
Abstract Title - Final for Program

RN Onboarding in Radiation Oncology

Category

Nursing

Are you submitting this abstract for a workshop or poster?

Workshop

Poster

Presentation Level

Beginner

New Administrator Track

Yes

No

Abstract Goal

To share our experience in the successful onboarding of 12 new Radiation Oncology nurses and how it can be applied to other centers.

Objectives

You are required to provide three objectives your abstract will cover.

Objective number 1

Apply onboarding pathway to new Radiation Oncology nurses

Objective number 2

Customize and construct onboarding strategy to support the foundation for the nurse

Objective number 3

Recommend techniques to support engagement and retention

Abstract

Please provide your abstract. It must be 300 words or less.

Abstract

From October 2022 to March 2023, Penn Medicine Radiation Oncology hired and on boarded 11 RNs and 1 LPN across 5 of the 8 locations. These positions were replacement roles attributable to promotions, new positions and backfills. In May 2022, as part of a stretch assignment, a voice of the customer methodology was used by interviewing nine recently on boarded RNs to identify what was absent from their orientation. The key needs for these nurses were structure and attention. They wanted an outlined pathway with weekly goals and guidelines that provided one on one individual attention and specific radiation oncology objectives. The new orientation format recognized the uniqueness of each location and the individual nurses learning needs and helped support the preceptor. After 6 months in the department, newly on boarded RNs reported they felt supported, heard and well prepared to care for radiation oncology patients. The implementation of this structure at other institutions would prepare RNs to perform at the top their scope of practice thus supporting safe and efficient patient care as well as RN retention through higher levels of autonomy.