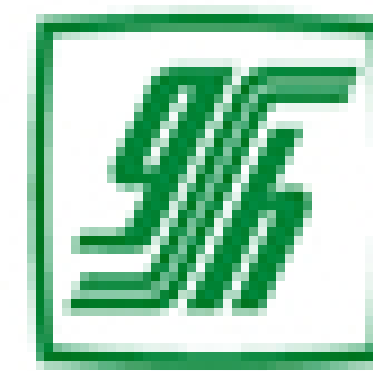




**Singapore Healthcare
Management 2021**

Role Expansion for Enrolled Nurses, Assisting in Breast Surgical Procedures

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**Singapore
General Hospital**
SingHealth

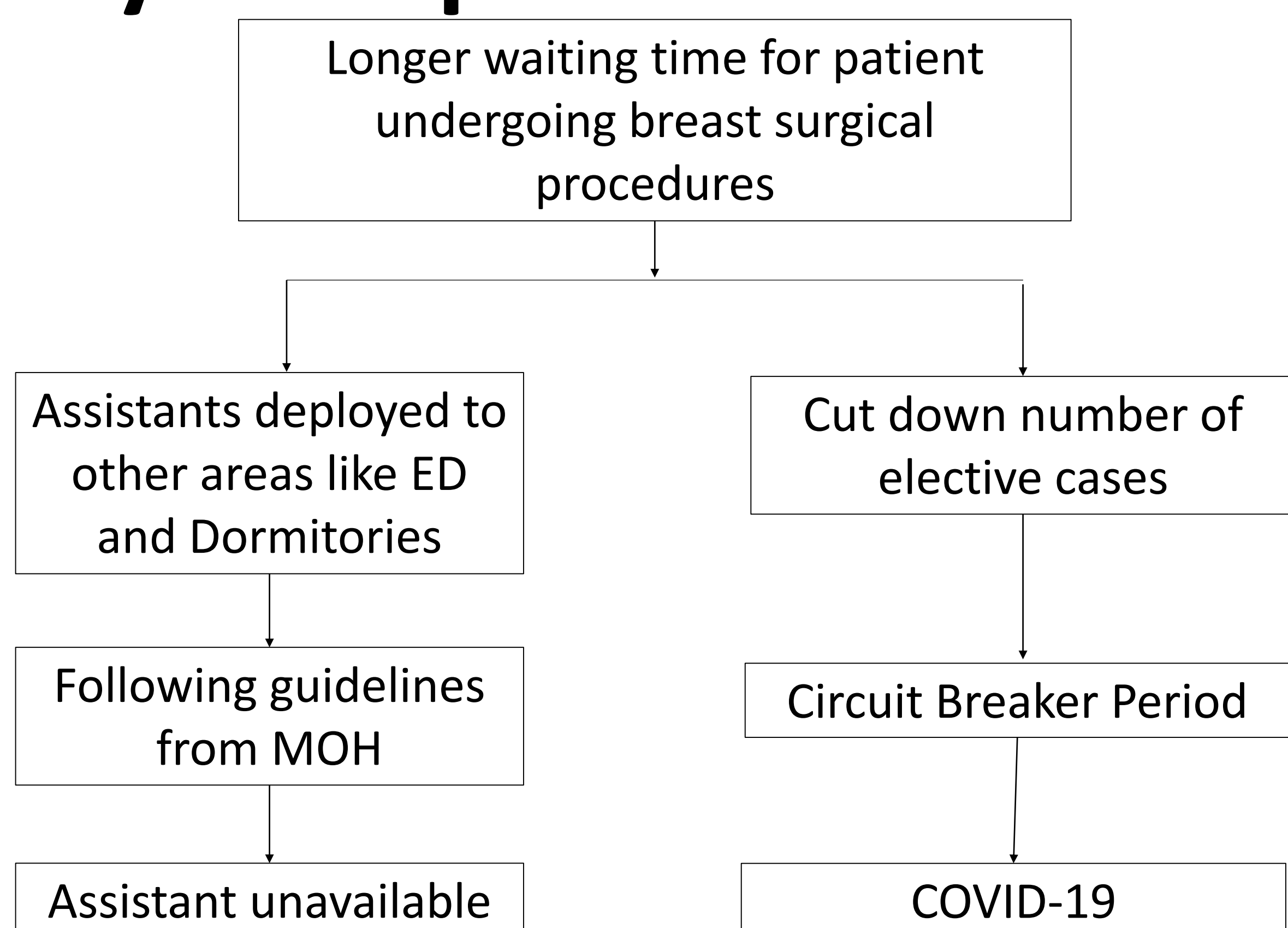
Background

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

