

Project Title

Operating Theatre Technical Associate Programme

Major Operating Theatre (OT), Singapore General Hospital (SGH)

Project Lead and Members

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- Ng Lay Har
- Oo Cheng Sim
- Geraldine Lim Joo Tin
- Fan Rong
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Organisation(s) Involved

Singapore General Hospital

Healthcare Family Group Involved in this Project

Ancillary Care, Nursing

Applicable Specialty or Discipline

Surgery

Aims

- To prepare the Operating Theatre Technical Associates (OTTAs) on their role enhancement to meet the challenging needs of Major Operating Theatre (OT) within six months.
- To provide knowledge and skills to help them perform their role safely.

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

Training & Education, Learning Theories, Methodologies & Framework, Experiential Learning, Workforce Transformation, Job Redesign, Professional Development, Upskilling, Workforce Sustainability

Keywords

Role Enhancement

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Singapore Healthcare Management 2021

Operating Theatre Technical Associate Programme

Major OT, Singapore General Hospital



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Background

Traditionally, the Operating Theatre Technical Associates (OTTAs) are primarily responsible to check and prepare equipment and environment of the Conventional and Hybrid Operating Rooms. Additionally, they also participated in the transfer and positioning of patients for surgery.

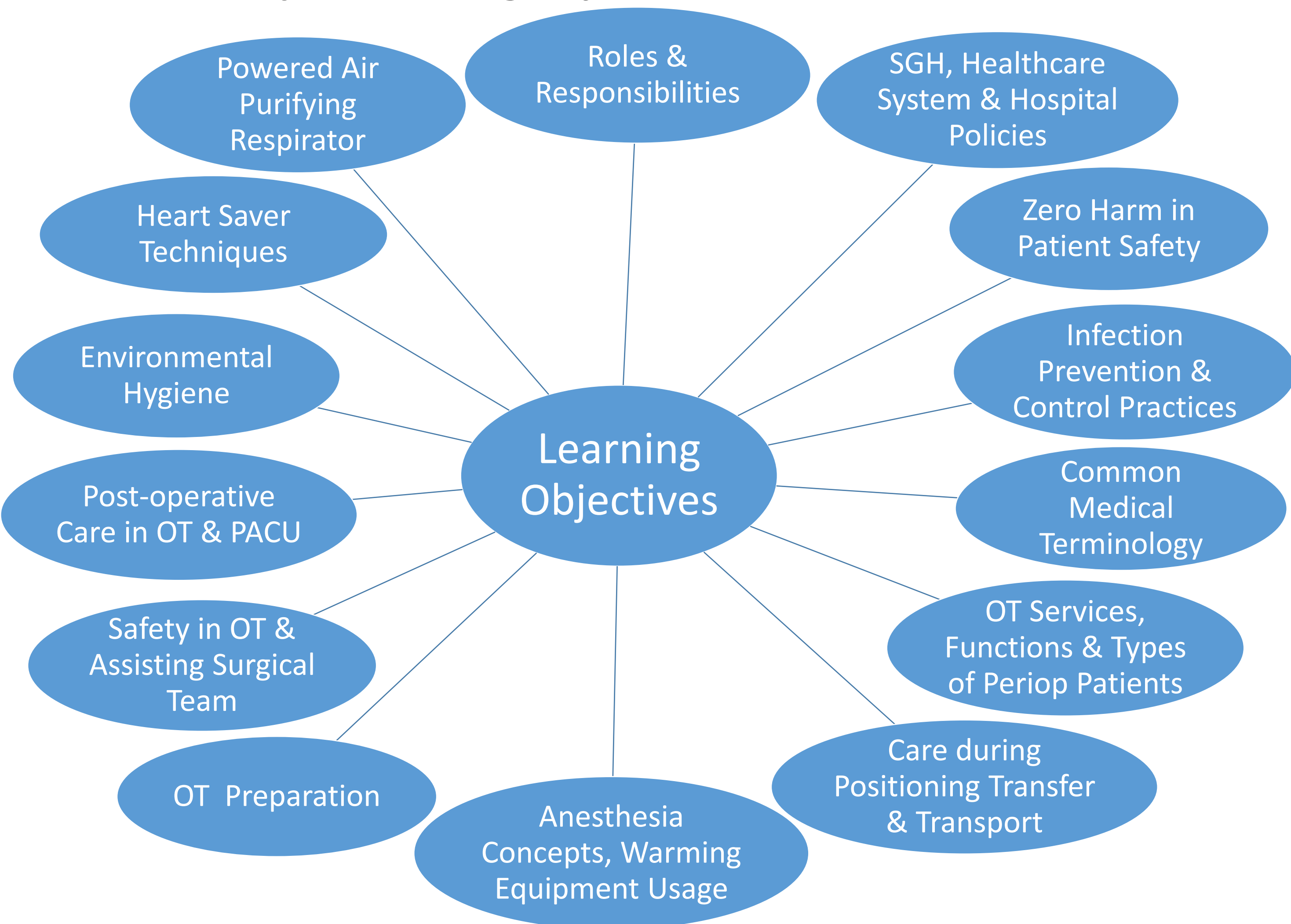
Objectives

- To prepare the OTTAs on their role enhancement to meet the challenging needs of Major OT within six months.
- To provide knowledge and skills to help them perform their role safely.

