

*NSW OTA - Leading perioperative
nurses to achieve excellence in
patient care*



NSW OTA

Career Development Pathway for the perioperative RN and EN



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CAREER DEVELOPMENT PATHWAY for the ENROLLED NURSE in the perioperative environment



"The Perioperative enrolled nurse is an integral member of the multidisciplinary team and must demonstrate accountability and responsibility for the quality of nursing care delivered during the patient's perioperative experience. Sound knowledge and clinical competence in the provision of complex care ensures safe and effective outcomes for the patient and members of the multidisciplinary team."

The NSW OTA Perioperative Career Development Pathway for the enrolled nurse allows for:

- areas of identification of key aspects of perioperative nursing practice requiring ongoing development and;
- a standardised approach in the achievement of competence and subsequent career progression for the perioperative nurse.

NSW OTA recognises that each perioperative facility offers different nursing roles and surgical specialties and is therefore a generic pathway to be tailored for any individual facility as required.

Assessment / competency are assessed using the facility's own assessment / competency tool.

ALL NURSE

- Comply with ANMC, ANP, NBN and ACOORN standards, guidelines, Codes of Conduct, Ethics and Professional Boundaries for the enrolled nurse (see references).
- Complete facility specific annual mandatory training
- Attend annual performance development review with manager

NOVICE to perioperative nursing or NSW to unit perioperative nurse

- Complete structured induction to the perioperative unit
- Complete unit based induction package with associated assessment activities, awarding recognition of prior learning where appropriate
- Complete facility specific mandatory training
- Complete a self-assessment tool to identify learning needs (taking into account recognition of prior learning), use as part of the performance development and review process
- Rotate through specialty / allocated areas within the Perioperative unit (instrument circulating, anaesthetics and recovery) as required

ADVANCED BEGINNER PRACTICE
5-12 months

Participate in relevant professional development activities

Anaesthetics & Recovery Room
Demonstrate competence in the following areas (where legislation / local policies permit):

- Patient admission and verification
- Risk and postoperative patient assessment
- Management of patient with pain medicines eg. PCA, epidural
- Clinical handover
- Airway assessment and management
- Anaesthetic machine checking and troubleshooting
- Infection control
- Medication administration
- Documentation of nursing care
- Patient positioning
- Setup and care of vascular access lines and devices

Manage patients who have received:

- Initially minor elective surgery and / or anaesthetised (e.g. gynae, general, urology, dental)
- Progressing to more complex elective surgery and / or anaesthetic (including emergency) and on call-out hours.

Instrument Circulating Nurses
Demonstrate competence in the following areas (where legislation / local policies permit):

- Infection control practices
- Aseptic technique
- Scrubbing, gowning and gloving
- Handling of instruments, accessories and other items
- Instrument care and handling
- Use of electrosurgery/heat during surgery
- Intraoperative medication administration
- Documentation of intraoperative nursing care

Rotate through allocated specialist areas:

- Initially minor elective surgery (e.g. gynae, general, urology, dental)
- Progressing to more complex major elective surgery and eventually emergency surgery.

INTERMEDIATE PRACTICE
12-24 months

Participate in relevant professional development activities

- Manage an cohort of routine elective surgery or routine general anaesthesia patients, with limited supervision
- Gain further experience caring for patients having complex, emergency or trauma surgery, or requiring more complex anaesthetic/ recovery techniques, with supervision
- Work as a member of the after-hours, on-call team
- Attend Preceptor Workshops and begin precepting student and novice perioperative nurses
- Take on specialty portfolio and act as a resource person for that area
- Identify areas of potential risk and work collaboratively to reduce effects
- Become a member of professional Perioperative Nursing body (NSW OTA and ACOORN)
- Self-initiate professional development opportunities, by attending:
 - UQD based in-services
 - Short courses or study days appropriate to specialty offered by internal or external providers
- NSW OTA Professional Days and conferences
- ACOORN conferences

