Perioperative Nursing a Humane Profession

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Format

• Introduction
• Perioperative nursing a humane profession-
• Core human values-
• Helping ourselves and helping each other
• Healthy workplace environment
Perioperative Nursing – A Humane Profession

ART OF CARING: Kindness, respect, dignity, empathy, understanding
The turmoil in Healthcare is strikingly evident - all Healthcare systems are at a crossroads’ Arbuckle, G-2013

- Frequent policy change, technology, economics
- ‘Market led v Traditional values
- Meet seemingly unrealistic targets
- Bombardment of changes
- Care givers find it overload - ‘Tensions between managerial and professional values’ Hunter 2002
- ‘Keep the head down’
- The Tick box culture
- Feelings of lack of value
- Culture of bullying
- justifying & recognition of the Nurse in the perioperative setting
We are where we are

- Acknowledgement
- Perioperative nursing sense of ‘lack of value’ & recognition
- Patient focused
- Compassion and caring to colleagues as well as patients
- Strong leadership
- Subcultures: weak group-weak grid
- Debriefing, support and reflection
- Work- life balance
- Stay safe- practice safe- core Human values –patient centred-team ethos
- Recognize the positive as well as the negative
- Practice walking in the shoes of others
Human values – empathy & compassion-

http://www.youtube.com/watch?v=cDDWvj_q-o8&feature=player_embedded
Value-

• What is the value of me?
• Reflect – value not static
• Continuous education
• Meet the evolving needs
• Communication
• Accept feedback-
• Strive to reach your maximum potential
• Take pride in your achievements
• Work life balance
On the Cold Front

- Look after each other
- We don’t choose our work colleagues
- Create an environment of openness & trust
- Be inclusive – whole team
- Every one has a right to a healthy work environment
- Create a climate to deliver quality care in a safe and comfortable way
- Speak up Speak out
- create opportunities for others to shine (N.Mandella- )
- engaging in empathy we develop a better understanding
- Be wary of perceptions- seek out the good-
Don’t judge the book by the cover- everyone has something to offer.
• Students/ new staff members
• Cherish our students – they are our future
• Provide a safe passage and positive learning and work life experience-
• Inclusivity - socially and environmentally
• Be mindful of the days you walked in those shoes
• How but not why - why but not how
ROOTS N WINGS TO FLY
Future Recruitment & retention

• Students- Follow thru with patient
• Rotation to OR
• Free attendance
• Open-days
• Student article in journals
• Perioperative day activities
• Positive career pathways
In the shoes of management!
Management

- Arbuckle – (2013)
- ‘never the twain shall meet’
- Middle management- can be difficult
- Be fit for the job- research
- Conflict of values
- Courageous and imaginative
- Vision
- Everyone should Try to walk in their shoes
- Job swaps
• Can be biggest obstacle – or challenge
• Reason for change - Key!
• needs to enhance core values.
• ‘Foster a collaborative willingness to let cherished structures & processes die, when they no longer serve the mission’ (bates, 1994-Arbuckle 2013)
Lack of understanding & recognition of our role

Mystique- de-mystify

Feelings of isolation

Articulate our role & value in Health care arena at every opportunity

Be inclusive of all team members

Be aware of the anxiety of patients
Promoting a positive environment in the OR

- A positive work environment in the OR can significantly increase patient safety, staff welfare and innovation
- EORNA theme 2012 - Human qualities of caring.
- ICN Positive practice environments (ICN - E.Adams)
- Supported by WHO (Sir L. Donaldson - 2012)
- Bringing compassion back into nursing (RGN-2012)
- ‘Redefining success.. The values of wellbeing, wisdom & kindness’- (Huffington - 2013)
- Bernard Lown writes on ‘The lost art of healing’ in medicine - (1999)
Compassion Fatigue

• secondary traumatic stress
• ‘To weep for a stranger’ (Smith, P 2012)
• Need to recognize this in the operating theatre
• Debriefing
• Self awareness and self care
• Care for each other
Dynamic face of perioperative nursing

- Keep it as a profession not a job
- Be the best one can be
- Take ownership of our profession
- Promote our profession to the world
- Make our profession indispensable
- Use all platforms available to us
- Create an environment that fosters growth development
- Governance and political voice
- Nurture students & juniors they are the future!
- Seek out the potential of others
- KEEP LEARNING & DEVELOPING
- Ensure we maintain the core human values
- Be a unified team and voice
Maximize your potential, Reach to the moon! You can't go back and start again but you can start now and make a new ending!
Dignity and Respect

BULLYING BREAKS HEARTS

CALIFORNIA HEALTHY WORKPLACE ADVOCATES
BULLYFREEWORKPLACE.ORG
In conclusion

- The workplace should be an incubator of the human spirit
- An organization is as strong & progressive as its membership/staff
- We need to treasure our young
- Be the best you can be
- Each individual can make a difference to the advancement of our profession and organizations
- Our core human values must extend to all
Take every opportunity to promote our profession of perioperative nursing & Celebrate the achievements
Individually we can be islands of excellence – together we can be a powerful force
• IF you see someone without a smile- give them one of your! Reach out and touch!
• Qualities of caring, dignity, empathy, respect
We all need to keep the light of perioperative nursing alive and realize our collective potential for a brighter dynamic future- every one can make a difference!
MAKE SURE YOU HAVE DONE YOUR BEST &
IT IS WORTH WATCHING-
See you all in Rome Italy 2015

–Thank you
ESSENTIALS FOR LIVING YOUR FULLEST POTENTIAL (Jonathon Mead)

• An open mind
• Explore & push boundaries of your mind
• Ask for what you want
• Help others succeed
• Think differently
• Work smart not hard
• Believe in your self
• - Take calculated risks
• j.Mead:zenhabits.net