



Snips & Snaps

HAS SPRING SPRUNG?

Spring is almost upon us in Alberta, although you'd never know it with all this cold and snow. Many of us are putting the final touches on our vacation planners looking ahead at what the year holds for us.

The CORNA district is busy making wonderful plans for the 33rd ORNAA conference September 19-22, 2018 in Red Deer, Ab. Registration will be opening soon, have you made plans to attend?

Do your districts have any wonderful plans for spring education?

Please submit any pictures and articles to the next edition of Snips and Snaps to feature what your district has done for education.

Remember to check on ORNAA.org/events for upcoming education in your district.



"No winter lasts forever; no spring skips its turn"

— Hal Borland

INSIDE THIS ISSUE

33rd ORNAA Conference poster.....	2
Dear Colleagues: A Resignation Letter	3
Career College	4
The Critical Shortage: Recruiting and Retaining Perioperative Registered Nurses in Canada.....	5
Promoting Perioperative Nursing: To Be or Not To Be a Perioperative Nurse.....	8
ORNAA contact info.....	9

33rd ORNAA Conference Registration opening soon

Sept 19-22
2018

2018 ORNAA CONFERENCE

**I'm An O.R. Nurse
What's Your Superpower?**

Sheraton Hotel
Red Deer, AB

Hosted by
CORNAA

Register Online: www.ornaa.org



DEAR COLLEAGUES: BETTY BARRETT, SORNA

The time has come to bid my profession and this amazing organization a fond farewell. This fall I am relinquishing my nursing registration and ORNAC membership as I redesign my future! I am enjoying the freedom and flexibility of self-employment with our family business, and the opportunity to spend more time enjoying family and friends.

Perioperative Nursing has always been paramount in my life, and retrospectively evokes pride and satisfaction with my contributions, supporting the growth of our specialty at a national, provincial and local level. As an item writer for the first CNA Perioperative Certification exam, I participated in the development of the exam questions for our first certification exam and acquired my certification by passing that grueling exam a few months later! Participating on the Perioperative standards committee and holding various positions on our ORNAA Provincial and SORNA executive contributed to my knowledge and understanding of the importance of our specialty.

“Perioperative Nursing has always been paramount in my life, and retrospectively evokes pride and satisfaction with my contributions, supporting the growth of our specialty at a national, provincial and local level.”



My greatest accomplishment and legacy I hold proudly, was the curriculum development, marketing, coordination and scholarship sponsorship of the Post RN Perioperative Program offered through the Lethbridge College. Since this program began in 2000, it has been extremely successful in the training and recruitment of highly qualified perioperative nurses, consistently providing our surgical patients with high quality perioperative nursing care.

Holding membership in this organization since its inception, I have seen immense change and growth within our local, provincial and national organizations, including the growth and development of each member. This is thanks to your ongoing dedication and support, ensuring the sustainability of a truly valuable organization. I have enjoyed the opportunities and support of this organization, developing many good friendships and my professional skills and knowledge. Conference planning, writing awards, conference presentations, and executive committee work all provide opportunities for each of you as SORNA members to flourish! Embrace those opportunities and continue to use your skills to support the growth of this incredible nursing specialty and your organization.

You have a unique opportunity for patient advocacy as you work in an environment that constantly poses risks to your patient's safety, and they rely on you to protect them. This in itself makes each of you an extremely important part of every patient's surgical experience. Enjoy the friendships you develop as you continue to work together as professionals to keep Perioperative Nursing a specialty to be proud of.

May you all have as many wonderful, satisfying and memorable experiences during the course of your career as I had. It's been an honor and a privilege meeting and working with many of you, in various capacities over the years. Wishing you all the best in your professional careers and personal lives.

ORNAC STANDARD 4.8

Continuing Professional Development

4.8.1 The perioperative registered nurse shall participate in continuing professional development activities

Continuing education professional development is a care professional's engagement in lifelong learning. This enables healthcare professionals to fulfil their potential and professional obligations, and is essential for all care workers. Continuing professional development may be focused on patient care and/or on career progression

Operating Room

Students received an overview of how an Operating Room works from the OR Nurses through a presentation/scenario and several interactive activities.

Likes – Everything!; Hands on activities; variety of stations, the nurses; Laparoscopy; engaging; well-explained; sawing and drilling into bones; realistic simulations; using surgical tools.

The interactive activities were interesting and the presentation was informative

I got to drill into saw bone and use microscopic tools to simulate real situations

How hands on the activities were presenting were

and how passionate the OR nurses



Feed back from local high school students in Red Deer, Ab

CENTRAL ZONE TARGETS HIGH SCHOOL STUDENTS FOR PERI-OPERATIVE CAREERS

High School students in Central Alberta had an opportunity to explore careers in health care recently. Through a joint program with Red Deer College, Red Deer Regional Hospital and Careers, the Next Generation student were able to learn about exciting preoperative careers. Students participated in laparoscopic station, a cautery station, and an ortho station. They also had the thrill of intubating a giant learning head. The students also spent some time in MDRD.

