

# EORNA FRAMEWORK FOR

# PERIOPERATIVE NURSE COMPETENCIES

## General objective

Attaining the required competency level will enable the perioperative nurse to:

1. Provide quality care, in a safe manner whilst performing the following roles:
  - Circulating nurse ;
  - Assistant to the anaesthetist or anaesthetic nurse (in some countries)
  - Scrub nurse ;
  - Post anaesthetic care unit nurse ;
  - Surgical Assistant (in some countries);
  - Hygiene management;
  - Pain management.
2. Operate in a multiprofessional team.
3. Participate in quality assurance programs.
4. Organize and manage an Operating Room/Department. Partake in risk management strategies.

### Definition of perioperative Nurse /Nursing Care

The professional perioperative nurse is one who has become an expert in one (or more) of the fields of perioperative nursing care. Perioperative Nursing care is defined as nursing care delivered in the areas of preoperative, intraoperative and postoperative patient care.

## Introduction

Perioperative Nursing is a specialist field but is also diverse and complex, having many sub-specialities within it. Perioperative nursing predominantly covers the nursing care in the areas of surgical intervention, anaesthesiology and post anaesthetic care. In some instances specialities such as ambulatory day care, endoscopy, sterilization, interventional radiology and pain management come under the umbrella of perioperative care. These diversities of roles pose a challenge in the development of competencies for the perioperative nurse. The aim of this document is to cover the common core specialities within provision of perioperative nursing. It is recognised that this document is not exhaustive and that many other opportunities/ experiences can afford the perioperative nurse valuable personal and professional developmental gains.

