



Doing It the Wright Way: Redefining Perioperative Competencies

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Background

Desert Regional Medical Center is a comprehensive stroke hospital that caters to varying healthcare needs of the greater Coachella Valley and Hi-Desert regions of Southern California. Cardiac emergencies and trauma cases have been the most prevalent clinical conditions in the area. The need for an effective methodology is necessary to address the learning needs of the nursing staff. The utilization of the Wright Competency Model in addressing ongoing competencies has been a revolutionizing tool in staff educational needs which allow greater mobility of resources in a customized manner that is highly relevant to clinical practice of registered nurses in the perioperative realm. It addresses changes or what is new in clinical practice and policies as well as problematic and high-risk areas of specialty that need to be improved for safer clinical practice and better patient outcomes.

Description of Team



- The workgroup included the following work streams:
- Nursing Professional Development Practitioner for the Perioperative and Procedural Units
 - Nursing Staff
 - OR Leadership

Special thanks to James Charlie Edwards for the didactic structure and intellectual support.

Process

The NPD practitioner worked closely with stakeholders such as the perioperative nursing staff and leadership to generate ideas and solutions to improve efficiency in conducting annual competencies in the department. The nursing director, clinical managers, service team leads, and nursing staff were consulted to identify competencies based on the Wright Competency Model criteria. The perioperative staff and leadership held multiple staff meetings and inter-collaboration of ideas to discuss the plans to change the approach in conducting annual competencies. Timelines and deadlines were established. Brainstorming was conducted in May 2022. Series of meetings with nursing staff and leadership were held in June, and collection of completed competency packets was rendered from July to September of the same year.

Asking the Wright Questions



Competency	Method of Verification (Select 1 per Competency)	Date Completed
Demonstrates knowledge regarding the Belmont Rapid Infuser set-up, operation and troubleshooting. (30 minutes)	<input type="checkbox"/> Watch the video, complete the quiz and submit a peer review worksheet. <input type="checkbox"/> Give a formal presentation informing staff members about the Belmont Rapid Infuser (must schedule with educator). <input type="checkbox"/> Attend In-Service and submit a peer review worksheet.	
Demonstrates understanding of the RFO Policy. (15 minutes)	<input type="checkbox"/> Submit a peer review worksheet. <input type="checkbox"/> Evidence of Daily Work <input type="checkbox"/> Submit completion of crossword puzzle: "Everything Counts!"	
Demonstrates knowledge regarding malignant hyperthermia, including risks, treatment, and facility policies related to the topic. (35 minutes)	<input type="checkbox"/> Attend simulation or mock event depicting a malignant hyperthermia situation (must schedule with manager or educator). <input type="checkbox"/> Attend an EBP presentation regarding MH Crisis Intervention <input type="checkbox"/> Complete the provided case study regarding malignant hyperthermia.	
Demonstrates the ability to appropriately perform duties in code blue and debriefing situation. (20 minutes)	<input type="checkbox"/> Attend simulation or mock event depicting a code blue situation (see manager or educator for dates). <input type="checkbox"/> Complete the documentation related to the provided case study.	
Demonstrates ability to properly perform Foley catheter insertion (10 minutes)	<input type="checkbox"/> Complete Crossword Puzzle: CAUTI & Foley Care <input type="checkbox"/> Skill Return Demonstration	

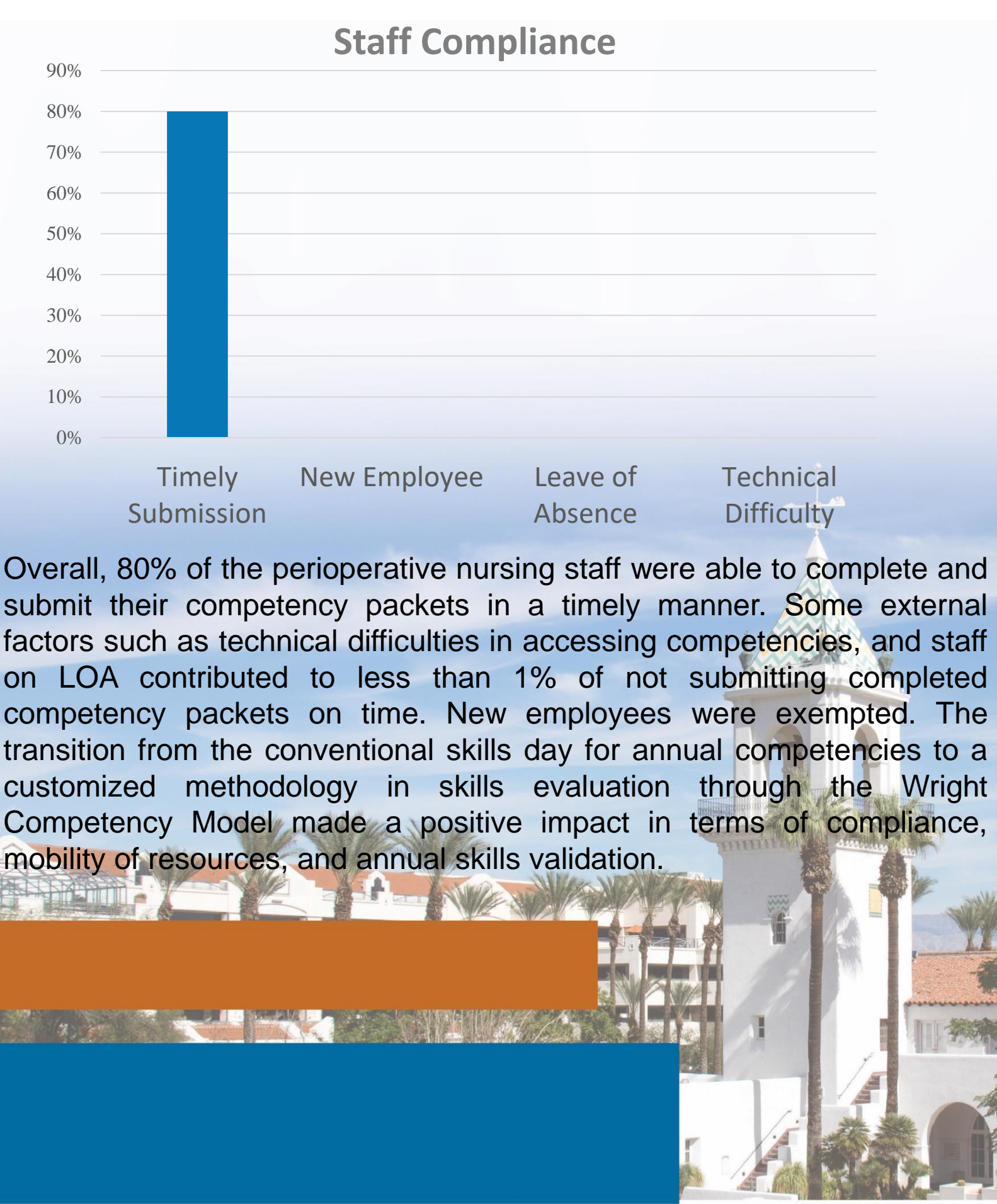


To assist the staff nurses with competency packet collection, series of staff meetings were conducted and tip sheets for reminders were posted in the OR.



Involving the nursing staff in formulating annual competencies made a difference in terms of commitment and compliance.

Outcomes



Perioperative Implications

The limitless meeting of the minds and inter-collaboration with the high involvement of the perioperative staff and leadership allowed an opportunity to revamp the annual competency evaluation process that led to a customized, cost-effective, and practical way of rendering annual skills validation.

