



Development of Pain Philosophy for Newly Hired Nurses

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SIGNIFICANCE

Audits of pain documentation across the system revealed inconsistencies in RN charting, variations in order compliance, lack of non-pharmacological options and deficiency of standardized pain education for all nursing staff.

PURPOSE

Perform a gap analysis to improve consistency in pain management throughout the system. Develop education to meet needs of nurses.

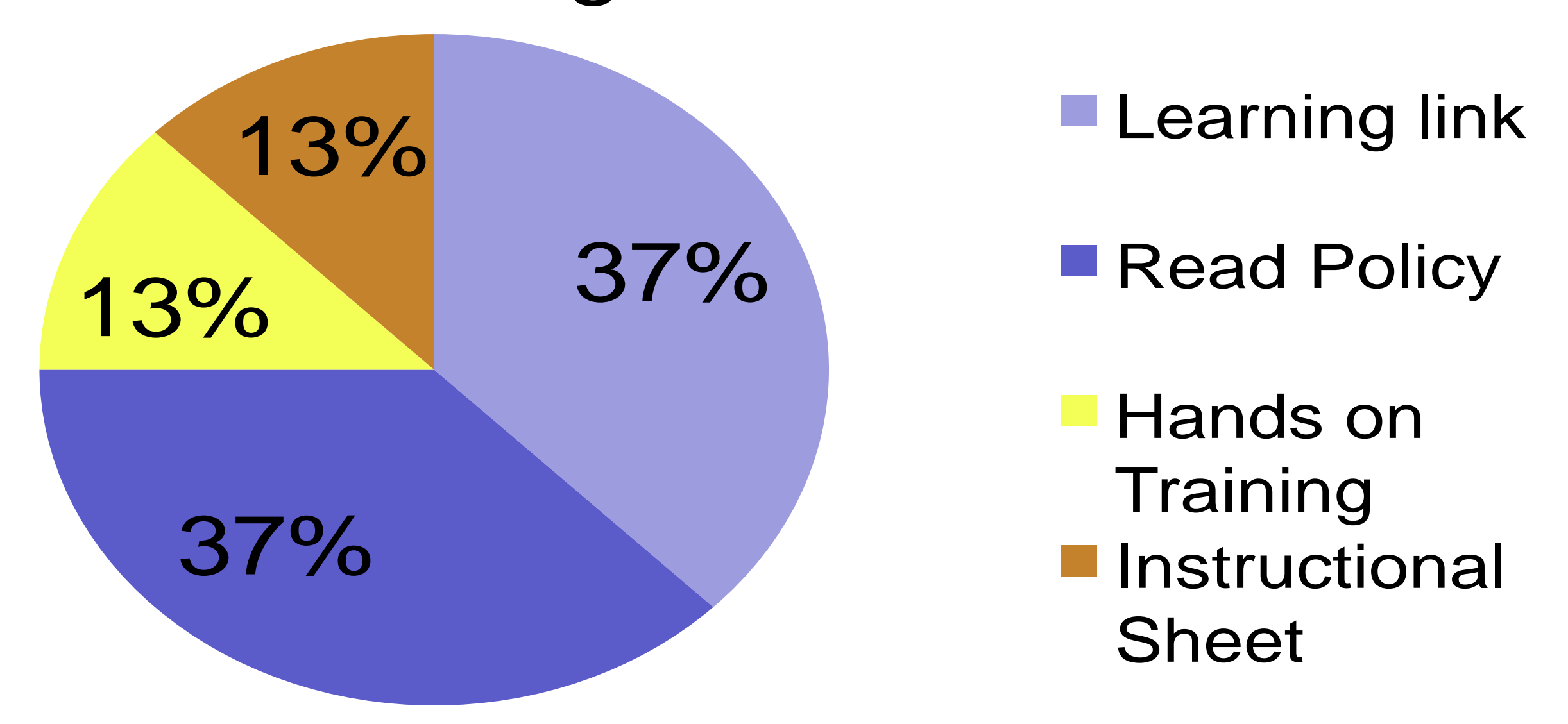
FRAMEWORK/METHODS

A PDSA was used to plan the gap analysis. A survey of stakeholders was completed via emails sent to supervisor/educators of all nursing units, a gap analysis of needs was completed by qualitative analysis.