## Core domains of competencies for the perioperative nurse

CORE DOMAIN 1	CORE DOMAIN 2	CORE DOMAIN 3	CORE DOMAIN 4	CORE DOMAIN 5	
<b>PROFESSIONAL, LEGAL, ETHICAL PRACTICE</b> <p><b>1.1 Practices in accordance with legislation and professional guidance relevant to perioperative nurses/nursing</b></p> <ul style="list-style-type: none"> <li>• Practices within the legislation (National and European) professional regulation and policies/guidelines relevant to one's scope of practice in the perioperative setting.</li> <li>• Demonstrates and applies an accurate and comprehensive understanding of ethical principles within ones scope of practice, in the delivery of perioperative nursing care, reflecting the ethos of the care institution and other relevant global bodies.</li> <li>• Ensures the duty of care owed to the patient is complete.</li> <li>• Upholds the right of preservation of dignity for both patients and colleagues.</li> <li>• Serves as a patient support and/ or advocate.</li> <li>• Administers medications with the requirements of the relevant legislation, regulation and professional guidance.</li> </ul> <p><b>1.2 Accepts professional accountability</b></p> <ul style="list-style-type: none"> <li>• Works within the realms of ones own scope of practice and knowledge base.</li> <li>• Updates knowledge in relation to current trends and advances in practice in order to maintain competency level.</li> <li>• Takes personal accountability for ones' decisions and actions /or omissions taken in the course of perioperative nursing care delivery.</li> <li>• Reacts appropriately to concerns in relation to unethical or unsafe practices.</li> <li>• Promotes the role and integrity of the perioperative nursing profession in actions and words.</li> </ul>	<b>NURSING CARE AND PERIOPERATIVE PRACTICE</b> <p><b>2.1 Delivers patient care integrating knowledge and evidence based practice</b></p> <ul style="list-style-type: none"> <li>• Promotes patient-centred care.</li> <li>• Demonstrates a holistic approach to patient care assessing the individual needs when planning and evaluating outcomes.</li> <li>• Demonstrates an acute awareness of the psychological needs of the perioperative patient and utilizes acquired caring skills to allay anxiety.</li> <li>• Liases with multidisciplinary teams to plan and implement care based on best practice standards.</li> <li>• Ensures accurate and timely communication in relation to individual patient care.</li> <li>• Implements planned care and ensures accurate and complete documentation of interventions.</li> <li>• Manages any unforeseen deviations from planned care and records same.</li> <li>• Preserves patient dignity, privacy and confidentiality as appropriate.</li> <li>• Practices in a manner that respects the beliefs and cultures of others.</li> <li>• Maintains the highest standards of care implementing change where evidence based practice dictates.</li> <li>• Recognises the needs of the unconscious patient, applies the appropriate duty of care and delivers comprehensive nursing care.</li> <li>• Recognises the importance of patient identification and applies accurate attention to detail.</li> <li>• Shows clear understanding of the principles of informed consent and takes appropriate action where required.</li> <li>• Recognises the importance of accurate, timely and continuous monitoring of patients, analysing results and taking appropriate action where intervention is required based on specialist knowledge and experience.</li> <li>• Demonstrates a clear understanding of the concepts of pain management and utilizes, records and monitors appropriate pain management strategies in accordance with regulation and policy.</li> <li>• Utilises appropriate discharge criteria prior to transfer of patient from the perioperative environment.</li> </ul> <p><b>2.2 Provides a safe effective environment for the management of efficient patient care</b></p> <ul style="list-style-type: none"> <li>• Prepares environment to maximise safety and efficiency, utilising appropriate checking mechanisms.</li> <li>• Provides a harmonious environment conducive to best patient care for anaesthesia, surgical intervention and post operative recovery.</li> <li>• Ensures all equipment, instrumentation and accessories are available, integrity complete and in working order and are utilised in accordance with the manufacturer's instructions.</li> <li>• Ensures safe passage of the patient through the perioperative environment by assessing patient's health status, deploying staff appropriately, employing equipment and transfer mechanisms as required.</li> <li>• Employs integrated knowledge to ensure correct and safe patient positioning, encompassing the principles of safe moving and handling, utilising appropriate positioning devices and demonstrating an in-depth understanding of pressure area care management.</li> <li>• Ensures all items used in the delivery of surgical intervention are retrieved on closure and are intact and complete as is appropriate.</li> </ul>	<p><b>2.3 Promotes health and safety in the workplace. Employs and initiates appropriate risk management strategies to prevent incidents</b></p> <ul style="list-style-type: none"> <li>• Practices in compliance utilizing with risk management strategies to prevent incidents.</li> <li>• Reports all adverse incidents and near misses.</li> <li>• Analyses incident trends and responds appropriately.</li> </ul> <p><b>2.4 Incorporates the principles of Infection Control in the provision of perioperative care</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a sound knowledge of environmental standards required in the perioperative settings and ensures adherence to same.</li> <li>• Ensures the individual patient presenting with known infection status is managed in an ethical fashion, employing appropriate containment, transmission based precautions and appropriate decontamination strategies as each case dictates.</li> <li>• Ensures that Hygiene principles are upheld.</li> <li>• Practices strict adherence to standard precautions in the management of all direct and indirect patient care.</li> <li>• Manages the environment in accordance with appropriate "theatre etiquette".</li> <li>• Ensures Instrumentation/Equipment used has been appropriately processed/decontaminated.</li> <li>• Ensures accurate documentation of instrumentation used in order to secure appropriate tracking mechanism.</li> <li>• Adheres to best practice in the usage of disposable products.</li> <li>• Manages the use of implants as per legislation, policy, manufacturers instruction and local guidelines, ensuring accurate record keeping in relation to all implants.</li> </ul> <p><b>2.5 Manages bodily tissue and fluid for investigation, disposal, burial or retention/transplant</b></p> <ul style="list-style-type: none"> <li>• Ensure correct identification and recording of all bodily tissue/fluid specimens.</li> <li>• Ensures clarity of instruction in relation to the management of a specific specimen.</li> <li>• Ensures accurate and timely reporting and documentation of results.</li> <li>• Ensure correct and timely transportation of relevant specimens.</li> <li>• Ensures correct disposal of bodily tissue/fluid where appropriate.</li> </ul> <p><b>2.6 Recognises the importance of waste management strategies and implements best practice</b></p> <ul style="list-style-type: none"> <li>• Practices appropriately in the segregation, disposal and safe management of waste.</li> <li>• Practices appropriately in relation to sharps management, promoting awareness of safety.</li> <li>• Demonstrates awareness of appropriate environmental concerns in relation to management of waste and is proactive in promoting best practice.</li> </ul>	<b>INTERPERSONAL RELATIONSHIPS AND COMMUNICATION</b> <p><b>3.1 Establishes and maintains effective interpersonal relationships with patients where appropriate</b></p> <ul style="list-style-type: none"> <li>• Ensures patients receive and comprehend information given to them in the course of their perioperative journey.</li> <li>• Recognises the patient's emotional status when discussing elements of care plan.</li> <li>• Ensures appropriate support mechanisms are available in the management of minors or incapacitated patients in accordance with legislation and institutional policy.</li> </ul> <p><b>3.2 Recognises the essential requirements of effective teamwork to achieve desired patient care outcomes in the perioperative environment</b></p> <ul style="list-style-type: none"> <li>• Promotes the concepts of team work and inclusivity.</li> <li>• Establishes effective relationships with all multidisciplinary teams based on understanding and mutual respect.</li> <li>• Appropriately and promptly shares relevant information with team members.</li> <li>• Provides feedback to other team members in a constructive and prompt manner.</li> <li>• Engages in reflective practice as an individual and as a team to identify positive outcomes and quality improvements.</li> <li>• Manages conflict situations in a timely and effective manner.</li> </ul> <p><b>3.3 Utilises good communication strategies both verbal and written to ensure accurate recording and transfer of information in the best interest of patient care</b></p> <ul style="list-style-type: none"> <li>• Uses all relevant avenues of communication to ensure information is shared.</li> <li>• Clarifies communication strategies are effective.</li> <li>• Documents appropriate information in a timely, legible, accurate fashion.</li> </ul>	<b>ORGANISATIONAL, MANAGEMENT AND LEADERSHIP SKILLS</b> <p><b>4.1 Uses effective organisational and management skills in the provision of patient care</b></p> <ul style="list-style-type: none"> <li>• Identifies priorities of care based on clinical judgement of patients' health and information received.</li> <li>• Discusses priorities with relevant multidisciplinary team members.</li> <li>• Communicates plan of care to all relevant team members.</li> <li>• Delegates roles according to ability and skill mix available.</li> <li>• Provides a safe environment for planned patient care.</li> <li>• Ensures duty of care fulfilled to the patient.</li> </ul> <p><b>4.2 Audits practices to ensure quality assurance of care</b></p> <ul style="list-style-type: none"> <li>• Initiates/partakes in auditing of practice to ensure compliance to best practice and standards of care.</li> <li>• Analyses results and implements appropriate action as required.</li> <li>• Communicates findings appropriately.</li> <li>• Facilitates change where indicated.</li> </ul> <p><b>4.3 Manages resources appropriately to ensure readiness in the delivery of care</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a clear understanding of the elements of rostering human resources.</li> <li>• Allocates staff appropriate to their skill mix learning needs and scope of practice.</li> <li>• Ensures learners are supervised as required.</li> </ul> <p><b>4.4 Effectively co-ordinates the supply of material resources ensuring best practice guidelines are adhered to in the management of same while recognising the scope of economic constraints</b></p> <ul style="list-style-type: none"> <li>• Ensures appropriate supplies are available.</li> <li>• Ensures sterile supplies/instrumentation are stored in appropriate conditions.</li> <li>• Ensures supplies are rotated appropriately.</li> <li>• Shows awareness of cost element of care and is prudent in usage of material supplies.</li> </ul> <p><b>4.5 Demonstrates effective leadership skills acting as a role model, is consistent in delivery of high standards of care, is self motivated and displays effective interpersonal skills based on understanding and mutual respect</b></p> <ul style="list-style-type: none"> <li>• Acts as a role model to other team members in the provision of care.</li> <li>• Employs proven motivational strategies to motivate self and others.</li> <li>• Recognises and respects the value of all team members.</li> <li>• Affords developmental opportunities for others in a safe manner.</li> <li>• Contributes to committees and forums as appropriate.</li> <li>• Facilitates change management as the need arises.</li> <li>• Supports managerial initiatives as appropriate.</li> </ul>	<b>EDUCATION AND PROFESSIONAL DEVELOPMENT</b> <p><b>5.1 Demonstrates a commitment to personal and professional development of self and others</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a commitment to life long learning and research.</li> <li>• Is proactive in updating knowledge and skills in the maintenance of professional competence.</li> <li>• Participates in the education and development of other nursing colleagues within the structures provided.</li> <li>• Participates in the education and development of other allied health professionals in the perioperative setting.</li> <li>• Participates in assessment of other colleagues as appropriate.</li> </ul> <p><b>5.2 Proactively seeks/ provides educational opportunities for self and others</b></p> <ul style="list-style-type: none"> <li>• Contributes to formal/informal education sessions.</li> <li>• Attends internal and external education forums obligatory and voluntary.</li> <li>• Creates an environment in the workplace conducive to learning.</li> </ul>

