



## The Capital Region of Denmark



### How experienced OR Nurses, Supervisors, and Nursing managers have perceived, implemented, and adopted the Competency Cards into daily practice in the Capital Region of Copenhagen

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#### Introduction:

In May 2019, a conduction of one explorative semi-structured, mixed focus group interview with nurse managers, supervisors, and experienced OR nurses who has completed taking the competency card A has been performed.

The 4 Competency Cards, describing OR nursing skills with more than 2 years of operating room experience were designed in 2015.

In each card different issues of the experienced nurse competencies are to be uncovered during a period of observation, and examination by a supervisor of the nurse's knowledge, skills and reflection.

#### Aim:

The aim of the this study is to describe:

- How experienced OR Nurses converts theoretical knowledge and skills to real life situations in the OR
- How the competency cards concept helps to ensure a successful implementation
- If Competency Cards parameters support to a positive culture of learning assessment in the OR

#### The 4 Competency Cards are:

- A. Clinical perioperative nursing e.g. hygiene and clinical leadership
- B. Patient safety
- C. Team performance
- D. Documentation, clinical research and development in OR

#### Preliminary results:

- OR Nurses express working with the competency cards concept for experienced nurses gives professional value into their clinical practice e.g. professional discussions and arguments has become more evidence based in daily practice
- OR Nurses, supervisors, and leader experience more courage and confidence amongst the experience nurses to rotate between different professional specialties
- Development projects originated from working with the competency card concept are in progress

- Journal Club has become a valuable tool designed to enhance OR Nurses confidence in critical reading of relevant literature
- OR Nurses express that the preparation time for reading the attach literature is comprehensive
- During the implementation period and the following planning it is important to have leaders and a project manager.

#### Factbox:

Participants in the Focus group interview: 1 Nursing manager, 5 Experienced OR Nurses, and 3 Supervisors.

One hour of data collection; videotaping and I-pad for audiotaping.

Coding the data and the analysis process will be held in August 2019.

#### Method:

The study draws on qualitative, interpretive description, methodology.

- How the experienced OR nurses convert theoretical knowledge and skills to real life situations in the OR and
- How the concrete framework helps to ensure a successful implementation
- If competency cards parameters support to a positive culture of learning assessment in the OR

#### Perspectives:

In late 2018, the Danish, Operating Room Nurses Association, FS OP got a mandate to nationalize the competency cards concept for experienced nurses. We assume the results of this study will be useful in facilitating smooth integration of competency programmes to follow.

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