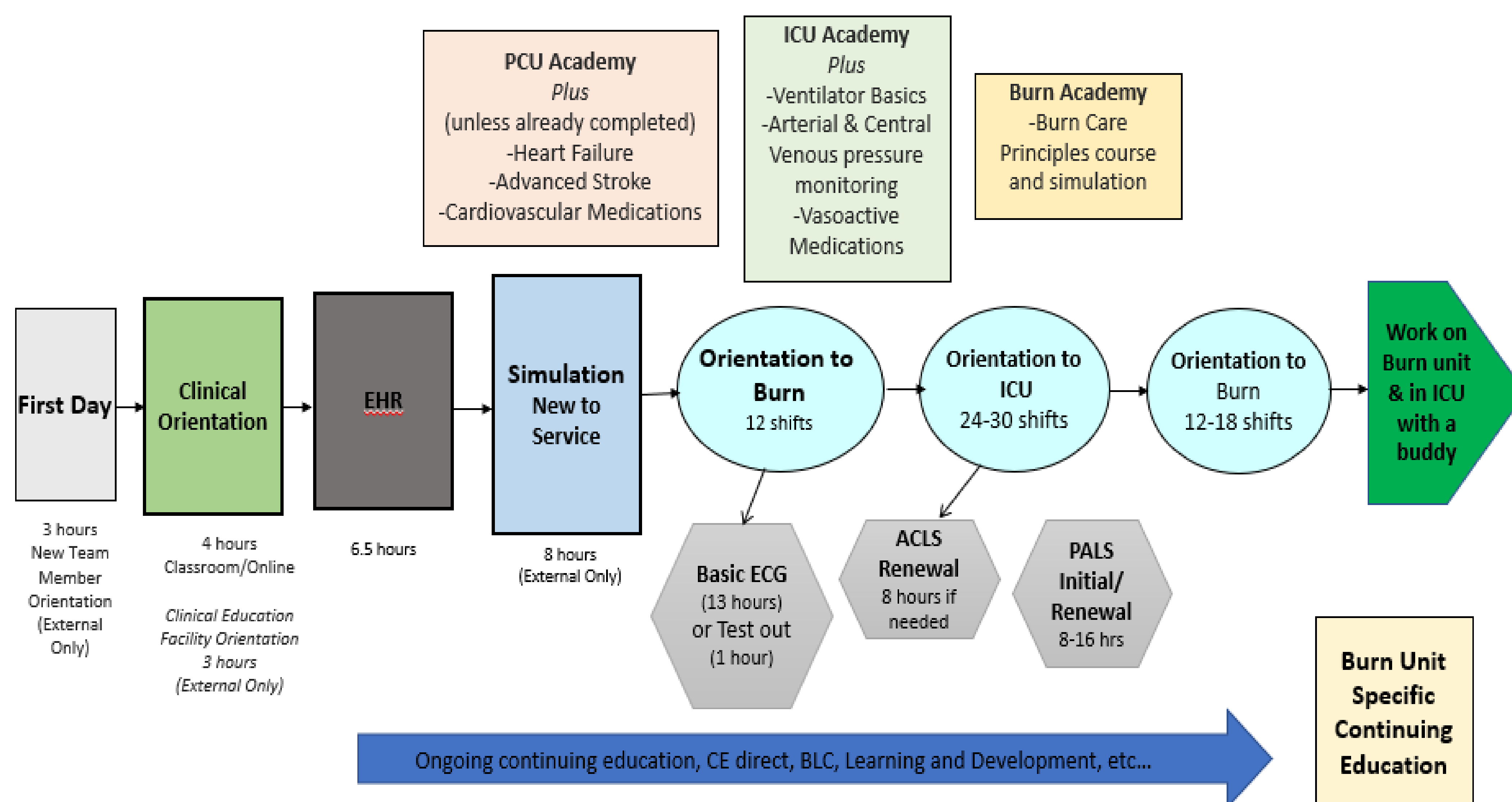


“Retention and competency increased with simple staff driven changes to the Burn unit orientation plan.”

Significance Statement:

Faced with high nursing turnover and several failed orientations, staff and preceptor input was used to revamp the orientation program and incorporate the ABA Nursing Competencies to improve retention.

Critical Care Burn RN: New to Service



Data Source and Results:

- Efforts to change Burn orientation focused on new to service burn RNs, most with no previous ICU experience.
- **Nursing turnover decreased** from 33% in 2017-2018 to 7.7% in 2019.
- Preceptors felt new burn staff were more **competent** when ending orientation.
- Orientation changes allowed for less extensions, more successes and increased new burn RN **confidence**.

Lessons Learned:

- Changes in orientation led to an increase in the new RN's sense of team. They knew what burn nursing and burn patient management was prior to starting ICU training.
- In addition to decreasing turnover, the morale on the Burn unit improved, existing staff felt heard and valued.

