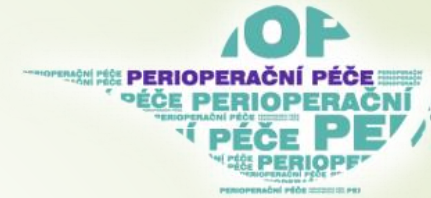




**FAKULTNÍ
NEMOCNICE
BRNO**



Educational process of the perioperative nurses in the Czech Republic

Jaroslava Jedličková, Iva Šilerová, Erna Mičudová

Central operating theaters, University Hospital
Brno, Czech Republic





This presentation describes comprehensive activities designed to train operating room workers and motivate them to seek additional education and experience.



Outline

- Admission procedure
 - Hiring criteria, job interview, financial awards
- Adaptation process of new employee
 - E-learning
 - General and specialized orientation
- Continuous support, lifelong learning
 - Educational plan, specialization
- Supervision
- Verification

Goal: High standard delivery of perioperative care



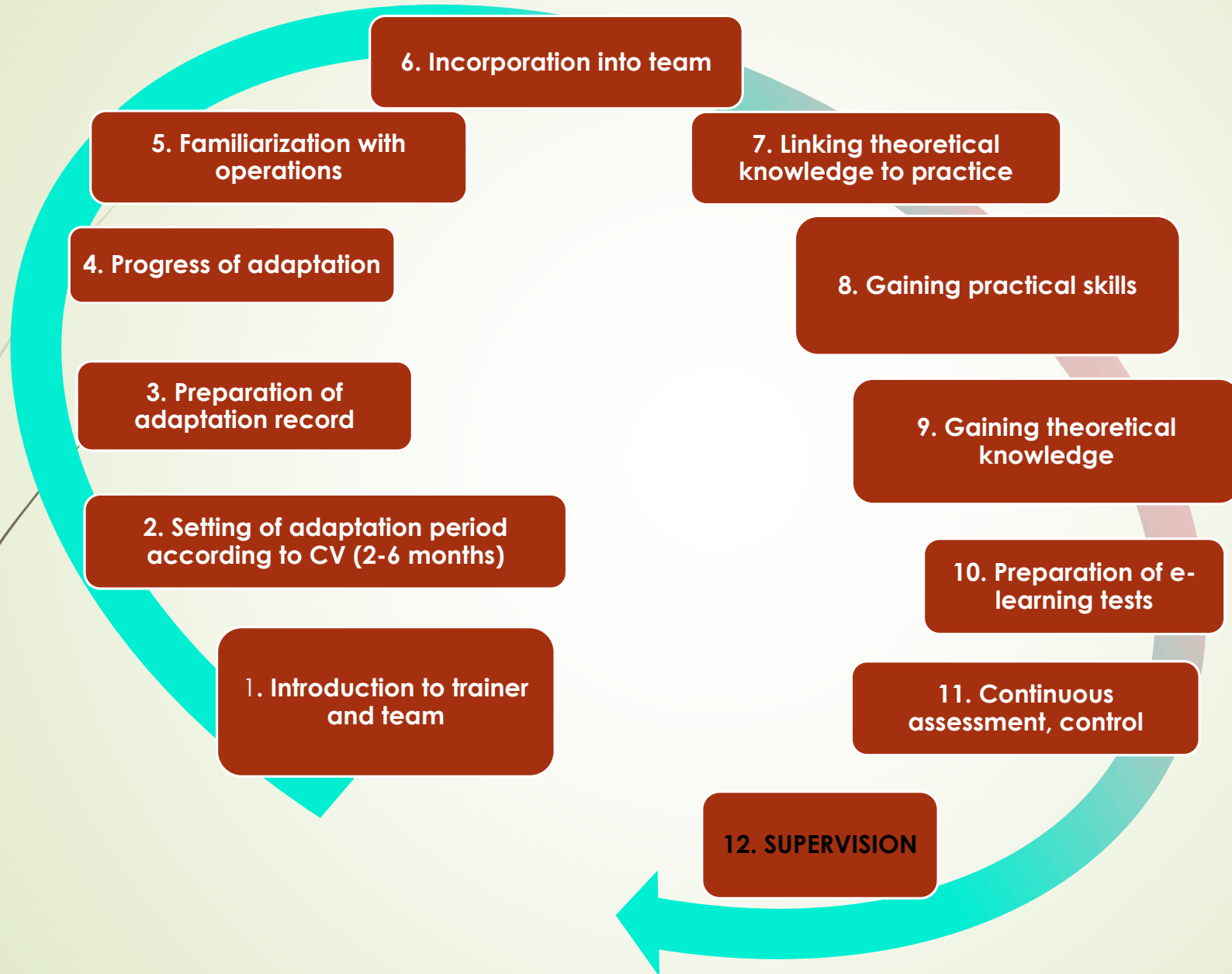
Hiring Process

Selection of candidates

- preliminary interview
- curriculum vitae
- professional competences
- personal characteristics
- medical certificate