**EORNA**  
Educational  
Committee



www.eorna.eu

### Competences

For each core domain of the competency, the general aim, minimal knowledge requirement, performance criteria and key indicators have been identified. It will be a guide for the professionals

## Foreword

This tool is designed as a framework for the guidance and development of EORNA member perioperative nurses. It is accepted that some countries/ organisations will need to add or subtract from aspects of the framework to meet specific and customary needs. It is recognised that many perioperative nurses work in single speciality situations, for example: Anaesthetic Nursing, so therefore may not attain competency objectives of other domains identified in the framework. It is envisaged that the tool will be utilised by the organisations/individual EORNA members based on chosen perioperative career pathways and/or organisational needs. It is also anticipated that the content of this document will be incorporated into relevant perioperative nurse training programs.

## Concept

**COMPETENCE:** Competence being herewith defined as a combination of knowledge, skills and exposure in given situations in the perioperative nursing field.

*“Competence in the Operating Room represents the union of knowledge, skills and practices that are required for the performance of the functional contents of the perioperative nurse”.* (Gruendemann, 1995)

## Working areas

### OF PERIOPERATIVE NURSING INCLUDE:

- The ambulatory day surgery care
- The operating room
- Anaesthetic room
- The post anaesthetic care unit;
- The sterilisation department;
- In other fields (endoscopy, interventional - radiology, etc).

