

So You Want to be an OR Nurse? Streamlining the Operating Room Orientation Process

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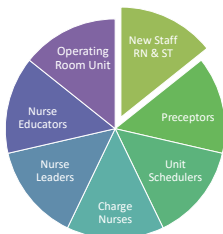
Background

- At the Josie Robertson Surgery Center (JRSC) of Memorial Sloan Kettering Cancer Center, newly hired nurses and technicians are required to complete an orientation which includes both the scrub and circulator role in all the services offered at JRSC.
- Present orientation process was lengthy
 - New hires did not have consistent preceptors.
 - Assignments were not reflective of orientees' progress.
 - Orientees expressed not feeling prepared after orientation.
 - Unit schedulers streamlined orientation process including
 - Weekly progress meetings
 - Daily tracking of cases performed
 - Assignments were adjusted to meet orientee goals and progress.

Problem/Issue



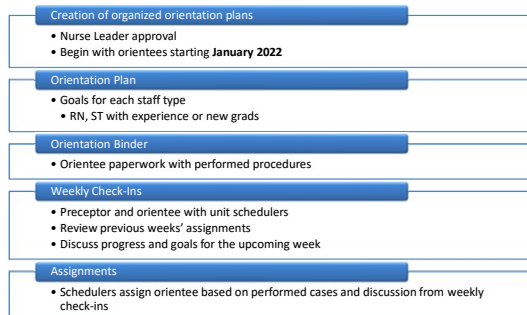
Stakeholders



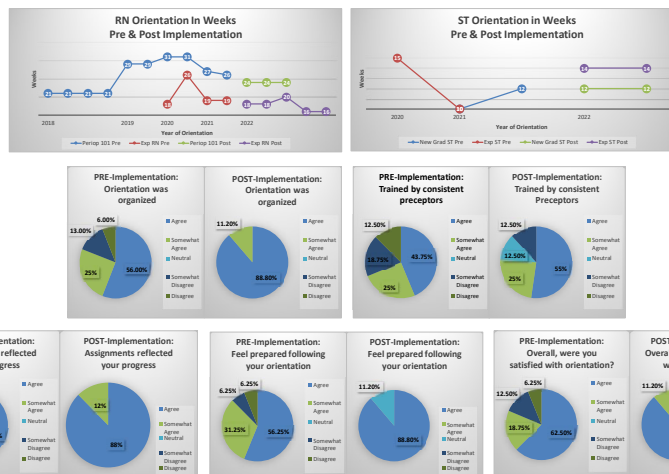
Goals



Implementation



Quantitative & Qualitative Data



Sample Orientation Plan (Experienced RN)

Week	Service/Role	Focus	Preceptors
Week 1-2	Scrub (week 1 & 2) Circulator (week 3 & 4)	Week 1: Partial Sterilization, SUE Week 2: Total Sterilization, Total Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET Week 3: Exchanges, Reductions, Fat Grafting, LIVET, Total Sterilization Week 4: Partial Sterilization, SUE, Total Maintenance, TIR of Reuse, Air Exchanges Week 5: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET	Preceptors: 1 2
Week 3-4	Circulator (week 3 & 4) Circulator (week 5 & 6)	Week 3: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 4: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET Week 5: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 6: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET	Preceptors: 1 2
Week 5-6	Scrub OR (week 5 & 6) Scrub OR (week 7 & 8)	Week 5: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 6: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET Week 7: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 8: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET	Preceptors: 1 2
Week 7-8	Scrub OR (week 7 & 8) Scrub OR (week 9 & 10)	Week 7: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 8: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET Week 9: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 10: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET	Preceptors: 1 2
Week 9-10	Circulator (week 9 & 10) Circulator (week 11 & 12)	Week 9: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 10: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET Week 11: Exchanges, Reductions, SUE, Fat Grafting, LIVET, Total Sterilization Week 12: Total Sterilization, TIR of Reuse, Air Exchanges, Exchanges, Reductions, Fat Grafting, LIVET	Preceptors: 1 2

Implications for Nursing Practice

- Disorganized and inadequate orientations lead to high turnover and lower job satisfaction.
- A structured orientation with consistent preceptors helps new staff gain confidence and achieve competence.
- Meetings with preceptors and unit schedulers established a supportive environment for new hires.

Challenges

- Time to meet with preceptor and orientee
- Differing schedules
- Preceptor unavailability
- Keeping up to date with assignments

Limitations

- Small sample size
- Staff perceptions survey performed in 2023-several years after orientation.

Next Steps

- Incorporate skills workshops to reinforce technical skills.
- Preceptors with set schedules to improve consistent preceptors.
- Check in meetings at specific intervals.

