

# Crosswalks: Building Skill Sets to Facilitate Learning Across Service Lines

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## Background

Today's complex OR procedures require perioperative nurses to be familiar with an ever expanding list of equipment and supplies.

New staff are generally hired to staff specific service line groupings, however, patient and unit needs sometimes demand flexibility and cross coverage.

Our challenge as educators, is to streamline the orientation process to be efficient but thorough.

## Team

- Clinical Manager Perioperative Education
- Unit Based Educators: CVI OR, East OR, Perioperative Nurse Entry Program, West OR

## Challenges

- Growing list of equipment used in OR, each requiring competencies
- Complex, hybrid and/or multi discipline surgeries
- Orienting functional staff members in a timely fashion with predictable results



In a previous phase of re engineering orientation, we developed a matrix for a standard orientation. This can be modified for individual needs and adjusted for expedited or extended orientations.

### RN Orientation Matrix 12 Weeks

Week	Orientation Activities
Week 1	<ul style="list-style-type: none"><li>New Employee orientation, meet and greet</li><li>Administrative Orientation, Orientation Plan, Accessing Online Learning, Policy Review</li><li>OR tour, introducing to the preceptor and OR staff</li><li>OR observation day with preceptor</li><li>Start Clinical Orientation with general and GYN cases - Week-1</li></ul>
Week 2 & 3	<ul style="list-style-type: none"><li>Continue with circulating in general and GYN cases with preceptor - Week 2</li><li>Orientees and preceptor weekly performance evaluations, skills checks*</li><li>Weekly orientee meeting to review learning needs and discuss plans for following week*</li><li>Professional Nursing Orientation Day II participation</li><li>Scrub in general and GYN cases with preceptor - Week 3</li></ul>
Weeks 4 & 5	<ul style="list-style-type: none"><li>Start to circulate in ortho service by focusing on hand and podiatry cases with preceptor - Week 4 and 5</li></ul>
Week 6	<ul style="list-style-type: none"><li>Scrub in ortho cases with preceptor - Week 6</li></ul>
Weeks 7 & 8	<ul style="list-style-type: none"><li>Rotate to plastic and ENT cases circulating with preceptor - Week 7 and 8</li></ul>
Week 9	<ul style="list-style-type: none"><li>Scrub in plastic and ENT cases with preceptor- Week 9</li></ul>
Weeks 10 & 11	<ul style="list-style-type: none"><li>Rotate back to general and GYN cases circulating with preceptor- Weeks 10 and 11</li><li>Scrubbing in general and GYN cases with preceptor- Week 12</li><li>Gap analysis prepared</li><li>Weekly orientee meeting to review learning needs and discuss plans for advanced orientation</li></ul>
Week 12	<ul style="list-style-type: none"><li>Holding area, PACU observation, CPD observation</li><li>Minor room rotation for one day if possible</li><li>Saturday or Sunday day call with preceptor or other experienced nurse</li></ul>

\*to be done every week during orientation

In our current phase of streamlining orientation, we have developed crosswalks that demonstrate how skill sets transfer from one service line to another.

### Crosswalk: Bariatric Service Line Equipment

Procedures	Camera Control Unit	Insufflator	Light Source	Sequential Compression Device-SCD	Bair Hugger	Electrosurgical Unit	Bipolar Cutting Device	Ultrasonic	Endo Stapler	Endo Stitch	Endocatch	Endopaddle	Mesh Implant	Trocars	Advance Lap Kit	Suction Irrigator	Omni-Tract	Evicel	Gastroscope
Laparoscopic Cholecystectomy																			
Laparoscopic Appendectomy																			
Laparoscopic Sleeve Gastrectomy																			
Laparoscopic Gastric Bypass																			
Laparoscopic Gastric Banding																			
Laparoscopic Inguinal Hernia																			
Laparoscopic Ventral Herniorrhaphy																			
Laparoscopic Paraesophageal Hernia Repair																			

### Crosswalk: GYN Service Line Equipment

Procedures	Camera Control Unit	Insufflator	Light Source	Sequential Compression Device-SCD	Bair Hugger	Electrosurgical unit	Ligasure	Harmonic	ERBE	GYN Lap Kit	GYN Lens Kit	Lap Access Kit	Eragon bipolar forceps	Scope warmer	V-Care/Pelosi or Rumi	Abdominal Hysterectomy Kit	Vaginal morcellation kit	Needle drivers	Trocars	Foley	Suction Irrigator	Endocatch	Colpo-pneumo Occluder	Surgrinneedle	Pilot guides	Cyto irrigation set	Endokitner	Plume port Lap Filter	Stirrups, Gel Pad, yellow
Total Laparoscopic Hysterectomy																													
Partial /Supracervical Laparoscopic Hysteroscopy																													
Total Laparoscopic Hysterectomy with Salpingectomy and Oophorectomy																													
Laparoscopic Ovarian Cystectomy																													
Laparoscopic Salpingectomy or Oophorectomy																													
Laparoscopic Tubal Ligation																													
Diagnostic Laparoscopy																													

Equipment Used in Common Have Available Opened and Used

## Preparation, Planning and Implementation

- A Crosswalk was developed for each service line that includes a menu of procedures and all of the equipment available for them.
- These crosswalks demonstrate where skills sets overlap.
- The unit based educators use the crosswalks to identify skill sets of new hires and assist in formulating individualized orientation plans.
- The perioperative nurse entry educator has incorporated the crosswalks into the education plan.
- Progress is monitored by the educators and updated using weekly scorecards for all orientees.
- Upon completion of orientation, a gap analysis is documented to identify areas for advanced orientation and development.

## Outcomes

- New staff are empowered by identifying and building on skills they have mastered in another service line.
- Once recognized, the commonalities eased the transition of the learner, from one service line to another within groupings as well as facilitated cross training between our diverse Operating Rooms.