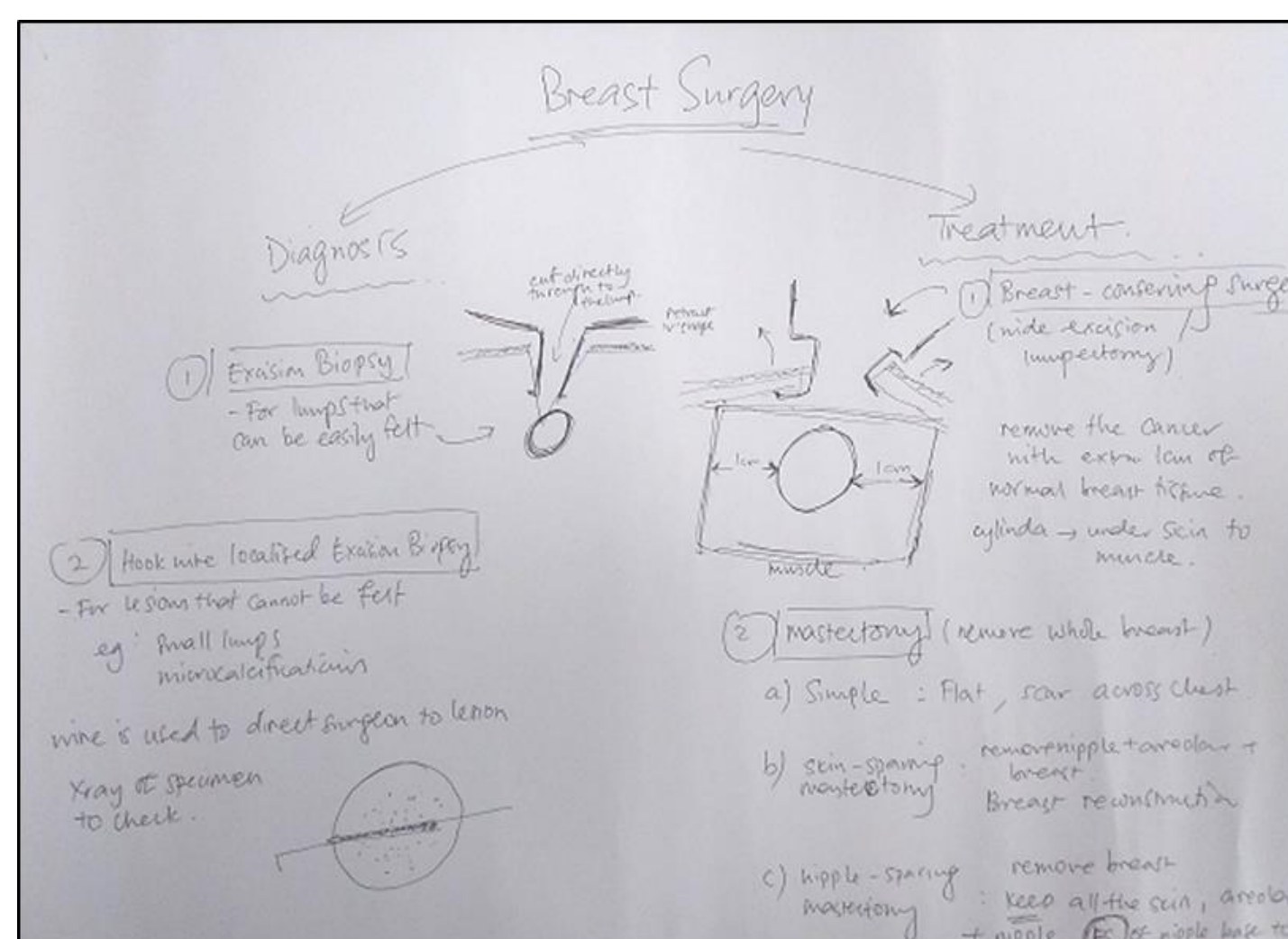
Month	Initiative	Progress
Feb - March	<ul style="list-style-type: none"> Identification of potential eligible staff as participants Discussion on relevant topics 	Identified ENs who verbalized their interests and showed high motivation to be part of project. Practical lessons on scrubbing, gowning and 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.



