

3/2 Staffing Model: A New Team Approach

A Team Staffing Model to provide additional support to staff

Blaire Schumacher, MS, BSN, RN, CNOR; Rachel Spanulo, BSN, RN, CCRN; Katherine D. Seery, BSN, RN; Kimberly Edwards, BSHA, RN, CNOR; Tiffany Lowther, MSN, RN, NE-BC, CNOR; Rachel Ross, BSN, RN

The Ohio State University Wexner Medical Center



Background/Assessment

Prior to the Covid-19 pandemic, as a nation, there was a shortage of operating room nurses. Unfortunately, over the last 3 years, the pandemic has exacerbated a nursing shortage due to nurses leaving the profession, retiring early, or shifting their career outside of the acute care setting. Combined with the nursing shortage and burnout, there has been an increased need for nursing support and innovative ways to meet the surgical demand. To support the current nursing surgical team and busy operating room schedule, a new staffing model with a team approach was developed and implemented.

Project Goals

- Provide support for the surgical team
- Reduce variability in the surgical schedule
- Improve patient throughput

Description of the Team

- Registered Nurses and Surgical Technologist in an Academic Level 1 Trauma Medical Center
- 17 Operating Rooms with multiple different specialties

Preparation and Planning/Implementation

Preparation and Planning

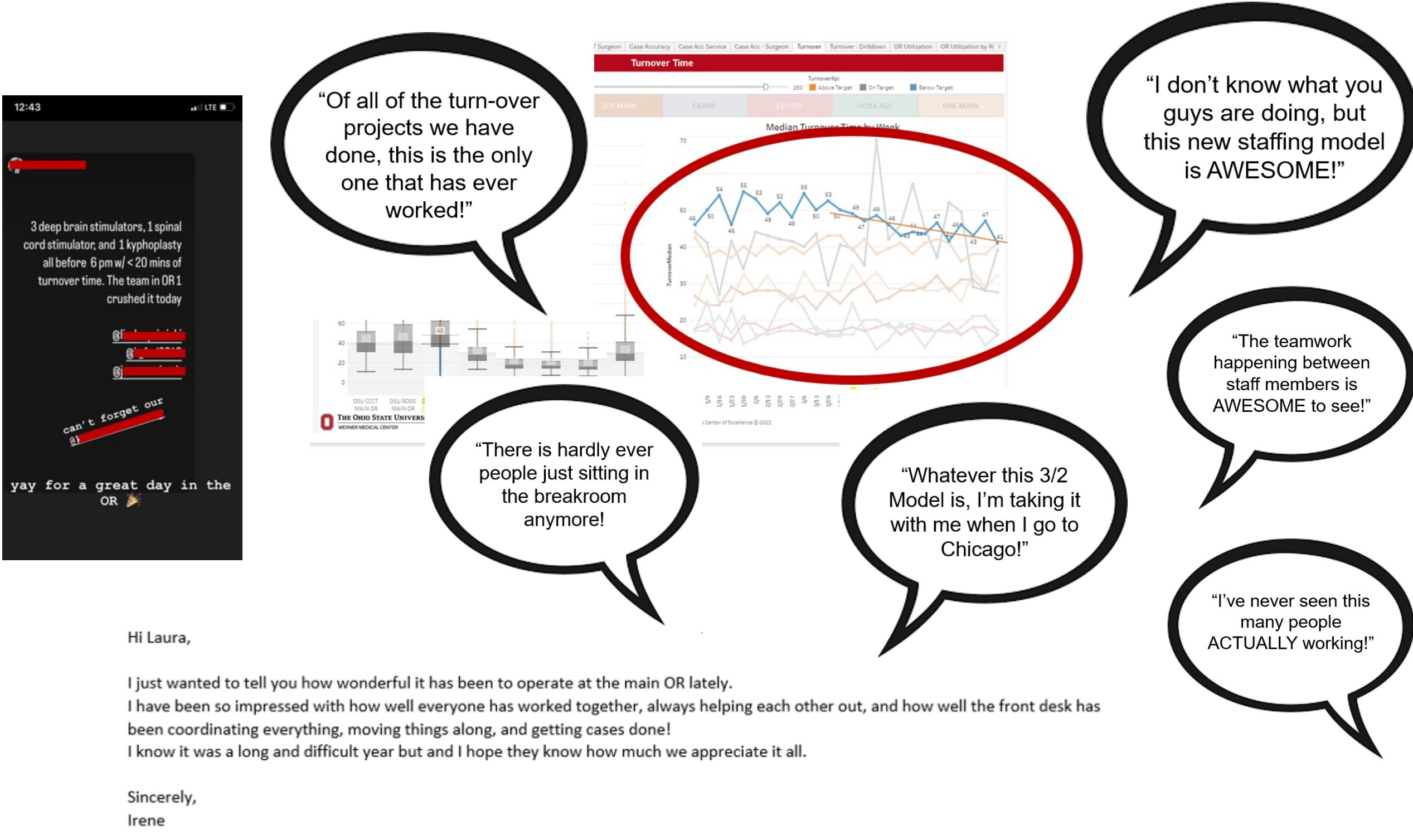
- Staff made site visits to other hospitals to learn about different staffing models
- A group of project champions enlisted to provide the foundation for implementation
 - The new model allows for 3 teams to be assigned to 2 Operating Rooms (3/2 Staffing Model)
 - 1 RN and 1 Scrub Tech make up a team
- Roles and responsibilities of Primary and Secondary Team were defined
 - Primary Team Members- core team members in the surgical suite
 - Secondary Team Members- Team members that flex between two operating rooms
- New daily staffing sheets were designed (4 options)
- Staff had 1 week to vote
 - Vote results: 40:7:2:1

