

Mentoring New Nurses in the OR

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Objectives

- Demographics
- Selection Process
- Classroom Activities
- Clinical Experiences
- Team Training

Demographics

- Average age of RN
- Average age of OR RN
- Years in Specialty
- Years in Stanford OR
- Desire to change Specialty
- Challenges for entry to OR

Selection Process- Prerequisites

- Two years of nursing experience
- Two letters of recommendation
- Internal applicants given priority
- No disciplinary actions on file for internal applicants

Selection Process- Surgery Observation

- Complete prerequisites
- Express formal interest in OR training program
- Four hours in OR- direct observation
- Report back related to continued interest in program

Selection Process- Interviews

- Panel of managers and educators
- Main OR and ASC represented
- Situational questions standardized to all applicants
- Final selections

Classroom Activities- Theory with Educators

- Anatomy review
- Basic surgical concepts
- Safe working environment
- OR region Policies and Procedures

Senior Staff Members Lend a Hand

- Service specific discussions
- Review of instrumentation
- Surgeon preferences
- OR culture

Surgical Simulation

- Primarily for physicians
- Some applications for RN education
- Classroom demonstrations
- Simulation Lab

“Buddy” Assignment

- Primary
- Secondary
- Tertiary

Clinical Experiences- A great way to begin

- General surgery
- Open vs. laparoscopic
- Natural progression to GU and GYN
- Further progression to other specialties

Clinical Experiences- Circulating Role

- Preoperative Interview
- Room set-up/ preference card review
- Counts/ Indicator checks
- Patient Arrival to the OR
- PPD
- Documentation

Clinical Experiences- Scrub Role

- Room set-up/ preference card review
- Sterile field set-up
- Counts/ Indicator checks
- ST or RN mentors

Team Training- Time Out

- Implemented 7+ years ago at SHC
- First mechanism in place to prevent wrong side/ wrong site surgery
- Fully adopted by entire OR team

Team Training- WHO Surgical Safety Checklist

- Recently adopted as an adjunct to Time Out
- Includes pre-anesthesia checks, team brief and debrief and team introductions
- Assists with identification of equipment issues and other patient specific concerns
- Working towards full adoption of practice

Team Training- Crew Resource Management

- Based on aviation model
- Eliminates "captain of the ship" mentality
- Spreads accountability/ responsibility across entire team
- Assists new team members to adapt to OR environment

Team Training- SBAR

- Situation
- Background
- Assessment
- Recommendation

- Empowering for nurses
- Sets the gold standard

Team Training- Culture of Safety

- Transparency is key to success
- Not punitive
- Extremely difficult to achieve
- Document for improved outcomes

Conclusion

- Selection process is where it all begins
- Classroom activities set the stage
- Clinical rotations enrich the new nurses' experiences
- Team Training ties it all together

Questions

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