

OR Nursing Shortage in a Rural State

Collaboration in Senior Nursing Students' Practicum

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Introduction

Recruiting and retaining OR nurses

- 7.1% of their full-time OR nursing positions were vacant¹
- 73% of staff nurses & 67% of high-level managers reported that the shortage has had a moderate-to-crisis level effect on the current work environment¹

Scarcity of academic-based perioperative nursing education Maine: most rural state in the nation (61% population)²

- 26.7 persons per square mile
- Majority of the hospitals are small (less than 25 inpatient beds) and about half are critical access hospitals³
- CAH have less than 25 inpt beds, greater than 35 miles from another hospital, ED x 24 hrs, and medicare⁴

Methods

Collaboration:

- AORN Maine Chapter 1001
- University of Southern Maine, School of Nursing
- Select number of the ORs in the State of Maine and NH

Statewide Nursing Summit for spring 2022:

- Purpose to connect practice leaders and education leaders to look for innovations in clinical education, ensuring the future nurse workforce meets the needs of the profession and the state.
- Develop and implement an OR practicum in rural hospitals

Implementation

2-day introduction to OR nursing

- Designed in conjunction with AORN's Toolkit for Faculty
- Introduction to Perioperative Nursing⁵
- Books for students to read:
 - Criscitelli, T. (2015). *Fast Facts for the Operating Room Nurse: An orientation and care guide in a nutshell*. New York, New York: Spring Publishing Company.
 - Cochran, A. & Braga, R. (2017). *Introduction to the Operating Room*. New York, New York: McGraw Hill Education.

AORN's Recommended Topics

Professionalism
Patient and Family Education: Social Determinants of Health
Organizational Influences and Patient Outcomes
The Nursing Process
The Surgical Team
Surgical Attire, Gowning and Gloving
The Surgical Suite and Safety in the Surgical Suite
Surgical Team Communication
Basic of Infection Prevention and Principles of Aseptic Technique
Hand Hygiene and Surgical Hand Antisepsis
Prevention of Surgical Site Infection
Patient Skin Antisepsis and Draping
Patient Transfer and Positioning
Surgical Counts
Postanesthesia Care



Timeline

Develop and conduct Statewide Summit

- Spring 2022

Develop program with state Schools of Nursing

- Fall 2022

Develop program with top 2 healthcare systems in Maine

- Northern Light
 - Fall 2022
- MaineHealth
 - Spring 2023

Barriers

Hospital barriers

- Students in ORs
- Limited resources at small hospitals (no formal OR educators, limited staff/preceptors, limited awareness of national OR standards)

Rural location

- Limited social activities for student nurses
- Limited living arrangements
- Transport challenges

School of Nursing support

- Complexity of practicum design and implementation
- Support of faculty via hours and overall value to SON

Long Term Goals

1. Develop a National Program for other SONs to easily use for their rural healthcare systems
2. Develop ongoing self-sustaining program in Maine with 60% of all ORs participating
3. Expand the program from USM to all nursing programs in Maine.

References

1. Beitz, J.M. (2019). Addressing the Perioperative Nursing Shortage Through Education: A Perioperative Imperative. *AORN J*, 110: 403-414. <https://doi.org/10.1002/aorn.12805>
2. World Population Review. <https://worldpopulationreview.com/state-rankings/most-rural-states>
3. Maine Hospital Association. <http://www.themha.org/Our-Members/Hospital-Facts>
4. Center for Medicare and Medicaid Services. <https://www.cms.gov/Medicare/Provider-Enrollment-and-Certification/CertificationandCompliance/CAHs>
5. Association of Perioperative Nurses (AORN). <https://aorn.org/guidelines/clinical-resources/tool-kits/colleges-of-nursing-faculty>
6. Image: Hamilton Health Sciences. (2020, November 24). *New hires in OR nurse training program glad to 'pay it forward' at WLMH*. <https://www.hamiltonhealthsciences.ca/share/or-nurse-training-program/>