

CHAPTER IV

A Proposal for a Possibility Assessment: Operating Room Nursing Curriculum Development at Rajavithi Hospital

4.1. Introduction

Thailand has never had an O.R. training curriculum before, and the O.R. at Rajavithi Hospital is in the process of formulating a Rajavithi O.R. Training Program. This study is a pilot study to find out the possibility of the RHORNCD before the proposed program is initiated.

Despite the fact that Rajavithi Hospital currently trains O.R. nurses, it lags behind modern surgical methods and lacks of effective evaluation. The development of O.R. studies is very slow and is not progressing as it should because the learning and training processes are not systematic, the basic knowledge is inadequate, and there is a lack of collaboration between academic and staff nurses. The current training provides only skills practice and fails to address the academic matters of O.R. nurses, creating a lack of good basic knowledge which is the foundation for developing advanced academic O.R. nurses. The present exclusive emphasis on skill is one reason that has impacted the value of O.R. nurses and may hinder other

people from acknowledging the importance of O.R. nurses. How can we rebuild the reputation of O.R. nurses ? How are we to develop the current system of training and learning ? How can we provide incentives to O.R. nurses to enjoy their work in the O.R. field ?

Rajavithi Hospital's offering the RHORNCD, is one method to develop the careers of O.R. nurses, to improve current training, and the role of the O.R. nurse in terms of providing good pre-operative, intra-operative and post-operative nursing care. The outcome of O.R. nurse performance in providing good patient care will be a tool to evaluate the value of O.R. nurses.

For this portion of the thesis, we will return to the SWOT analysis completed in Chapter 2. SWOT analysis is only an indicator that shows the channel in creating the strategy for implementing or proposing the program. The SWOT Analysis cannot successfully help in creating and producing the context of the curriculum. However, the information from the market analysis (Chapter 3) will show opportunities or threats to curriculum development. These conclusions are merely some points to consider when formulating curriculum.

4.2. The purpose of this proposal:

1. To propose a guideline for implementation of RHORNCD by creating the strategic plan from T, O, W and S of the organization.
2. The results of this study are expected to be used as a guideline for recommendations to combat weaknesses in the organization.

4.3. Justification to select approach

The proposed strategies and tactics for implementing the RHORNCD are: (all these steps require group discussion)

1. Use the finding in this report as a starting point to refine the situation analysis complete and expanded situation analysis in a maximum of 2 months (8 weeks).
2. Review the S, W, O and T collected and reported in Chapter 2, and revise as needed by gathering and identifying any additional O, T externally and S, W internally. Collect the results which have been identified through analysis as strengths and opportunities (positive for the organization), weaknesses and threats (negative for the organization), and through the process of matching all these elements to create strategies for curriculum development.

3. Strategies and Tactics for the Proposed Program : This process lists the distinct strategies in which we match the information or factors that we have gathered and identified and set the priority of those strategies to the time available.

A team should be set up within the organization to implement the RHORNCD by dividing job descriptions and appointing people responsible for those jobs. (steps 2 and 3 take two weeks)

4. Some strategies can be completed simultaneously such as contacting T.O.R.N. (a stakeholder) to act as resources of academic providers and to discuss curriculum development and the role of O.R. nurses. At the same time, Rajavithi Hospital can discuss and set up a committee for curriculum development to collaborate with T.O.R.N. (this step takes four weeks).

5. Distribute results from discussions among the organization and start the process to improve weaknesses in the organization. (For example, readjust the role of O.R. nurses). This step should be adjusted and frequently evaluated by the collaboration team of the RHORNCD.

6. The Rajavithi Hospital will collaborate with T.O.R.N. to submit a report to the Medical Service Department through the top of Rajavithi Hospital in order to show the capability for producing the RHORNCD. (this step takes two weeks).

These factors, however, may be developed according to the time and environment. The opportunities and strengths may become threats and weaknesses in the future while present threats and weaknesses could become opportunities and

strengths. Because this strategy has limited time to be implemented, it should be implemented as quickly as possible before factors change. In addition, this program should coordinate with Rajavithi Hospital and the T.O.R.N. as it will benefit both parties. This program and Rajavithi Hospital will be the power base of the T.O.R.N. in the future, while at the same time the T.O.R.N. will provide the academic human resources to Rajavithi Hospital. This is an opportunity for O.R. nurses to develop both nursing knowledge and techniques.

Therefore, without delay, Rajavithi Hospital and the T.O.R.N. should collaborate and use this strategy to implement RHORNCD and formulate the O.R. curriculum together.

The recommendation for the RHORNCD, according to the results of the data exercise, should have these characteristics:

1. The main content of the RHORNCD should include anatomy, physiology, steps of surgical procedures, instrument techniques and techniques in pre-operative, intra-operative, post-operative nursing care, administration and decision-making.
2. The program should produce O.R. nurses with skills in effective management, nursing care and efficient assistance in surgical procedures.
3. The duration of the course should be approximately six months.
4. Tuition for RHORNCD should be approximately Bt5,000.

4.4. Recommendations for the estimated time and process of the program

For the RHORNCD to be successful, the first priority is the team work of O.R. staff nurses in the organization to have the enthusiasm for brainstorming, collaboration, and coordination of this program. However, in all processes of implementation, the head O.R. nurse is an important key personnel who will attract all staffs nurse to participate in the program. Moreover, the head O.R. nurse is a leader for linking the needs within the organization and the needs between the organization and resource outsider in order to lead the project successfully. The results and the ideas from the study “Possibility Assessment of the RHORNCD” must be distributed to and discussed with the head O.R. nurse in order to be understood, accepted, and distributed to key personnel, team leaders and all staff O.R. nurses to have a successful implementation of the RHORNCD.