The Critical Shortage: Recruiting and Retaining Perioperative Registered Nurses in Canada

By: Janelle Head RN, BScN, CPN(C)

Introduction

Increasing nursing interest in the perioperative field continues to pose as a challenge to educational and health institutions alike. This may be due to a variety of internal and external factors among educational institutional policy, as well as culture of interest among undergraduate nursing programs. Furthermore, a recent challenge has been observed in perioperative acute care settings recruiting and retraining perioperative Registered Nurses. The challenges of increasing undergraduate nursing interest in the perioperative setting, and low numbers of perioperative nurses in acute care settings are likely related.

To analyze these challenges, a literature review was conducted of the target populations, as well as the state of perioperative nursing in Canada.

Literature Review

The call for increasing perioperative nursing recruitment is needed now more than ever. Within the next five years, it is estimated that 20% of perioperative nurses will retire, with the demand for

perioperative nurses to only increase (Messina, Ianiciello, & Escallier, 2011, p. 180). What is more worrisome, however, is the Canadian Institute for Health Information's (CIHI) recent report, estimating that for the first time in 20 years, more Canadian nurses are leaving the profession than entering it (Fayerman, 2016, p. 4). With the average age of today's perioperative Registered Nurse averaging approximately five years older than the general nursing population (ranging from 47-52 years of age), it is evident that perioperative nursing recruitment in educational institutions have stagnated.

It is well known that perioperative clinical experiences have been phased out of nursing school curricula as institutions focus more on medical-surgical experiences (Mott, 2012, p. 445). Also, as educational institutions continue to change nursing program curricula to meet health care demands, perioperative clinical hours are finding themselves being phased out (p. 445). However, AORN highlights the benefits of perioperative clinical experiences for nursing students, including developing skills in: leadership, communication, quality improvement,

health promotion and disease prevention, and professionalism (p. 446).

In Canada, critically low staffing levels in the regional acute care settings allude to little or no perioperative nursing exposure in baccalaureate nursing programs. Furthermore, new perioperative nurses left to transition into their new work environment without adequate mentorship find themselves overwhelmed, and feel isolated and discouraged (Persaud, 2008, p. 1173).

A Local Example

Canadian academic institutions and health authorities, therefore, face a unique challenge. Despite the growing shortage of perioperative Registered Nurses, health care facilities are *still* being constructed to improve access to surgical treatment for Canadians. The Grande Prairie Regional Hospital in northern Alberta, on track to open its doors in 2019, serves as a local example. Once fully operational, citizens of the Peace Region can access tertiary health care in a \$700 million state-of-the-art health care complex (Milinarivic, 2016, Daily Herald Tribune). The surgical services department of this facility is on track for 10 operating theatres, set to slash surgical waitlists in northern Alberta. The challenge therefore lies in the ability to recruit and retain even more perioperative Registered Nurses in the Peace Region, whom already suffers to fully staff its six operating room theatres at the current

Queen Elizabeth II Regional Hospital in Grande Prairie, AB. To adequately prepare for this increased demand in staffing, the time to act is now. Mentorship programs within the department, as well as incentive programs offering access to postgraduate perioperative certification must be offered. Of course, provincial and local budgets will likely constrain these efforts. Therefore, collaborating with local and provincial legislation will support these efforts.

The Strategy

Apart from legislative activities and collaborative relationships with educational organizations, a change in focus across Canadian health authorities as well as nursing education institutions must occur. Specifically, three main efforts are essential: increasing perioperative clinical exposure for Canadian undergraduate nursing students, increasing perioperative educational program access for nurses interested in the perioperative environment, and improving health authority mentorship programs for new hire perioperative Registered Nurses.

Looking to our sister nation, the Association of periOperative Registered Nurses (AORN) has committed organization resources to address their own shortage of perioperative Registered Nurses (Beyea, 2003, p. 24). The AORN's efforts have addressed recruitment and orientation pro-

grams, as well as educational experiences that prepare new perioperative nurses for this specialty (p. 24). Furthermore, mentorship programs have been created within perioperative educational programs to facilitate confidence among students and new staff.

Adopting similar strategies noted in the American health care system could be useful. Increasing perioperative exposure in our Canadian Baccalaureate Nursing programs would therefore result in an increased knowledge base on the perioperative Registered Nurse's role, ultimately drawing undergraduate nursing students to this specialty practice. Increasing perioperative mentorship programs as well as access to post-graduate certification for Registered Nurses would prove beneficial to Canadian health authorities, specifically in terms of recruitment and retention in the perioperative setting. Beyond these efforts, providing paramount continuing education and professional networking (i.e.: provincial and national conferences) for our existing perioperative Registered Nurses will aid in retention efforts across Canada.

