

Leading the Way: Perioperative Charge Nurse Workshop

Allegheny Health Network Perioperative Nursing Professional Development Team

AHN Creation of Charge Nurse Course:

- The primary driving force behind the creation of the perioperative charge nurse course was to address the critical need for standardized, specialized training for charge nurses within our perioperative setting.
- Recognized gap in consistent and comprehensive curriculum specifically tailored to unique challenges and responsibilities of the perioperative charge nurse role.
- The team of perioperative educators collaborated with charge nurses to design a revised training program specifically for perioperative nurses.
- AHN offers a perioperative charge course to equip our charge nurses with specialized knowledge and skills essential for effectively managing the perioperative environment.
- This training helps ensure patient safety, optimize surgical workflows, and enhance the overall quality of care within our operating rooms and related areas.

- Perioperative nurses increasingly serve as charge nurses, a vital role for patient safety.
- Existing training often lacks perioperative-specific content, creating challenges for novice charge nurses.
- A new, specialized workshop has been developed to address this gap, aiming to improve confidence, patient safety outcomes, and retention.
- This refined program, collaboratively designed by educators and charge nurses, includes a focused four-hour didactic session (covering communication, conflict resolution, prioritization, legal, budgeting, and self-care) followed by four hours of hands-on experience.

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Needs Assessment:

Charge nurses without formal training may struggle with leadership principles, conflict resolution, advanced problem-solving and critical conversations with staff and physicians.

Enhancing	Enhancing Patient Safety: Ensuring charge nurses have the most up-to-date knowledge on best practices, regulatory compliance, and risk management in a high-acuity environment.
Improving	Improving Operational Efficiency: Equipping charge nurses with advanced skills in resource allocation, staff coordination, and workflow optimization to reduce delays and improve throughput.
Strengthening	Strengthening Leadership Capabilities: Developing leadership skills specific to the perioperative context, including conflict resolution, team building, and mentorship for staff
Addressing	Addressing the Evolving Healthcare Landscape: Preparing charge nurses to navigate new technologies, changing surgical techniques, and evolving quality metrics.
Promoting	Promoting Professional Development: Offering a structured pathway for career growth and professional enrichment for our dedicated perioperative nurses.

Planning and Implementation:

Course objectives included: leadership styles, adaptation to change, communication, conflict resolution, delegation, financial basics, decision making skill & problem solving, scheduling, legal issues, prioritization, time management, and self-renewal

- 4-hour virtual workshop held quarterly.
- Interactive lectures & discussions
- Case studies & scenario-based learning
- Group projects & collaborative problem solving

Implications for Perioperative Nursing:

- Perioperative nurses are increasingly expected to function as charge nurses, a role vital for ensuring patient safety.
- Educators struggle to prepare novice perioperative charge nurses due to lack of experience.
- Specialized perioperative charge nurse training boosts confidence, patient safety, and retention.
- This initiative focuses on developing and implementing such a workshop.

Outcomes:

A survey conducted following the course indicated that participants experienced increased confidence regarding the Charge Nurse role



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