The expected time for starting the process for implementing RHORNCD is November 1997-1998. The process is as follows:

1. Distribute this study and discuss with the head O.R. nurse.
2. Set up the meeting for distributing the information about the RHORNCD to the key personnel or the team leader of the O.R. nurse organization.
3. Create the enthusiasm of the key personnel and the team leader to collaborate and coordinate with this program by talking about the value and benefits from this program if it is formulated in Rajavithi Hospital’s O.R. organization.

4. Set up the master plan by brainstorming in order to produce a great number of ideas for discussion, select a few by distillation for action and set up the priorities of action process and time period for each activity to improve the weaknesses of the organization.

5. Form team work for distribution and delegate the responsibility to two separate committees as follows:

a) set up the Implementation Committee of the RHORNCD project:

- contact the domestic experts from T.O.R.N. and N.A.o.T.
- contact the experts from abroad such as the expert from Ramond

Poincare Hospital of France, and the American Operating Room Nurse Association (A.O.R.N.) of the United States.

- contact WHO to get the information on the role of the operating room nurse which is determined by WHO in order to prepare for discussion with the experts who will participate in the latter meeting.

b) set up the Curriculum Committee for:

- drafting the curriculum
- drafting the curriculum proposal for permission
- creating the context of the curriculum
- forming the manual and evaluation process of teaching and learning,

and evaluating the curriculum.

The curriculum committee should consist of a domestic expert from both inside and outside the organization such as the professional O.R. nurse team (for study

about the length of the student nurse practice in each area of the operating room by focus group discussion method), surgeon, the expert in the academy, or manager to collaborate and coordinate for formulation the RHORNCD.

6. Set up the meeting and invite the domestic expert, who will be the curriculum committee, for discussion, comparison and adaptation of the information of the role of the Thai O.R. nurse with other countries or other place to fit to the society, cultural, environmental, technological factors and situation of Thailand.

7. Clarify the concepts of the O.R. nurse organization and the role of the O.R. nurse and implement them in the Rajavithi Hospital O.R. The job descriptions have to be revised in order to eliminate the redundant duties which are not the task of the professional O.R. nurse. This method will decrease the workload and show the main duty of the nursing care role towards patients to the O.R. staff nurses and to the stakeholders. Moreover, Rajavithi Hospital should inform the potential to provide the RHORNCD to the Director of Rajavithi Hospital and the Director of Medical Service Department (M.S.D.).

8. Set up the meeting for focus group discussion about priority of the area for training and the duration of training in each area and set the master plan for the student practice.

9. Prepare the location for practice by

- improving the room for teaching and learning

- set the planning budget for material, paper, public utilities, and miscellaneous expenses.

10. Prepare the teachers and trainers by:

- contacting T.O.R.N. to provide an expert in each specialty
- preparing the facilities such as the audio-visual, video, overhead

projector, and slide.

11. prepare the journal and the text books for the students such as:

- T.O.R.N. and A.O.R.N journal
- Manual for O.R. nursing care and surgery procedure
- Contact Rajavithi Hospital's library

12.. Report and propose the curriculum of RHORNCD to the N.A.o.T. and the Medical Service Department (M.S.D.) in order to extract convince funds for implementation of the RHORNCD program by collaboration between the Rajavithi Hospital O.R. nurse organization.

13. Prepare the application form for the students, advertising, process for receiving the nursing student, and manual for O.R. nursing student orientation.

4.5. Time Frame: (= implementation committee, ** = curriculum committee)

Project activities	Month			
	0-2	3-4	5-6	7-8
1. Review document	———— ****			
2. Set up the meeting for distributing the information, discuss with key personnel in the organization, and set up the master plan	———			
3. Form team work for delegating the responsibility of formulation of the RHORNCD project and committee for curriculum creation.		————		
4. Draft the curriculum and proposal for permission		————		
5. Focus group discussion to determine the priority and length of practice in each area of surgical procedure		————		
6. Set up the meeting for creation of the context of the curriculum and discussion	———	* * * *	* *	*
7. Formulate the manual and evaluation plan of teaching and evaluating the curriculum			——— **	
8. Report and propose curriculum for permission				——— **
9. Prepare advertising application form.			———	

4.6. Budget of preparation the RHORNCD program

Period (month)	Project activity	Activity time (week)	Unit cost (per week)	Total cost (Baht)	
0-2	1. Revise document (copy expense, mail, telephone, paper)	4	1,500	4,000	
	2. Meeting for discussion with work group			6,000	
3-6	1. Design curriculum (meetings and discussions with experts inside and outside the organization)	5	2,000	10,000	
	2. Wages for the teachers and trainers				
	- Teachers: outside organization, 90 hrs X Bt 500 per hr.				45,000
	inside organization, 90 hrs X Bt 300 per hr.			available at the curriculum schedule.	27,000
	- Trainers: extra time = 2 persons/dayXBt 800				96,000
	3. Preparing for learning material (audio-visual, video, overhead projector)				
4. Preparing the journal and text books for the student such as:			50,000		
- T.O.R.N. and A.O.R.N. journal (4 no./vol., 2 vol./year)			5,000		
- Manual for O.R. nursing care and surgery procedure			10,000		
5. Preparing for the location of practice and learning					
- For practice: green clothes, mask, cap, and shoes. (Bt 1,200/person)			24,000		
- For learning: materials, paper, public utilities, and miscellaneous.			5,000		
7-8	6. Advertising and admission (receiving the student)	5	1,000	5,000	
Total				296,000	

References

Pranom Otakanon., Penpun Ruksanon., Pongpen Chunhapran., Pepuk Yotnamkang. and, & Suchada Rutchukul. (1997). A Feasibility Study of Establishing Faculty of Nursing. Dhurakijpundit University.