Implementation

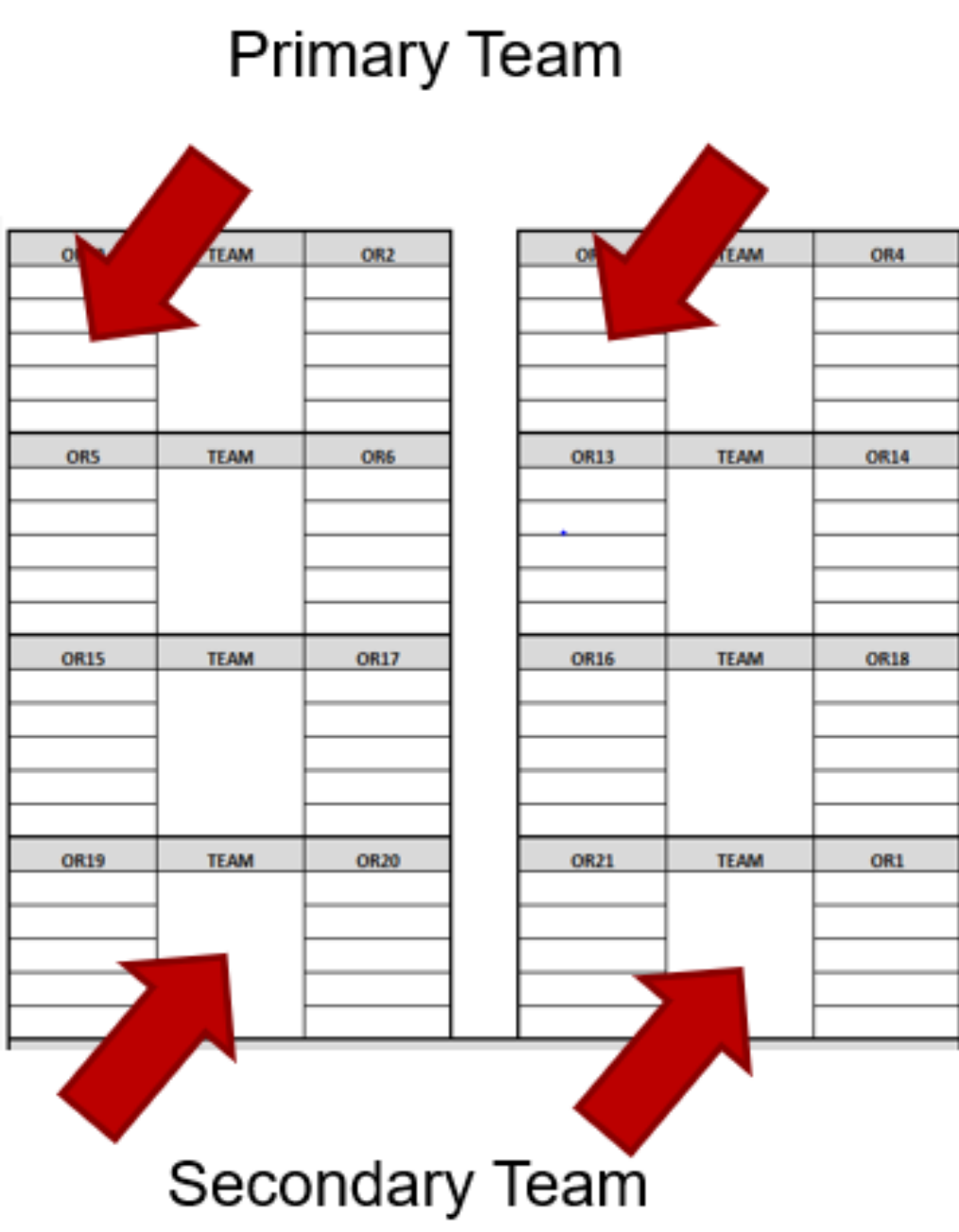
- Soft role out of new staffing model
 - Brought to light adjustments that needed to be made
- Staffing model was presented at staff in-service and implemented