ADVANCED PRACTICE ROLE
2 years and above

- Manage cohort of patients having complex, elective and emergency surgery or complex anaesthesia/recovery, with limited supervision
- Care for the deteriorating patient with limited supervision
- Participate in quality improvement, practice development, and / or research projects
- Consider:
 - Participating in EDUIR and WMS projects
 - Contribute to local policy / guideline development for unit or sub-specialty areas
 - Contribute to working parties
- Teach learners in the clinical setting on an ongoing basis:
 - In-services presentation
 - Act as resource person for unit and ward areas
- Attend internal or external specialty practice courses

SPECIALISATION / EXTENDED PRACTICE ROLE
5 years and above

- Comply with ANMC Competency Standards for the Enrolled Nurse
- Participate/lead quality improvement, practice development, and / or research projects
- Act as highly skilled clinical and resource person
- Perform advanced troubleshooting
- Involvement in specialty practice meetings and projects at unit and hospital based level
- Contribute to the development of unit, sub-specialty, and hospital based policies and procedures
- Continue to effectively functioning of workplace environment through inventory control and ordering of specialty equipment
- Report/ Liaise with perioperative and intra hospital nursing management
- Liaise with medical staff, allied health staff, and company representatives
- Network with inter-hospital perioperative nurses
- Act as preceptor/mentor to all levels of staff within unit
- Deliver informal/formal training sessions
- Engage in mentoring with superior
- Involvement in professional body (NSW OTA and ACOORN)
- If achieved, perform according to Eth. Special Grad status

Structured ...but flexible approach

- The pathway offers a structured approach to the professional development of perioperative nurses.
- The pathway is flexible in that it can be undertaken on a full-time or part-time basis and nurses can step on and off the pathway at various points, and at different facilities.



Clinical rotations

- Each stage of the career pathway has specific clinical rotations built into it.



- Works towards the nurse achieving their career pathway through planned clinical rotations supported by on site and academic training.

Educational and academic outcomes

- Essentially, the pathway links the nurses clinical experiences with measurable educational and academic outcomes to assist them along their proposed career pathway.



- It focuses on building flexibility and transferability of skills through the integration of theory and clinical practice.

Succession planning



- For the more senior nurses the emphasis is on academic achievement linked to leadership practice in the workplace.
- By its very design, the pathway encourages succession planning, as opportunities for 'acting up' and alternative workplace experiences are offered as part of the pathway.

The pathway has five distinct sections:

STAGE	PRACTICE LEVEL	TIME FRAME
Stage one	Induction requirements for the NOVICE or NEW to the unit perioperative nurse	0 to 3 months
Stage two	Advanced beginner	3 – 12 months
Stage three	Intermediate Practice	12 – 24 months
Stage four	Advanced Practice	2 years and above
Stage five	Specialisation / Extended Practice	5 years and above

Let's have a look.....eg: RN

“The Perioperative enrolled nurse is an integral member of the multidisciplinary team and must demonstrate accountability and responsibility for the quality of nursing care delivered during the patient’s perioperative experience. Sound knowledge and clinical competence in the provision of complex care ensures safe and effective outcomes for the patient and members of the multidisciplinary team.” ¹

The NSW OTA Perioperative Nursing Career Development Pathway allows for:

- ease of identification of key aspects of perioperative nursing practice requiring ongoing development, and;
- a standardised approach in the achievement of competence and subsequent career progression for the perioperative nurse.

NSW OTA recognises that each perioperative facility offers different nursing roles and surgical specialities and is therefore a generic pathway to be tailored for any individual facility as required.

Assessment / competency are assessed using the facility’s own assessment / competency tools.

ALL NURSES:

- Comply with ANMC, ANF, MoH and ACORN standards, guidelines, Codes of Conduct, Ethics and Professional Boundaries for the enrolled nurse (see references)
- Complete facility specific annual mandatory training





NOVICE to perioperative nursing or NEW to unit perioperative nurse

- Complete structured induction to the perioperative unit
- Complete unit based induction package with associated assessment activities, awarding recognition of prior learning where appropriate
- Complete facility specific mandatory training
- Complete a self-assessment tool to identify learning needs (taking into account recognition of prior learning), use as part of the performance development and review process

ADVANCED BEGINNER PRACTICE

Participate in relevant professional development activities

3-12 months

Anaesthetics & Recovery Room

Demonstrate competence, as appropriate, in the following areas:

