DESCRIPTION
Nursing Physical Assessments are vital in providing safe high quality patient care. To ensure accurate and effective assessments, HRH has updated its Nursing Orientation Program (NOP), with a simulation based comprehensive review of nursing skills. The NOP is guided by adult learning principles and simulation application. Upon completion of the NOP, nursing staff go through a Physical Assessment Competency (PAC) evaluation, which includes a Head-to-Toe and effective communication strategies assessment. The evaluation measures the participants’ ability to conduct a physical assessment correctly, communicate pertinent information, develop accurate care plans, and provide high-quality and safe patient care.

OBJECTIVE
To promote the delivery of safe high quality patient care by implementing PAC evaluation in HRH's Nursing Orientation Program.

ACTIONS TAKEN
- HRH updated its NOP to an extensive 8-day program that incorporates various teaching strategies such as flipped classroom, role-play, and simulation.
- During orientation, newly hired nurses are supported with physical assessment prep sessions in a controlled environment.
- Provided with a PAC evaluation checklist, which includes components of the Head-to-Toe Assessment and effective communication strategies such as AIDET & I-SBAR communication tools, using a pass/re-simulation criteria.
- Learning opportunities are provided to staff to improve their skills prior to the required re-simulation.

SUMMARY OF RESULTS
PAC evaluation provided HRH valuable insight on practice gaps and areas that needed further education. Since the NOP update, the first-time pass rates have been consistently averaging at 84%. Although HRH provides various learning supports, some newly hired nurses are unable to pass the required PAC after three attempts, which hinders their onboarding process. However, the low rates of unsuccessful onboarding suggest that the updated NOP offers nurses with strong practice support, as they integrate into HRH's workforce.

LESSONS LEARNED
PAC evaluation allows the organization to identify individual practice gaps, and supports nursing staff in building confidence and competency to provide safe high quality patient care.