

In order to achieve organisation goals you first need to invest in staff education and training to provide safe and effective patient care.

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Barriers and Enablers in Staff Recruitment, Education and Cross-Skilling in the Rural Perioperative Setting

INTRO

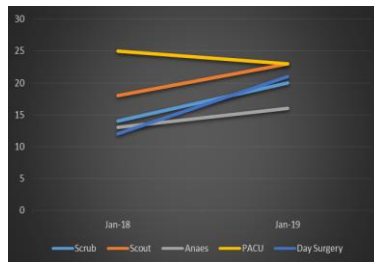
- Increasing Operating theatre demand and allowing for flexibility staffing cohort it was a necessity to multi-skill Perioperative staff.
- In Metropolitan service centres these roles are usually specialised and cross training does not occur. Due to our limited workforce availability this is not possible in the rural setting.

METHODS

- Staff were surveyed to ascertain their current skill sets.
- Staff that only had one or two skill sets were identified to receive training
- Staff were asked to preference what role they were interested to learn.

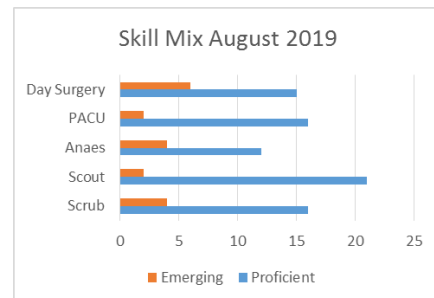
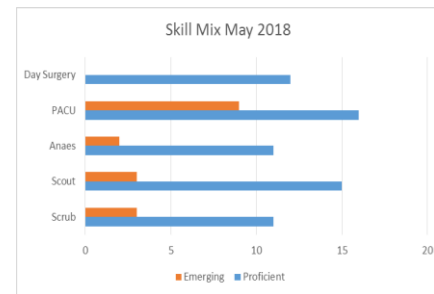
RESULTS

- The process is ongoing as due to theatre load, skill acquisition of many people at once is not achievable.



DISCUSSION

- Planning and collaboration between the NUM and CNE to try and achieve both Organisational and Staff based objectives is vital to support staff transition to up skilling



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