Job information

- workplace tour
- job requirements
- team introduction
- probationary period
- performance bonuses
- benefits



Adaptation Process

- Introduction to trainer and team
- Setting of adaptation period according to CV 2-6 months
- Preparation of adaptation record
- Progress of adaptation
- Familiarization with operations
- Incorporation into team
- Gaining theoretical knowledge
- Gaining practical skills
- Linking theoretical knowledge to practice
- Preparation of e-learning tests
- Continuous assessment, control





Adaptation Process

➤ General Orientation

- General orientation to the facility
- Administrative procedures
- Safety class
- Education nurse oversight

➤ Unit Orientation


- General orientation to the facility
- Administrative procedures
- Safety class
- Education nurse oversight

➤ Perioperative Knowledge

- specialized training
- Perioperative online classes E-learning
- Testing
- Practical skills development



Supervision in perioperative care

- ▶ Leading to professional self-reflection
 - ▶ Through individual and collective relationship
 - ▶ Moderating role of supervisor
- 



Completion




**Self-
assessment**

**Final
assessment**

**Certificate of
Completion**

**Further education and
personal development
planning**



Verification of adaptation process settings

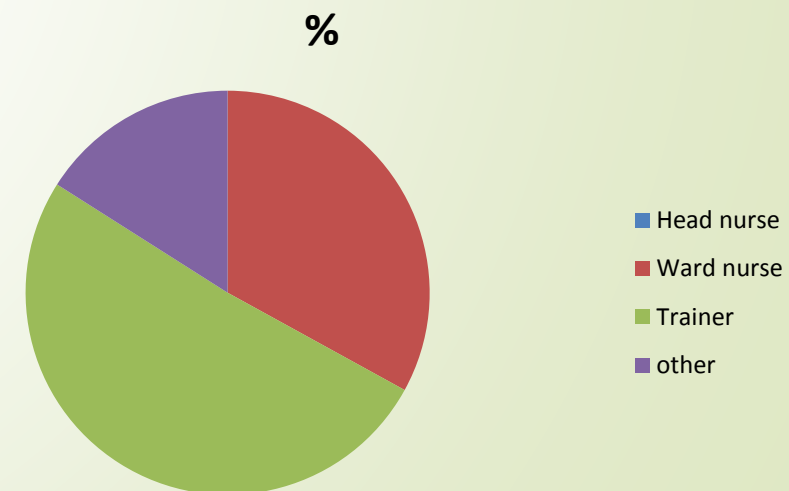
- ▶ Time frame 1 year : Sept. 2015 – Sept. 2016
- ▶ Data pool: staff hired 2011 - 2016
 - ▶ No. distributed: 60
 - ▶ No. not returned: 10
 - ▶ No. dropped out: 11 (due to incompleteness)
- ▶ No. Evaluated: 39 – response rate 65 %

Question 3:

Who was the most instructive to you during the AP?
(multiple answer allowed)

H1 Respondents aged 41-60 consider a ward nurse the most instructive.

Most instructive	Absolute (n)	Relative (%)
Head nurse	0	0
Ward nurse	19	33
Trainer	29	51
Other	9	16
Σ	57	100