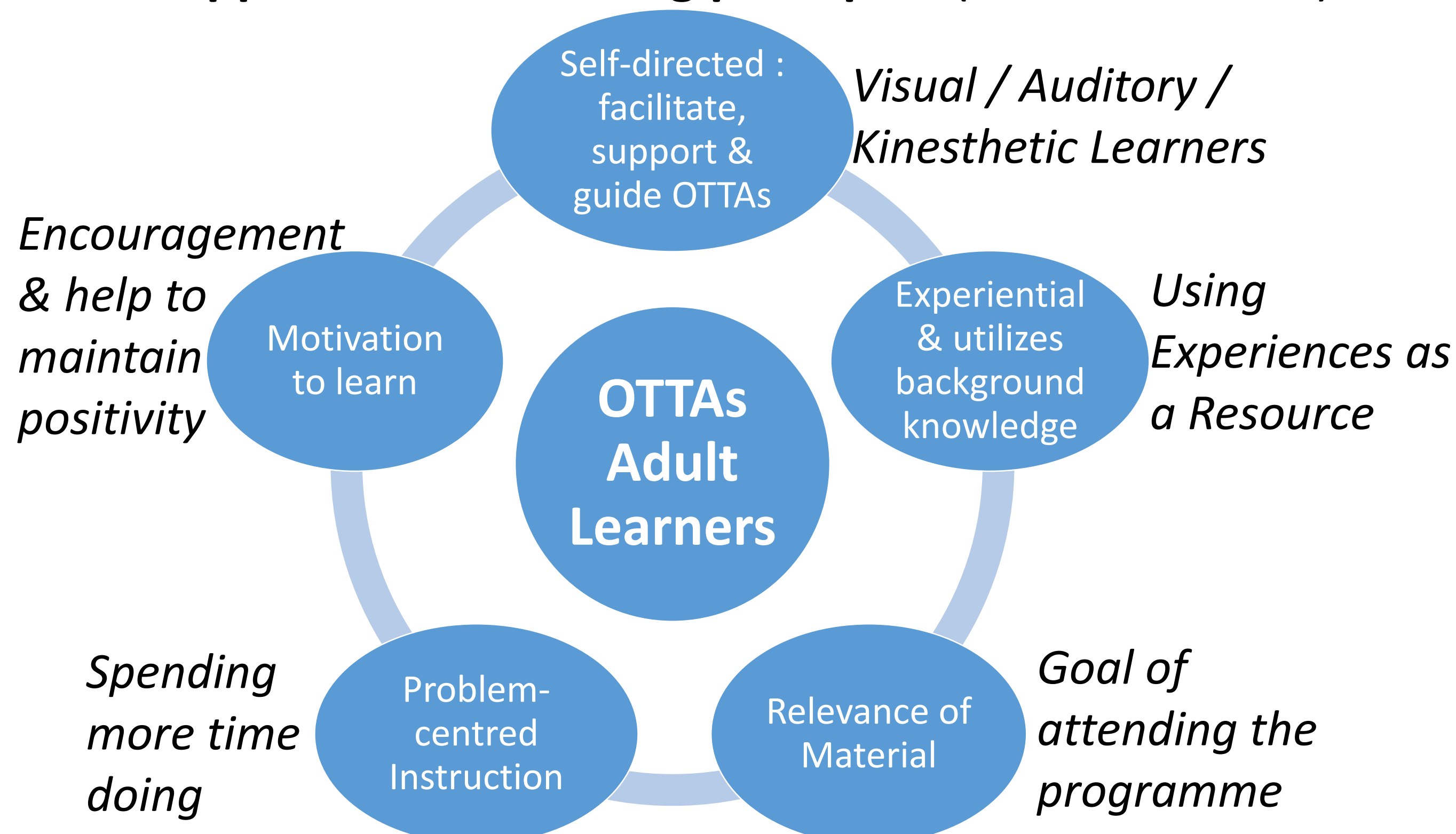
Methodology

- Identified OTTAs' training needs :**
 - OTTAs without ITE Skills Certificate.
 - Undergone OT services orientation program and OJT.

- Developed learning objectives/outcomes :**



- Applied adult learning principles (Peterson, 2019) :**



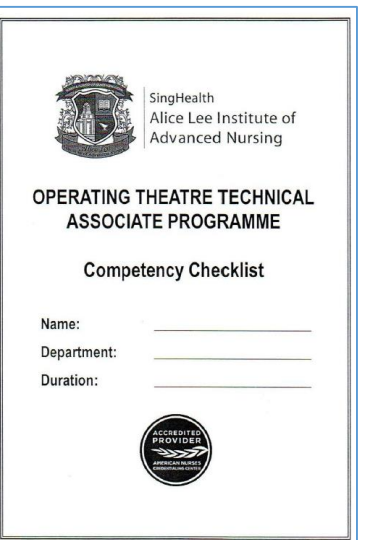
- Maintained training resources / inventory :**
 - Training room, seating arrangements, ventilation, lighting, audio-visual aids, learners' notes.
 - Equipment for experiential learning in OR.
- Selected and prepared the appropriate training design :** Lectures, discussions, demonstrations and clinical practice in OT

- Received approval & help from CN, OT Management team, Alice Lee IAN team, MOT Supervisors & Clinical Nurses :**
 - Registration, logistics, programme schedule, certification.
 - Careful planning & roster adjustment for OTTAs and trainers; to meet daily exigency of service, preventing adverse outcome.
 - Support & supervision from MOT supervisors & Clinical Nurses crucial when the OTTAs were on clinical practice.
- Prepared :** Trainees - Received 'pep' talk and briefing by SNM and NC in-charge so as to be psychologically prepared and positive to the ensuing responsibility post-training.
 - Trainers - possess specialised skills and knowledge such as in Perioperative and Perianaesthesia, with vast years of clinical experience, clinical teaching and education.

- Developed training materials (Perioperative) :**



- Evaluated training programme:** **Competency Checklist**
