

Project Title

Role Expansion for Enrolled Nurses, Assisting in Breast Surgical Procedures

Project Lead and Members

- Ng Lay Har
- Marhaini Mohd Zain
- Oo Cheng Sim
- Geraldine Lim J T
- Goh Meh Meh

Organisation(s) Involved

Singapore General Hospital

Healthcare Family Group Involved in this Project

Ancillary Care, Medical, Nursing

Applicable Specialty or Discipline

Surgery

Aims

To develop a training program for the Enrolled Nurses to take on the enhanced role of assisting surgeons during breast surgeries in Major Operating Theatre within three months.

Background

See poster appended / below

Methods

See poster appended / below

Results

See poster appended / below

Conclusion

See poster appended / below

Additional Information

Singapore Healthcare Management (SHM) Conference 2021 – Shortlisted Project
(Human Resource Category)

Project Category

Workforce Transformation, Job Redesign, Professional Development, Upskilling,
Workforce Sustainability

Keywords

Breast Surgery, Role Expansion

Name and Email of Project Contact Person(s)

Name: Ng Lay Har

Email: singaporehealthcaremanagement@singhealth.com.sg



Singapore Healthcare Management 2021

Role Expansion for Enrolled Nurses, Assisting in Breast Surgical Procedures

Ng Lay Har, Marhaini Mohd Zain, Oo Cheng Sim, Geraldine Lim J T, Goh Meh Meh



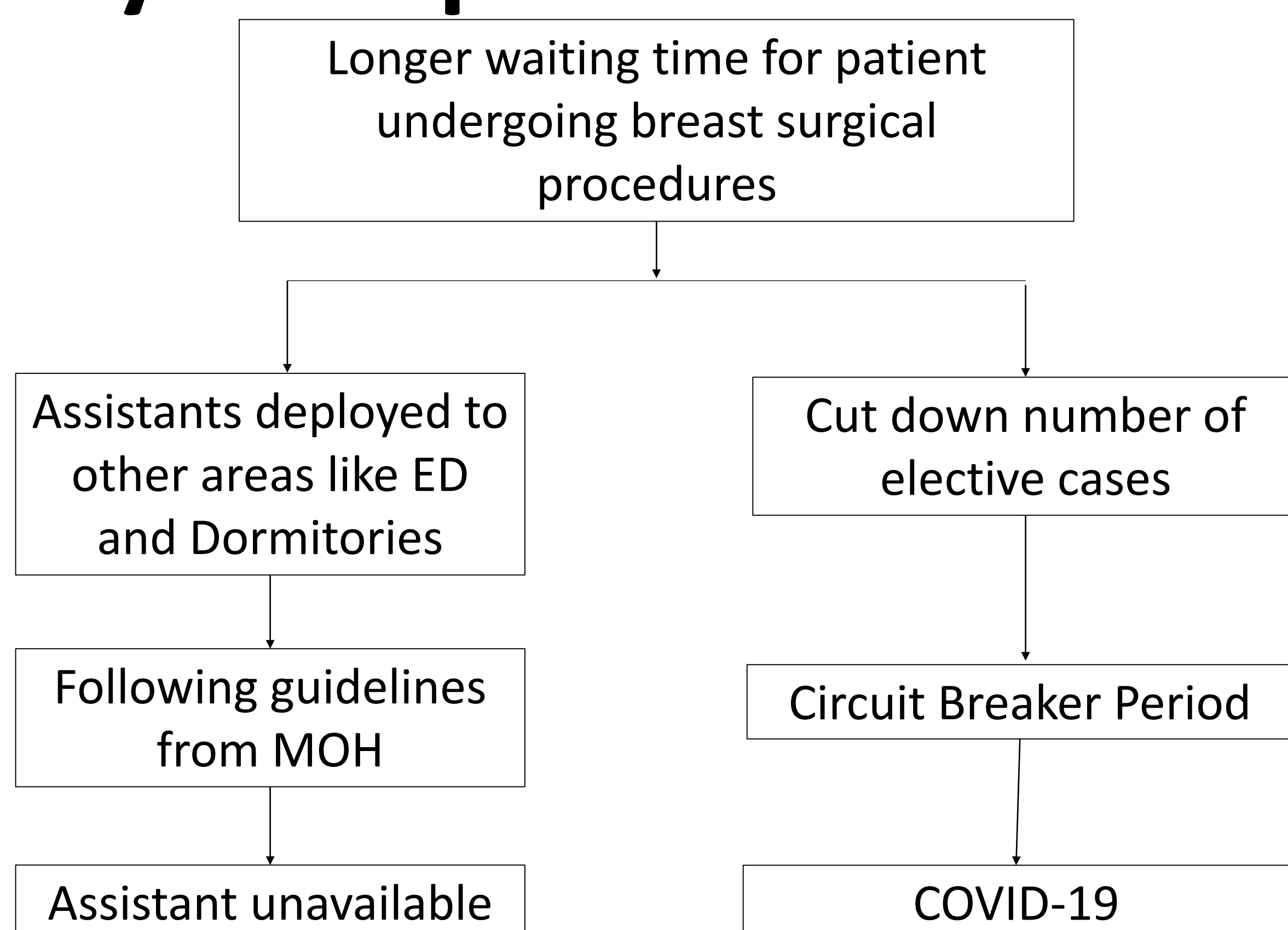
Background

Breast surgery involves a surgical team made up of the surgeon and two of his team doctors to scrub up as assistants and a scrub nurse. Traditionally, the role of retracting the breast tissue is done by the assistants. During the COVID-19 pandemic, many surgical doctors were deployed out to work in areas such as the inpatient wards, Emergency Department as well as at the Dormitories for Foreign Workers. Hence, the surgical team was short-handed resulting in lack of assistant for the surgeons in breast surgical procedures. Without a capable assistant, the duration of the procedure may be prolonged and potentially, also cancellation or a longer waiting time for patients

Objectives

To develop a training program for the Enrolled Nurses to take on the enhanced role of assisting surgeons during breast surgeries in Major Operating Theatre within three months.

