



Carolinan Medical Center
University

Implementation of Peri-Operative Services Committee

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BACKGROUND

At CMC Huntersville Surgery Center, we noticed we were having a decrease in RN engagement in Shared Governance in the OR and PACU.

Research has shown that cohesive staff contribute to a positive work environment. Nurse engagement increases where nurses exert autonomy in decision making, recognition for effective and efficient work, and open flow of communication. These are all common characteristics of a cohesive, positive work environment with high nurse engagement.

Reduced cohesion is one symptom of a stressful, pressured environment that may reduce nurse retention.

PURPOSE

Increase engagement and cohesion among nurses in the OR and PACU

REFERENCE

Edwards, J. (2007) *Work Environmental Factors Affecting Staff Nurse Retention*. Muncie, Indiana: Ball State University.

METHODS

Study Design: Pre and Post survey developed from the review of the literature to measure group cohesiveness of the unit and surgery center as a whole. Intervention was a Peri-operative Services Committee to act as a voice for RNs at the Center. Current issues would be discussed and suggestions for resolution made to the Nurse Manager.

STEPS

1. Create an anonymous survey with 10 items asking for a Likert type rating of 1-10 for level of agreement with the statement.
2. Only ask respondents to indicate RN or CRNA and OR or PACU assignment.
3. The chair of the committee handed a copy to each RN and CRNA in the OR and PACU.
4. The chair pointed out the survey was anonymous and should be returned to a folder available in a private place.
5. Repeated survey in July and October

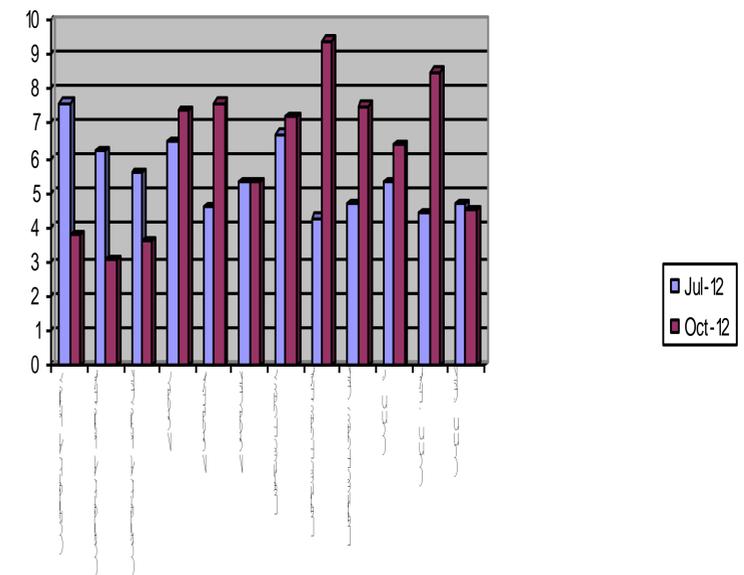
DEMOGRAPHICS and RESULTS

Participants:	July	October
OR RNs	xx	xx
PACU RNs	xx	xx
CRNAs	xx	xx

Peri-Operative Services Committee had a Chair from PACU and CO-Chair from OR. Committee met once a month on a Tuesday from 2:30-3:30 when work is slowing down. Agenda is created by Chair and Co-chair with a final item of New Business by any committee member. Issues related to conflicts have been the primary focus with discussion and proposed solutions.

75% response rate. 3 month results showed reduced conflict, increased morale, communication and clearer definition of roles.

RESULTS



IMPLICATIONS

The survey provided a set of data to focus on for initial discussions.

Provision of a local, formal committee to provide voice for RN and CRNA concerns and suggest solutions was positively received.

Being physically separate from CMC University increased the need for a local committee that included nurses from all three work groups.

Previous to this committee communication was primarily within work groups with little across groups.