 - Formative - verbal feedback throughout training session.
 - Summative – competency checklist.
- Reviewed as necessary and applicable :**
 - Continuous review with learners, trainers and clinical nurses.
 - Feedback received further enrich the programme and learners especially for the six OTTAs who attended it later.



Results

Lectures, discussions and demonstrations were conducted from 18 May to 15 Jun 2020. A total of five OTTAs attended the programme and they continued with clinical practice in the respective multi-disciplinary OTs supervised by preceptors and Nurse Clinicians. Three OTTAs proceeded to Advanced Programme and subsequently, promoted to OT Technician.

Conclusion

Equipped with enhanced knowledge and skills, the OTTAs become more efficient, more confident and they are great team-workers. The programme success spurred MOT team to conduct specifically, Perioperative Training for another six OTTAs (with ITE Skills Certificate) making it a total of eleven OTTAs.

Now, all are given the opportunity to perform the enhanced role of assisting in Circulating Nurses' duties, which greatly boosted their morale and sense of achievement. In the foreseeable future, the OTTAs are another source of manpower, to improve the crunch in OT services of the Singapore General Hospital.

References

- Peterson, D. (2019). *5 Principles for the Teacher of Adults*. Retrieved from <https://www.thoughtco.com/principles-for-the-teacher-of-adults-31638>
- Quinn, F. M. (1995). *The Principles and Practice of Nurse Education* (3rd ed.). United Kingdom: Standley Thornes Ltd