## Edition & Adress

### Responsible editor:

For Educational Committee:  
Iriní Antoniadou, president of EORNA  
Edition: april 2009  
Legal depot: D/2009/11.748/1

### Address of social seat of EORNA:

EORNA  
Duindistellaan, 19  
8370 Blankenberge

### Website:

www.eorna.eu

## Competences: general aim & requires knowledge

	General aim:	Requires knowledge of:
<b>CORE DOMAIN 1</b>	<b>PROFESSIONAL, LEGAL, ETHICAL PRACTICE</b>	The perioperative nurse analyses, understands and makes professional clinical judgment, upholds ethical practice, and maintains respect for the patient.
		<ul style="list-style-type: none"> <li>• Legislation</li> <li>• Perioperative nursing</li> <li>• Professional ethics</li> <li>• Professional regulations</li> <li>• Policies and guidelines</li> </ul>
<b>CORE DOMAIN 2</b>	<b>NURSING CARE AND PERIOPERATIVE PRACTICE</b>	The perioperative nurse provides quality nursing care by the adoption of a holistic and individual approach to the patient in accordance with relevant legislation, policies and guidelines.
		<ul style="list-style-type: none"> <li>• Philosophical and perioperative nursing concepts;               <ul style="list-style-type: none"> <li>– Nursing process and situational management in operating theatre</li> </ul> </li> <li>• Anatomy and physiology, pharmacology</li> <li>• Surgical and anaesthetic techniques</li> <li>• Principles of hospital hygiene, asepsis and sterilization               <ul style="list-style-type: none"> <li>– Environment conditions of the Operating Room</li> <li>– Ethics management</li> <li>– Pain management</li> <li>– Technology</li> </ul> </li> <li>• Waste management strategies</li> <li>• Risk management strategies</li> <li>• Specimen management</li> </ul>
<b>CORE DOMAIN 3</b>	<b>INTERPERSONAL RELATIONSHIPS AND COMMUNICATION</b>	The perioperative nurse establishes an efficient communication system with the patient/family/significant others, the multidisciplinary team and other relevant departments.
		<ul style="list-style-type: none"> <li>• Communications techniques</li> <li>• Nurturing respectful relationships (culture; religion, ...)</li> <li>• Psychological and communication skills</li> <li>• Health Education</li> <li>• Problem solving techniques</li> </ul>
<b>CORE DOMAIN 4</b>	<b>ORGANISATIONAL, MANAGEMENT AND LEADERSHIP SKILLS</b>	The perioperative nurse leads and manages a group of equals and other professionals, bearing in mind the subsystem and the organization's purposes, and the results of the activity.
		<ul style="list-style-type: none"> <li>• Principles of organization, human resources, stress and conflict management</li> <li>• Perioperative nursing principles</li> <li>• Problem solving strategies</li> <li>• Financial/budgetary implications</li> <li>• Quality assurance auditing</li> <li>• Materials management</li> </ul>
<b>CORE DOMAIN 5</b>	<b>EDUCATION AND PROFESSIONAL DEVELOPMENT</b>	To assist the perioperative nurses in building his/her professional portfolio, in order to personally develop and meet the knowledge and skill needs of a constantly evolving specialisation.
		<ul style="list-style-type: none"> <li>• Team work</li> <li>• Self-learning</li> <li>• Development and personal growth</li> <li>• Communication and interpersonal relationships</li> <li>• Theories on self motivation and methods of self-respect</li> <li>• Foundations/ principles of the perioperative nursing practice</li> </ul>

### Educational committee

**EORNA**  
www.eorna.eu

### Membership of the Educational Committee

- Ora Levy – DAN KENSSIM (IPNA) – Israël  
Chairperson of EC till May 2006
- Christine Willems – AFISO – Belgium  
Chairperson of EC from May 2006
- Irini Antoniadou – SEORNA – Sweden  
(President of EORNA)
- Magdolna Batori – MMT – Hungary
- Emese Berczi – MMT Hungary
- Grethe M. Davoy – NAORN – Norway
- Maria José Dias Pinheiro – AESOP – Portugal
- Petra Ebbecke – DBFK Bundesverband – Germany
- Jean-Jacques Gayraud – UNAIBODE – France
- Asbjorg Giskemo – NAORN – Norway
- Turid Grebstand – NAORN – Norway
- András Gubinyi – MMT – Hungary
- Kristin Gunnarsdottir – ISORNA – Iceland
- Caroline Higgins – I.N.O (Irish Nurses Organisation) – Ireland
- Lillian Knol – LVO – The Netherlands
- Ashildur Kristjansdottir – ISORNA – Iceland
- Manuel Valente – AESOP – Portugal
- Marie Woulfe – I.N.O (Irish Nurses Organisation) – Ireland