FINDINGS/OUTCOMES

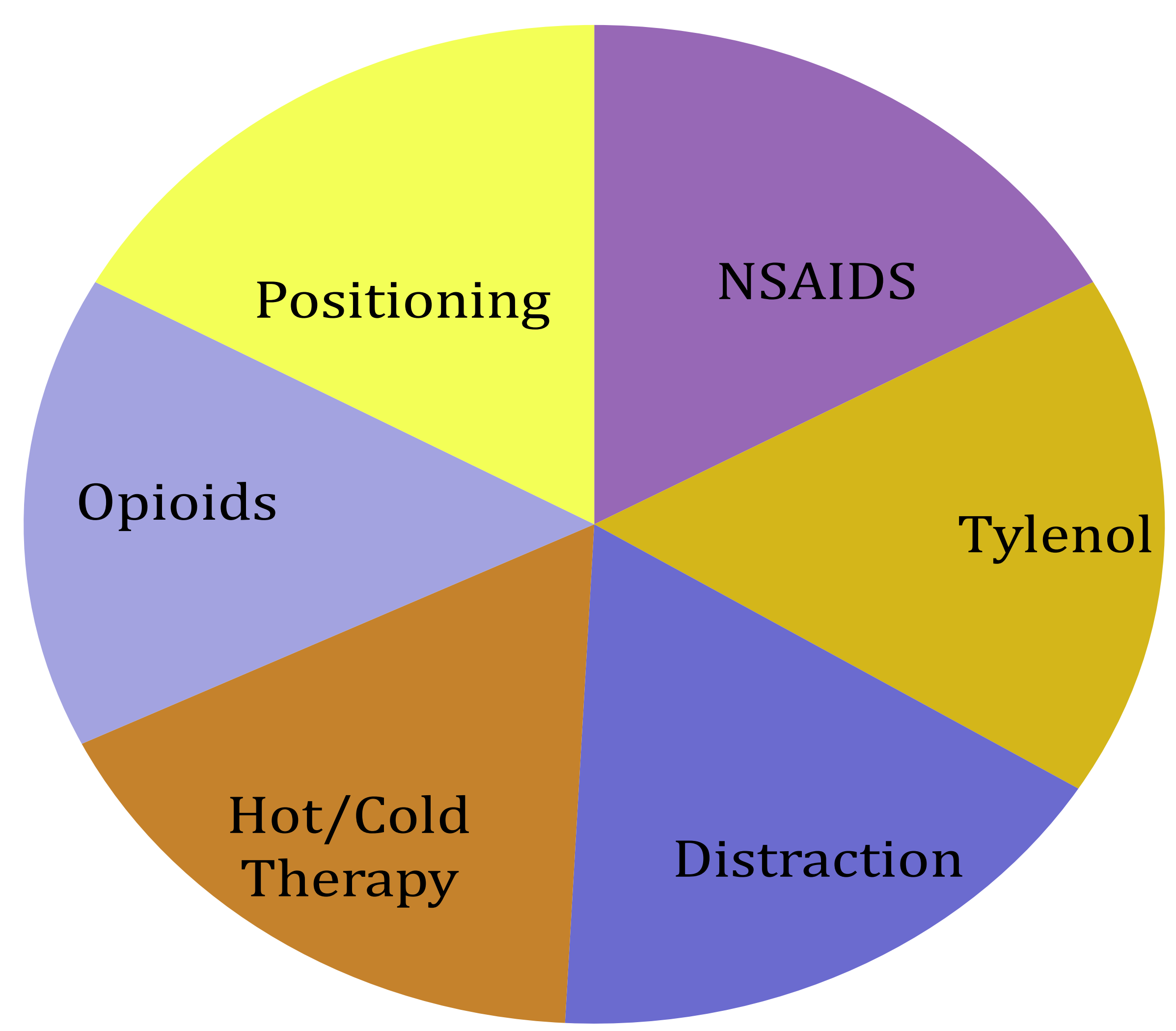
- Nine units responded
- 44% only had one method of providing education to newly hired nurses
- Multiple learning links being utilized, some out of date, expired, inconsistent
- Over 20 learning links and self studies related to pain
- Requests for reference sheets and education regarding sedation, safety, re-assessments, and nonverbal patients

Units use of Learning Strategies



INTERVENTION

- An educational packet was developed for all new nursing staff to ensure newly hired RNs receive basic foundation of pain management education consistent with policies and scope of practice.
- New philosophy of "Pain Pie" was developed for discussing plan of care with patients.



DISCUSSION

Patient satisfaction with pain management will improve as a result of consistent best practice and increased knowledge of pain therapies.

Compliance with orders ensures adherence to regulatory and organizational standards of care.

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