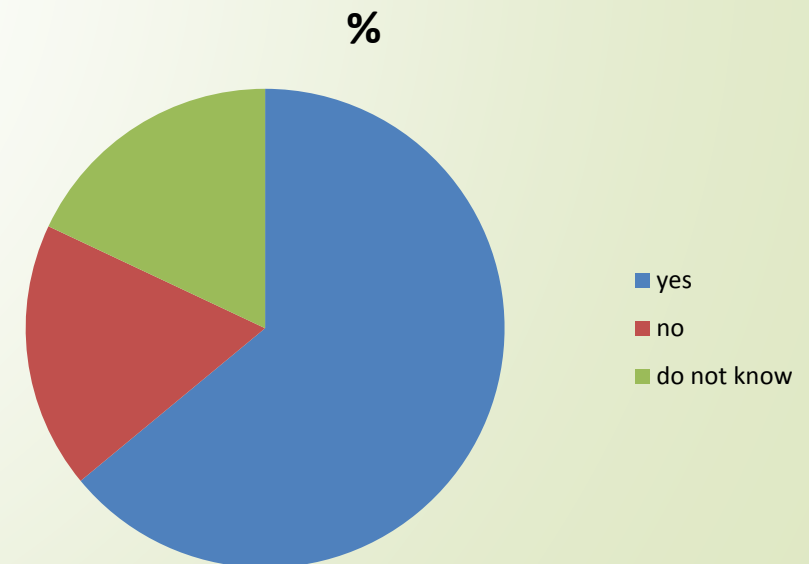


Question 4:

Upon admission, were you informed about the plane of activities required for successful completion of the AP?

H2 In respondents aged 41-60 we expect negative answer.

Informed	Absolute (n)	Relative (%)
yes	25	64
no	7	18
Do not know	7	18
Σ	39	100



Question 6:

Which activities do you worry about the most?

Main concerns	Absolute (n)	Relative (%)
Making mistake, responsibility, work pace, work organization	18	18
Medical devices – endoscopy towers, electro surgery, microscopes, aspirators etc.	18	18
Communication, cooperation with surgeons, assisting to surgeons	6	6
communication, cooperation with nurses, shift handover	3	3
communication, cooperation with patient	0	0
documentation, administrative tasks	6	6
other – aggressive patients, risk of infection, night and weekend shifts, making calls, COR orientation	3	3
Perioperative care in emergency surgeries	10	10
Perioperative care in standard surgeries	2	2
Perioperative care in highly demanding surgeries	20	20
Covering for nurses in other specialties	15	15
none	2	2
Σ	100	100

Question 9:

How would you characterize your first independent shift?
(multiple answers allowed)

characteristics	absolute (n)	relative (%)
fear, worries	16	25
confusion	5	8
nervousness	15	23,5
joy of independent work	11	17
high concentration	15	23,5
calm	1	1,5
other – not yet working independently	1	1,5
Σ	64	100



Recommendations AP improvement

- Periodically revised AP standards
- Preparation of educational videos
- Adaptation of e-learning tools
- Focus on problematic fields - devices, demanding procedures, supervision supporting self-confidence
- Training of ward nurses and trainers
- Motivation of trainers – personal remuneration
- Repeat survey



Job satisfaction of nurses

References

- ▶ BRAAF S; MANIAS E; RILEY R ; *The role of documents and documentation in communication failure across the perioperative pathway*, International Journal of Nursing Studies. 48(8):1024-38, 2011 Aug. UI: 21669433
- ▶ CARNEY BT; WEST P; NEILY J; MILLS PD; BAGIAN JP; *Differences in nurse and surgeon perceptions of teamwork: implications for use of a briefing checklist in the OR* , AORN Journal. 91(6):722-9, 2010 Jun ,UI: 20510945
- ▶ CEJTHAMR, V.; DĚDINA, J. *Management a organizační chování (Management and organisational behaviour)*. 2. aktualiz.a rozš. vyd. Praha: Grada, 2010. 344 s. ISBN 978-80-247-3348-7.
- ▶ DĚDINA, J.; ODCHÁZEL, J. *Management a moderní organizování firmy (Management and modern company organizing)*. 1. vyd. Praha: Grada Publishing, a.s., 2007. 328 s. ISBN 978-80-247-2149-1
- ▶ VODÁK, J. KUCHARČÍKOVÁ, A. *Efektivní vzdělávání zaměstnanců (Effective employee education)*. 2.. vyd. Praha: Grada, 2011. 240 s. ISBN 978-80-247-3651-8.
- ▶ JEDLIČKOVÁ, J. „*Návrh optimální systematizace pracovních míst operačních sálů Fakultní nemocnice Brno*” (*Proposal of optimal job systemization in operating theatres of University Hospital Brno*) (, Brno, 2012. 91 s. Diplomová práce. Akademie Sting, o.p.s. vysoká škola v Brně.
- ▶ ZÍTKOVÁ M., POKORNÁ A., MIČUDOVÁ E. *Vedení nových pracovníků v ošetrovatelské praxi pro staniční a vrchní sestry” (Leading new workers in nursing care for head nurses)*, 1. vyd. Praha: Grada, 2015. 68 s. ISBN 978-80-247-5094-1
keeping new workers in nursing



jedlickova.jaroslava@fnbrno.cz

In case of additional questions, please do not hesitate to contact me.