- Patient admission and verification
- Pre and postoperative patient assessment
- Clinical handover
- Medication administration
- Documentation of nursing care provided
- Infection control practices
- Patient positioning
- Management of patient with pain modalities, eg: PCA, epidural
- Airway assessment and management
- Anaesthetic machine checking and troubleshooting
- Set-up and care of vascular access lines and devices



Manage patients who have received

- **Initially** minor elective surgery and / or anaesthetic E.g. gynae, general, urology, dental
- **Progressing to** more complex elective surgery and / or anaesthetic including emergency and on call/out of hours.

Get a head start on

YOUR CAREER



ADVANCED BEGINNER PRACTICE continued..

Instrument/Circulating

Demonstrate competence in the following areas:

- Pre and postoperative patient assessment
- Patient assessment and verification
- Clinical handover
- Intraoperative medication administration
- Documentation of nursing care provided
- Infection control practices
- Patient positioning
- Aseptic technique
- Scrubbing, gowning and gloving
- Handling of instruments, accountable and other items
- Instrument care and handling
- Use of electrosurgery/laser during surgery

Rotate through allocated specialist areas:

- **Initially** minor elective surgery E.g. gynae, general, urology, dental
- **Progressing to** more complex major elective surgery and eventually emergency surgery.

INTERMEDIATE PRACTICE

Participate in relevant professional development activities

12-24 Months

- Manage an cohort of routine elective surgery or routine general anaesthesia patients, with limited supervision
- Gain further experience caring for patients having complex, emergency or trauma surgery, or requiring more complex anaesthetic/recovery techniques, with supervision
- Work as a member of the after hours, on-call team
- RN acts in supervisory role of ENs and novice RNs
- Attend Preceptor Workshop and begin precepting student and novice perioperative nurses
- Take on specialty portfolio and act as a resource person for that area



CAREER

INTERMEDIATE PRACTICE **continued**

- Identify areas of potential risk and work collaboratively to reduce effects
- Become a member of professional Perioperative Nursing body (NSW OTA and ACORN)
- Self initiate professional development opportunities, by attending:
 - unit based inservice
 - short courses or study days appropriate to speciality offered by internal or external providers
- NSW OTA Professional Days and conferences
- ACORN conferences

Commence post graduate studies including Graduate Certificate/Graduate Diploma in Anaesthetic & Recovery Room or Perioperative Nursing courses as addressed in ACORN PS9



ADVANCED PRACTICE ROLE

2 Years and above

- Manage cohort of patients having complex elective and emergency surgery or complex anaesthesia/recovery, with limited supervision
- Care for the deteriorating patient with limited supervision
- Act in Team Leader Role with manager supervision
- Participate in quality improvement, practice development, and/ or research projects
- Consider working towards CNS status by:
 - Participating in EQUIP and WHS projects
 - Contribute to local policy / guideline development for unit or sub- specialty areas
 - Contribute to working parties
 - Teach learners in the clinical setting on an ongoing basis
 - Inservice presentation
 - Act as resource person for unit and ward areas
 - Complete Post Graduate Studies
 - Attend internal or external specialty practice courses
 - Apply for CNS status



SPECIALISATION / EXTENDED PRACTICE ROLE

5 years and above

- If achieved, perform according to CNS status
- Comply with ANF Competency Standards for the Advanced RN
- Lead quality improvement, practice development, and/ or research projects
- Act as highly skilled clinician and resource person
- Perform advanced troubleshooting
- Act in higher grade duties e.g. after hours in charge/ team leader /CNE/ NUM/CNC
- Involvement in specialty practice meetings and projects at unit and hospital based level
- Contribute to the development of unit, sub-specialty and hospital based policies and procedures
- Contribute to effective functioning of workplace environment through inventory control and ordering of specialty equipment



SPECIALISATION / EXTENDED PRACTICE ROLE continued

- Liaise with perioperative and intra hospital senior nursing management
- Liaise with medical staff , allied health staff, and company representatives
- Network with inter-hospital perioperative nurses
- Act as preceptor/ mentor to all levels of staff within unit
- Deliver informal / formal training sessions
- Engage in mentorship with superior
- Self-direct professional development and career progression by attending appropriate courses or tertiary studies (management, education or specialty focus)
- Involvement in professional body (NSW OTA and ACORN)



For Professional Development purposes the pathway can be used by the nurse to?



