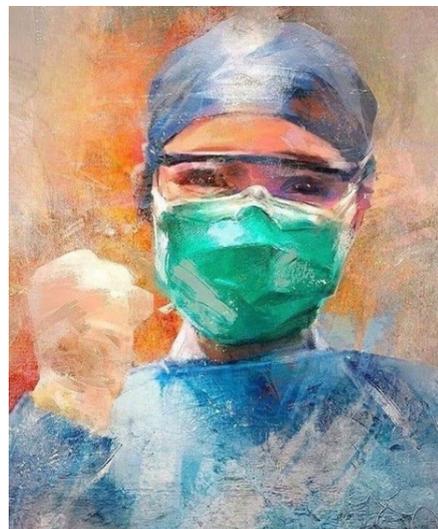




Training of novice perioperative nurses

Minna-Mai Bergmann, RM, RN, APN, MSc



1

About me

- Graduated Tallinn Health Care College in 2012 midwifery with *cum laude*
- Graduated Tallinn Health Care College in 2024 masters degree in Health Sciences with *cum laude*
- Theme of my thesis “Training of operating room nurses: staff survey and development of a manual at the North Estonia Medical Centre”
- Operating room nurse since October **2012**
- From May 2024 also a training nurse
- From autumn 2024, one of the Estonian representatives in **EORNA** together with Kristiane Harlašov (Tartu University Hospital)

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2

2

Who is a perioperative nurse?

- ... a qualified nurse who provides quality nursing care to patients throughout the perioperative period and provides assistance to the surgeon under a direct supervision
- The instrumenting operating nurse works in the sterile area and the circulating nurse in the non-sterile area



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3

3

Training for becoming an OR nurse in Estonia

- The operating room has historically been an intense and challenging learning environment.¹
- Basic nurse training in Estonia is 3,5 years – training for operating room only at work.^{2, 3}
- The optimal number of operating room nurses in Estonia is 3.8 nurses per 10,000 inhabitants.
- According to the literature, the training of new operating room nurses can take up to a year.
- Learning both in scheduled and on-call operating rooms and also on weekends.
- At least 40 hours of practice in an operating room with a specific profile.
- Experienced operating room nurse is the supervisor.

¹ Richmond, J., Issa, C. (2020). Implementation of Mentorship Focused Operating Room Circulating RN Training Program. University of New Mexico Hospitals.

<https://www.nmhc.org/wp-content/uploads/2020/12/Implementation-of-Mentorship-Focused-Operating-Room-Circulating-RN-Training-Program-UNMH-Mentoring-Institute-Conference-2020.pdf>

² Han, K., Kim, Y.-H., Lee, H. Y., Cho, H., & Jung, Y. S. (2019). Changes in Health Behaviors and Health Status of Novice Nurses During the First 2 Years of Work. Journal of Advanced Nursing, 75: 1648-1656. DOI: 10.1111/jan.13947

³ AORN Position Statement on Orientation of the Registered Nurse and Surgical Technologist to the Perioperative Setting*. (2018). AORN Journal, 108(1), 59–63. DOI:10.1002/aorn.12293

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4

4

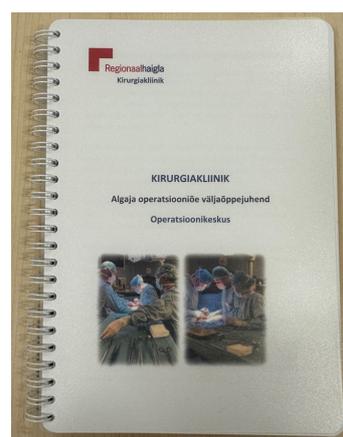
Why did we need a manual?

- Personnel turnover in hospitals puts patients at risk!
- The use of a structured training manual in training increases the retention of new nurses
- There was no operating nurse training manual officially approved by the hospital in our operation center.
- Failure to support new nurses creates conflict between novice and experienced staff and increases staff turnover.



Training manual for the novice operating room nurse

- Created based on a staff survey
- A5 87-page color printed book in spiral binding
- hospital structure and operation center introduction, necessary phone numbers. Information on registration for employment and general information for employees
- Good practices of the employee
- A list of the necessary trainings and instructions, a list of operating nurse competencies
- Training manual as a check-list
- Additional materials



Training – day 1 and 2

- **Getting to know the Operating Center** (OR doors, Bender panel, ventilation system, operation table handling, operation plan, movement in the operation center)
- **Behaviour in the OR** (attire, gowning, hand hygiene, behavior in the operating room)
- **Surgical team roles** (surgeon, anesthesiologist, anesthesia nurse, circulating nurse, instrumenting nurse, operating room technician)

ESIMENE JA TEINE PÄEV		
Teema/ valdkond	Tegevus	Juhendaja nimi ja juhendatava allkiri
TUTVUMINE OPERATSIOONIKESKUSEGA	Operatsioonitubade ukсед	Juhendaja selgitab: <input type="checkbox"/> Uste avamise nuppude funktsioonid Töötaja: <input type="checkbox"/> Proovib uste avamise funktsioone
	Benderi paneel	Juhendaja selgitab: <input type="checkbox"/> Paneeli funktsioonid Töötaja: <input type="checkbox"/> Proovib paneeli funktsioone
	Ventilatsioonisüsteem	Juhendaja selgitab: <input type="checkbox"/> Laminaarventilatsioonisüsteemi (ülerõhk surub tolmu vastu pörandat, „õhukardinast“ läbi ei tohi kõndida ega selles seista, kui pole steriilselt riietatud) <input type="checkbox"/> Õhuvahetust <input type="checkbox"/> Erinevaid rõhu funktsioone <input type="checkbox"/> Operatsiooni ajaks peaukse lukustamise vajalikkust

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7

7

Training – week 1 and 2

- **First week:**
- **Preparing for surgery** (surgical hand washing and antisepsis, kits and accessories, role of a circulating nurse, role of operating room technician, use of basic equipment)
- **Second week:**
- **Instrumenting with a supervisor** (preparation for surgery, principles of instrumentation, covering the patient, ending the surgery)
- **MEETING 1** (Basic introduction)



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8

8

OPERATSIOONID, MILLEL OLEN INSTRUMENTEERINUD			
Operatsiooni nimetus	Kuupäev	Opil osalesin:	Juhendaja nimi (kes jälgis)
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9

9

Training – week 3 and 4; month 2 and 3

- **Third and fourth week:**
- **Instrumenting with a supervisor** (independent preparation for operations and instrumentation with a supervisor, specialty-specific equipment)
- **Second and third month:**
- **Participating in operations independently** (independent preparation for surgeries, independently at the operating table, decontamination of instruments)
- **MEETING 2** (Interim summary of training)



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10

10

Conclusion

- The training manual book is given to every new operating room nurse when they start work
- The training manual was approved in the surgery clinic of North Estonia Medical Centre in December 2023
- The plan is to revise the guide once a year to keep the information up to date



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13

13

Thank you!
Any questions?



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14

14