

Operating Theatre Nurse's Cross Training to Enhance Manpower Deployment

Phua Yu Ling Elizabeth¹, Soh Ling Ling, Tan Hui Ling
Singapore National Eye Centre, Operating Theatre

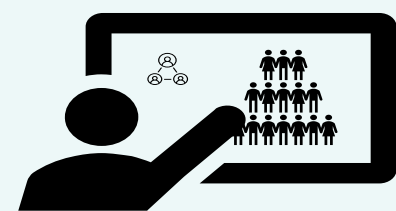
Elizabeth.phua.y.l@sneec.com.sg



Problem Statement

Singapore National Eye Centre (SNEC) operates surgical ambulatory services that runs pre-surgery services (PSS) clinic, Dayward and 13 Operating Theatres (OT) including satellite theatres.

Shortage of manpower in daily assignment within the surgical ambulatory units and nurses are not prepared to be deployed to other clinical area.



Potential Solutions

To prepare OT nurses for deployment, necessary nursing skills and competency for deployment are equipped to enhance effectiveness and efficiency. **Cross training** was adopted to enhance OT nurse's readiness.

OT Nurses Cross Training

OT Nurses	Ambulatory Unit	Training Duration	Training Essentials	Assessment & Evaluation
	Dayward	2 Weeks per Clinical Unit	<ul style="list-style-type: none"> Orientation (0.5 day) Preceptor Competency Checklists 	Done by Unit Supervisors/ Clinical Instructor
	PSS	(Extension if not fulfilled)		
	Satellite OTs			

Cross training: At least 2 clinical units

Training and deployment schedules were all planned ahead and plotted into the assignment roster.

Project Aim

- To **cross train** 5% of the OT nurses in each surgical ambulatory services units in a year.
- To **enhance OT nurse's preparedness** for nursing deployment to other surgical ambulatory units and satellite OTs.

Lessons Learnt

Challenges	Strategies
Tight manpower	Execute the plan with 1 staff at a time with regular check-in on staff
Staff resistance	Staff selection and mental preparation on roles expectations are essential

Recommendations

To implement cross training to staff with 1-2 years experience to enhance their learning and motivation for continuous learning. In addition, to buildup staff resilience and team player spirit.

Outcomes & Impacts

OT Nurses	Ambulatory Unit	Percentage of OT Nurses Cross Trained
	Dayward	7.4%
	PSS	5.9%
	Satellite OTs	13.2%

Cross training: At least 2 clinical units

In 2022, **more than 5%** of the OT nurses were cross trained as shown in the above table within 12 months.

OT Nurse's Pre and Post Implementation Survey			Improvement
Deployment Preparedness Using Likert scale: Strongly Agree (5), Strongly Disagree (1)			Nurses were more prepared
Before	40%		
After	80%		
Understanding Roles & Responsibility			Better understanding on other's role
Before	52%		
After	84%		
Collaboration Resiliency			Enhance collaboration resiliency
Before	64%		
After	84%		