Conclusion

To combat the ever-growing Canadian perioperative Registered Nurse shortage, exposure in baccalaureate nursing programs must increase in Canadian institutions. Efforts to increase perioperative exposure in the baccalaureate program

must be revisited by legislature and academia alike. Similarly, mentorship programs as well as access to post-graduate perioperative nursing certification must increase. Grande Prairie, AB's unique situation serves as a local example of supply and demand of perioperative Registered Nurses; state-of-the-art health complexes around the country will fail to operate at their full potential if this nursing shortage continues on its current trajectory. It is time we look to AORN's successful efforts and strategies thus far, and focus on recruiting and retaining perioperative Registered Nurses.

References

- Fayerman, P. (2016, February 2nd). Nurse shortage at VGH worsens surgery backlog. *Vancouver Sun*. Retrieved online January 15, 2018 from <http://vancouver.sun.com/news/local-news/nurse-shortage-at-vgh-worsens-surgery-backlog>
- Messina, B., Ianniciello, J., & Escallier, L. (2011). Opening the Doors to the OR: Providing Student with Perioperative Clinical Experiences. *AORN Journal* 94(2): pp 180-188.
- Milinarivic, S. (2016, July 28th). New Hospital Progressing. *The Daily Herald Tribune*. Retrieved March 13, 2017 from <http://www.dailyheraldtribune.com/2016/07/28/new-hospital-progressing>
- Mott, J. (2012). Implementation of an Intraoperative Clinical Experience for Senior Level Baccalaureate Nursing Students. *AORN Journal* 95(4): pp 446-453.
- Persaud, D. (2008). Mentoring the new graduate perioperative nurse: a valuable retention strategy. *AORN Journal*, 87(6): pp 1173-9.

Promoting Perioperative Nursing: To Be or Not To Be A Perioperative Nurse

By: Jill Clark RN, BScN, CPNC &

Fauzia Gova RN, BScN

One night, as the two of us were working the night shift in the Operating Room at Red Deer Regional Hospital, we started chatting about our nursing education. We were discussing students and how the nursing programs didn't really speak about, or provide much information on, the operating room (OR) or perioperative nursing. During this discussion, we spoke about how our individual OR Nursing careers came about, and how they were very independent of our knowledge base in school.

From this, we decided that a change was needed, and that the two of us could make this better for the next generation of nursing students. We developed a plan to provide an in depth presentation on Perioperative nursing to students who were getting ready to choose their final preceptorship placements. Our goal was to provide a look into the world of perioperative nursing including the role of the perioperative nurse, an OR nurse's day, the different specialties, common myths and assumptions, an OR Nursing Model, as well as allow time



"We hope to continue to inspire future students to become perioperative nurses with true passion."

for questions and stories.

We then approached our manager at the time about our plan, and to ensure she was supportive of us volunteering our time and taking some resources with us to the College to teach. She was very excited that we had shown initiative and was receptive to helping in any way she could.

The next step was to go to Red Deer College and speak with the Nursing instructor in charge of the 3rd year students. We presented our idea to her and she was very happy to have another aspect of nursing to share with the students. She planned to have a spot for us to present to a group of students in the fall and we were eager to get back home and prepare our presentation.

Our first presentation was well received and we had excellent feedback from both nursing students and instructors at the college. We were immediately invited back to present again to more students in the winter term.

Fast forward to today, and we have been giving our presentation to the Red Deer College Nursing students for 4 years now in both fall and winter terms. We continue to grow and expand our presentation and adapt it to the needs of the college. We have received an abundance of positive feedback and have even started to see students in the OR in Red Deer who were truly inspired to pursue OR nursing after seeing our presentation. We often have a number of students who stay after our presentation to ask questions and want to hear more about the OR and our personal experiences.

We absolutely have a passion for the Perioperative environment and love speaking about our profession to students. We hope to continue to inspire future students to become perioperative nurses with true passion.

Above: Jill with her husband and boys

Below: Fauzia teaching about the microscope



VISIT

WWW.ORNAA.ORG

FOR MORE INFORMATION



ORNAA Contacts

Rana Sleiman — president@ornaa.org

Janelle Head — presidentelect@ornaa.org

Katelyn Nielson — treasurer@ornaa.org

Sandi Burton — secretary@ornaa.org

Courtney Donais — education@ornaa.org

Christa Gibson — webmaster@ornaa.org

Courtney Donais and Rochelle King — conference@ornaa.org