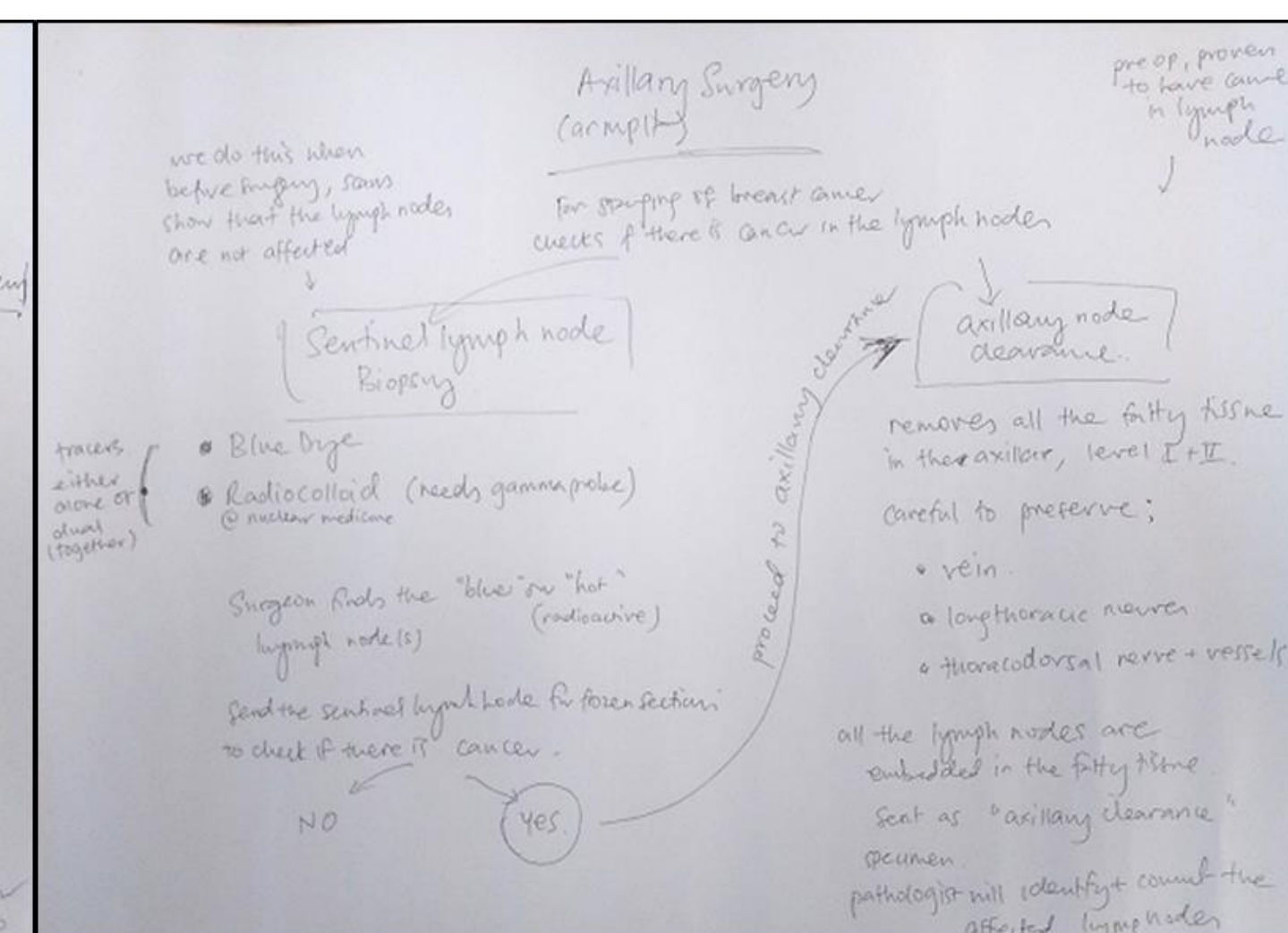
**ENs listening attentively
to Dr Veronique lectures**



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

Singapore General Hospital
Nursing Division
Operating Theatre
Competency Assessment

COMPETENCY CHECKLIST FOR ENROLLED NURSES ASSISTING AND PERFORMING THE ROLE OF RETRACTING BREAST TISSUE DURING SURGERY

Competency outcomes:
1. Assisting surgeons in retracting of breast tissue during surgery.
2. Maintaining standards of surgical asepsis during breast procedures.

NAME OF ASSESSEE: _____ DESIGNATION: _____
EMPLOYEE NUMBER: _____ UNIT: OPERATING THEATRE

Instructions for assessors (Please read through instructions before commencing assessment)
1. Complete all particulars in this assessment form.
2. Assess performance standards in this assessment form.
3. Indicate with a (✓) in the respective column those performance standards that were/are not performed competently.
4. Comment on the reason for the assessee not meeting the particular performance standard.
5. Indicate the overall result at the end of the assessment, for which the assessee must acknowledge.
6. Reassess the assessee within four weeks (by the same assessor) if he/she does not meet any performance standard during the assessment. (The assessee must meet ALL performance standards in this assessment in order to be certified competent).

PERFORMANCE STANDARDS	COMPETENCY ASSESSMENT			COMPETENCY REASSESSMENT (if applicable)		
	Date	Met	Not met	Date	Met	Not met
A. Knowledge						
1. Able to verbalize: • Patient's diagnosis including allergies and intended procedure. • Anatomy of structures involved in the procedure. • Types and location to obtain the necessary equipment. • Potential complications and preventive measures for: 1) Bleeding 2) Burns 3) Cut structures with lymph node						
2. Demonstrate knowledge and skills of scrubbing, gowning and gloving techniques.						
3. Knowledge on the usage of different retractors in breast surgery.						

1 | Updated 28.02.20

Competency Checklist