Analysis of problem



Interventions / Initiatives

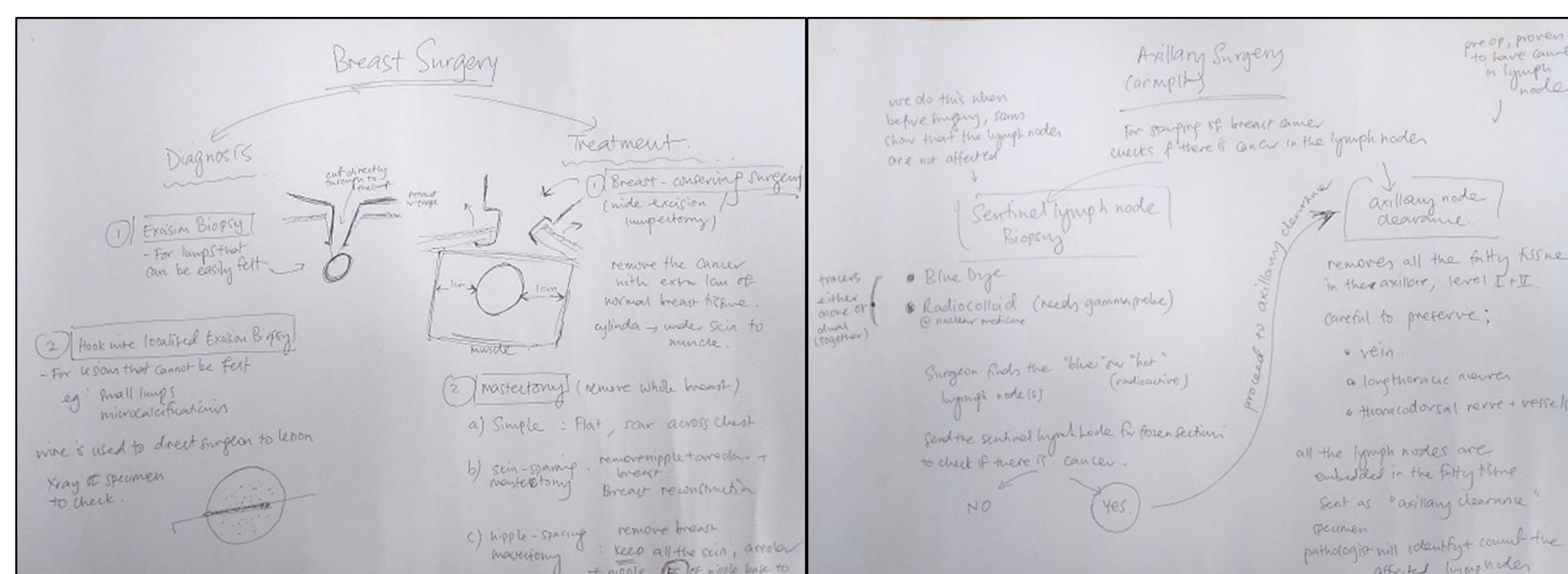
Month	Initiative	Progress
Feb - March	<ul style="list-style-type: none"> Identification of potential eligible staff as participants Discussion on relevant topics 	Identified ENs who verbalized their interests and showed high motivation to be part of project. Practical lessons on scrubbing, gowning and gloving, different types of instrumentation, safe sharps handling and techniques in assisting during surgery. Met up with the surgeon to discuss on basic requirements of ENs holding retractors during surgery.
March - April	<ul style="list-style-type: none"> Conduction of training Formation of competency checklist 	Surgeon conducted lectures on different types of breast surgery and various retraction techniques. OT Clinical Instructors (CI) shared on surgical asepsis and responsibilities of a surgical assistant. CIs conducted practical sessions on scrubbing, gowning and gloving, different types of instrumentation, safe sharps handling and techniques in assisting during surgery. Created record on assisting during breast surgery to track performance. Developed competency checklist on ENs Assisting and Performing the Role of Retracting Breast Tissue during Surgery.
April - May	<ul style="list-style-type: none"> OJT with assigned preceptor 	Briefed Preceptors to guide and monitor ENs' performance to gain support & understanding. Conducted briefing in small groups.



ENs listening attentively to Dr Veronique lectures



CI teaching gloving and gowning



Dr Veronique's schematic drawings and explanations on diagnosis & treatment for Breast Surgery

Results

Surgeon feedback	Enrolled Nurses feedback
<ul style="list-style-type: none"> Ease the current shortage of surgeon assistant Reduced surgery waiting time for patients 	<ul style="list-style-type: none"> Increased job satisfaction More engaged in the surgery Staff morale improves



ENs assisting Dr Veronique and Dr Preetha in retraction during breast surgery



Conclusion

Surgeons give positive feedback and are happy with the Enrolled Nurses performance. They are appreciative of our efforts, which help to promote understanding, better collaboration and great teamwork. We continue to collect feedback and monitor performance. The ENs will undergo yearly competencies to ensure maintenance of surgical asepsis standards, meeting the department standard operating procedures and requirements. Now, ENs in Ambulatory Surgery Centre OT also undergone similar training and have assisted surgeons in holding retractors in Complex Breast Surgical Procedures.

Competency Checklist