Introduction

- Demand for Operating Room (OR) Nurses is increasing 1% to 2% annually.
- 20% of those currently employed in the OR will retire in the next 5 years.
- Revenue lost from 1 OR shift not staffed can exceed $160,000.00.
- OR Nurse turnover in one organization was 20%, exceeding benchmark of 11% for Magnet hospitals.
- Meaningful recognition as part of a healthy work environment impacts organizational outcomes (nurse retention, patient safety, financial).
- Physical barriers exist for patients and families to recognize care in the OR.
- Important to increase staff awareness and use of meaningful recognition of each other.

Purpose

To increase the use of an evidence-based program of meaningful recognition, defined as a component of a healthy work environment to improve job satisfaction of operating room nurses practicing in a Mid-Atlantic, suburban medical center.

Methods/Implementation

- Setting: 424 Bed Acute Care Magnet Hospital; 23,000 surgeries annually
- Design: Pre-Post Test/Intervention
- Sample: Convenience sample
  - 52 Matched pairs of All OR Staff
  - 29 Matched pairs of OR Nurses
- Interventions
  - Process Improvement Team
  - Education Modules
  - Healthy Work Environment Toolkit (Meaningful Recognition)
- Measures and Analysis:
  - OR Nurses: NDNQI Job Enjoyment subscale and Single Item Intent to Stay
  - All Staff: Frequencies of Recognition from Type
  - Percent improved from baseline
  - All Staff: HWEAT (Meaningful Recognition)
- Clinical Significance after intervention item 1 of HWEAT (Table 1.0)

Results (OR Nurses)

- >70% were over age 40
- 50% employed in this OR >6 years
- 79% BSN degree or higher
- 69% Certified (CNOR)
- No statistically significant change in NDNQI Job Enjoyment scores
- Increased use of Meaningful Recognition (Figure 2.0.)

Implications for Practice: Operationalizing Meaningful Recognition

Meaningful recognition for OR nurses and the interdisciplinary team must be operationalized for the OR in order to be effective:

- Staff Education-Access and impact of Meaningful Recognition. Include interdisciplinarity to operationalize and sustain the processes. Resources to staff.
- Leadership huddles: bimonthly virtual to recognize staff.
- Electronic forms- checklists, screen to enter and show where the nominations go.
- Place nomination forms with QR code to scan, download and fill out later.
- Recognition bulletin boards where all staff can see notes of appreciation and sign the board.
- Representatives on organizational recognition/award committee.
- Use staff to disseminate stories and information on meaningful recognition.
- Have recognized staff introduced at board meetings.
- Include marketing and nurse recruiters on recognition committees.

Conclusions

Meaningful recognition as a component of a healthy work environment, elevates and celebrates all that is extraordinary in the practice of the operating room nurse, which may improve retention and attract others to this specialty practice in the operating room, improving organizational outcomes (see Figure 1.0).

"Without a healthy work environment neither the number of nurses nor their level of education will matter. With a healthy work environment the effect of staffing on outcomes can be profound."