

## Standard Operating Procedure

Scrub Orientation for Interns, New ST Grads and Experienced ST's Date 7/9/14

**Applicable to: Operating Rooms**

**Team Members Performing: Perioperative OR Personnel**

### I. Purpose:

To establish guidelines for orientation and validation of skills to determine the competency of Interns, New ST Grads, and Experienced ST new hires in the scrub role.

### II. Intern Fundamental Scrub Rotation

**Definition:** During the 12 week fundamental portion of the Internship program, the Interns are given a two week scrub rotation to have validated with a preceptor the skills that they have learned in the classroom and practiced in the lab setting. These skills include, but are not limited to surgical hand scrub, gowning and gloving, basic drape organization, draping basic equipment (i.e. mayo stand), basic handing of instruments (i.e. correct orientation of clamps, etc.), establishment of neutral zone, basic back table set up, etc. These skills are listed on their fundamental templates in their folder.

- A. **Expectation of Interns:** Interns will pass required check off in the classroom and participate in the clinical area with a preceptor to have fundamental scrub skills validated. Interns will be responsible for having their folder ready for validation.
- B. **Expectation of Preceptors:** Preceptors will scrub in with Intern during this basic introductory scrub rotation from set-up until the patient leaves the room. Preceptors will update folders on a daily basis as well as provide feedback/coaching to identify strengths as well as opportunities for improvement.
- C. **Conclusion of two week scrub rotation:** Upon conclusion of the two-week introductory scrub rotation and completion of the 12 week fundamental portion of the Internship, the service line may choose to continue to cross-train in the scrub role. At this time, procedure templates will be added to the orientation folder, and the Intern will work toward competency with a preceptor as outlined below.

### III. Competency based orientation to scrub role for Interns who have completed fundamental scrub introduction, new grad ST's, and experienced ST new hires.

**Definition:** This competency based orientation will be procedure focused utilizing the service based templates listing procedures and equipment necessary for validation of competence in the scrub role. The goal of this orientation is a base line competence necessary for independent performance.

- A. **Expectations of orientee:** The scrub orientee will log each procedure on the templates and present folder to preceptor to evaluate a level of performance. The scrub orientee will present the feedback forms to obtain daily or weekly feedback.
- B. **Expectations of Preceptor:** The preceptor will determine the level of performance of the orientee on each logged procedure using the following scale: 3= needs more experience, 2= performs independently with minimal prompts, or 1= performs independently. The preceptor will determine assistance based on level of performance. If the orientee received a 3, the preceptor will remain scrubbed with the orientee from set-up until the patient leaves the room. If the orientee received a 2, the preceptor should readily observe and validate performance either from a scrubbed position or in the room actively observing and providing prompts with gown and gloves readily available. If the orientee received a 1, they get signed off by the preceptor on that procedure and can perform the role on that procedure independently when assigned.
- C. **Expectations of Leadership:** Leaders will make assignments based on determined competency established in the folder. Procedures that the orientee has been signed off on can be performed independently, including lunches/breaks. Procedures that are not signed off should be assigned with a preceptor. Leaders will work with preceptors and educator to determine/evaluate orientee progress and validate orientee competence when making assignments. Leaders will meet with orientees and educators on a weekly basis to monitor progress until orientee is signed off of orientation.