Outcome

- Positive feedback amongst multiple disciples
- Decrease in room turn over by an average of 7 minutes per case over the course of 20 weeks



Each OR has a room specific laminated paper hanging on the Core Door for secondary team members to sign off and complete tasks/defined roles and responsibilities



DAILY STAFF ASSIGNMENTS			
DATE:	TEAM	DATE:	TEAM
OR1	TEAM	OR3	TEAM
OR2	TEAM	OR4	TEAM
OR5	TEAM	OR6	TEAM
OR7	TEAM	OR8	TEAM
OR9	TEAM	OR10	TEAM
OR11	TEAM	OR12	TEAM
OR13	TEAM	OR14	TEAM
OR15	TEAM	OR16	TEAM
OR17	TEAM	OR18	TEAM

OR 6					
Please Initial When Completed					
Today's Cases:	Case #1	Case #2	Case #3	Case #4	Case #5
Pull Bag Checked/Loaded on cart					
Correct Case Cart, Instruments, and CSS Soft goods/Loaded on Cart					
Medications					
Correct Bed/Positioning Devices					
Supplies put Away					
Straighten Lead/Put away lead within Pod (should not be touch the floor)					

- Gather Supplies/Items to be put away by Secondary Team Members
- Make sure to send for proceeding cases/patients when 1 hour away from being finished
 - If no cases are scheduled to follow? Please call the OR Front Desk to let them know you are 1 hour away from being finished
 - Calling when the surgeons are suturing skin a missed opportunity
- Call Secondary Team Members after first count if they are not physically in the room
- Stay in room and ~~Participate~~ Participate in Room Turnovers
 - I.E. Staff should not leave to go to bathroom/get a coffee break
- Document ALL Delays
 - 1st Case → 5 minute leeway
 - Proceeding Cases → Turnover (wheels out to wheels in) greater than 30 minutes
- Don't be afraid to utilize your resources
 - Call/Delegate things to your Secondary Team Members/Periop Techs
- When your room finishes, after putting supplies/equipment away, please check in at the desk, grab a phone, take a 15 minute break (if able), and get new assignment
 - You will most likely be assigned to be a secondary team member → Please make sure you are reciprocating all the hard work that was provided to you throughout the day by assuming all the roles/responsibilities of a secondary team member
- Check OR Pulls for Call Cases → Separate Open VS PRN → Open supplies should get loaded on Case Cart/Metal Cart
- Check Case Carts (Instruments, Soft Goods, etc)
- Get Medications for Proceeding Cases
- Complete duties and initial 3/2 sign off sheets
- Assist with Turn overs
- Primary RN and Secondary RN should agree upon who will go get the next patient, while the other RN stays back to finish turning over/counting/etc
- Check in with Primary team members/regular communication- Discuss plan for ideal lunch times (this may not always work out if turn overs are happening at lunch time, as this is not an ideal time for breaks/lunches)
 - Hourly Rounding on Assigned rooms
- End Of Day/Room Closures
 - It will be the responsibility of BOTH the primary AND secondary team members to Close the Room
 - Put unused supplies away
 - Put equipment away
 - LEAVE THE USED BED IN THE OR FOR TERMINAL CLEANING
 - Look at next day's schedule (1st case)
 - If the bed will be used for 1st case, configure the bed accordingly

Room/Pod specific duties for secondary team members to complete

Defined roles and responsibilities