- provide allowance for recognition of prior learning
- provide a structured approach
- allow flexibility for part time workers
- show evidence of career / speciality progress
- supports portfolio
- supports learning needs
- use at performance review

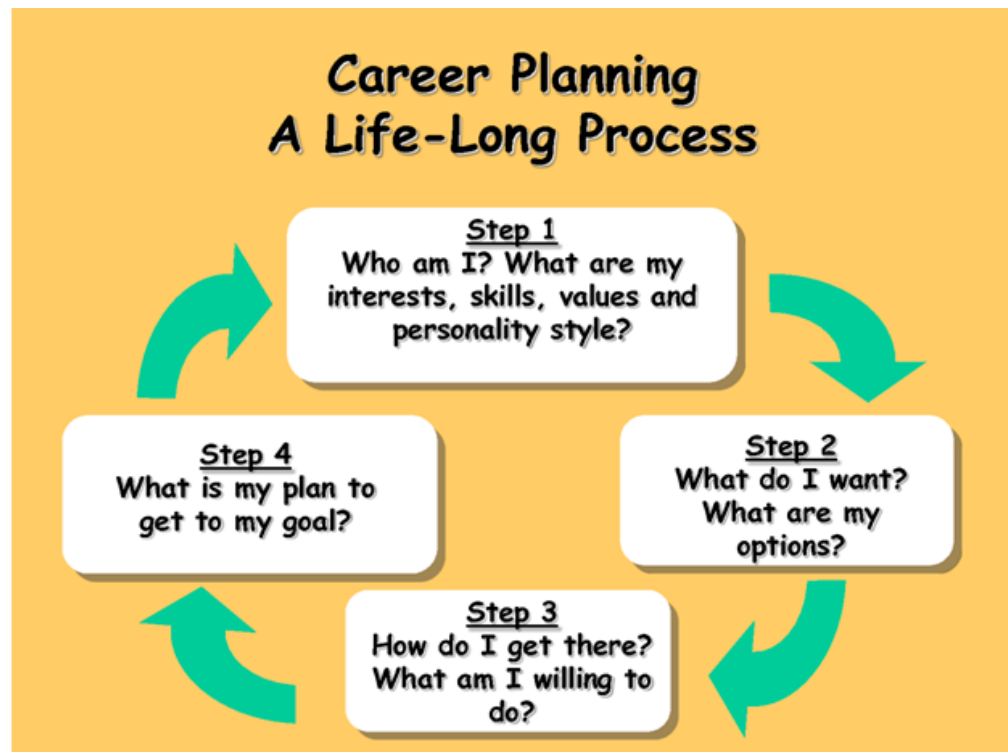
For Professional Development purposes the pathway can be used by management to?

- provide allowance for recognition of prior learning
- provides a structured approach to benchmark an individual's progress
- show evidence of progress, or lack of
- supports learning needs
- performance review
- performance management



Evaluation

- The pathway has been utilised across CCLHD for 5 years and although formal evaluation has not yet taken place, informal feedback has been positive.



Where do I find the career pathways?



CAREER PATHWAY

<p>Perioperative Nurse Career Pathway</p> <p><u>Registered nurse</u></p> <p><u>Enrolled nurse</u></p> <p><u>Awards for perioperative nurses</u></p>	NSW OTA
<p><u>Careers in Perioperative Nursing link</u></p>	ACORN
<p><u>Definition of CNS</u></p> <p><u>CNS Career Pathway strengthened</u></p>	NSW Nurses Association
<p><u>Clinical Nurse Specialist (CNS) classifications</u></p> <p><u>Enrolled Nurse Special Grade</u></p>	NSW Ministry of Health

NOTE: Portfolio help and CPD information also available on this page!!!

We encourage you to:

- Use it whenever possible !!!!
- Provide a copy on induction



- Provide us with feedback

Thank you!