

Influencers of Perioperative Nurse Turnover

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Disclosures

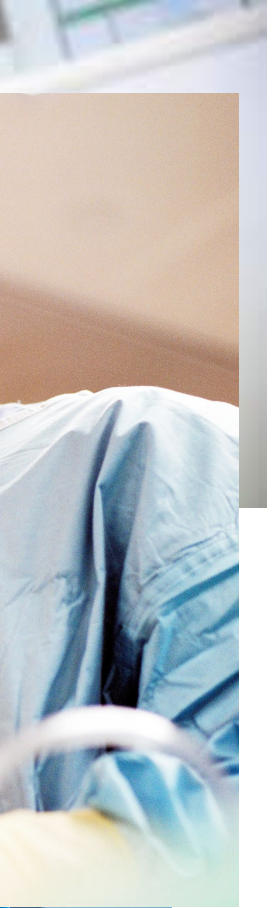
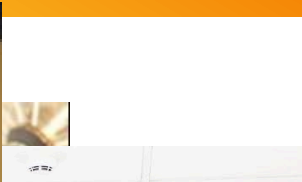
+ No Conflicts of Interest

Learning Outcome

- + Participants will be able to verbalize three actions leaders and staff can take to reduce perioperative nurse turnover.

Learning Objective

- + Participants will be able to summarize the theory explaining the factors influencing perioperative nurses' decisions to leave an operating room position.





WHY?

29M +
surgeries
annually

68% OR
managers:
1+ vacancy

63% OR managers:
Increased difficulty
recruiting
experienced nurses

**OR nurses
represent the most
difficult group to
recruit**

Reported procedure
cancellations related
to vacancies: 48%
(n = 1,781.8)

Surgical volumes
increasing prior to
the pandemic



Are you currently
thinking about
leaving your job?





Have you have
left an OR job in
the past 5 years?

Have you heard
similar sentiments as
those expressed in our
“skit?”



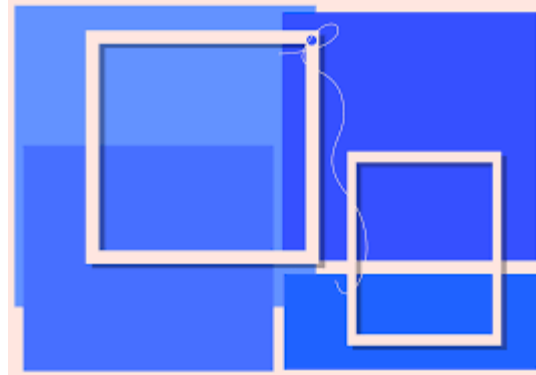
Research Question

How do
perioperative nurses
decide to leave an
OR position?





Literature
Review



Theoretical
Framework

CHECKLIST

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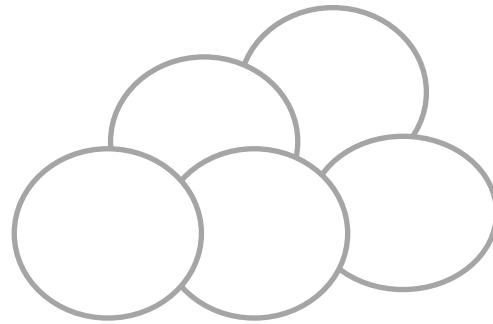
Inclusion
Criteria



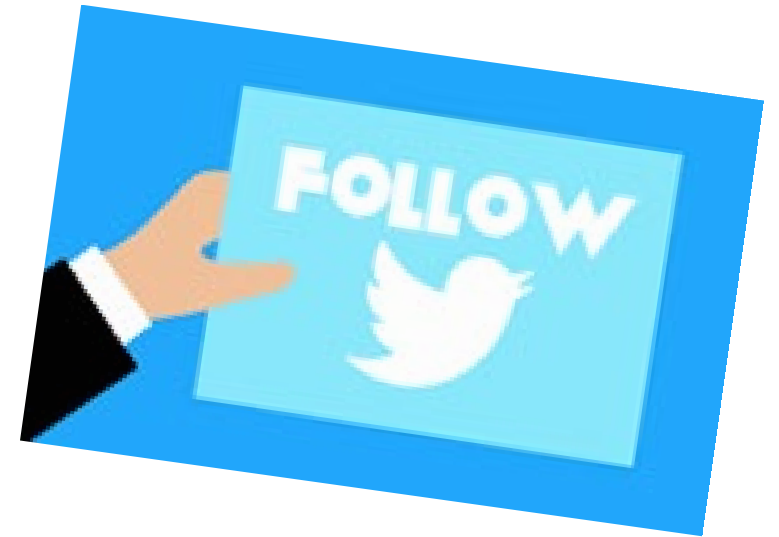
Recruitment



Message Boards



Snowballing



**Sigma Theta Tau
International Forum**

Results



Participant Demographics (N = 26)

Characteristic	N (%)	Range	Mean
Gender			
Female	26 (100)		
Male	0 (0)		
Age		37 - 69	53
Total Years in the OR			
		4 - 39	21
Specialty Certification			
CNOR	19 (73)		
CRNFA	9 (35)		
Other	7 (27)		
Not Certified	2 (8)		
Employment Status			
Full-time	20 (77)		
Part-time	4 (15)		
Per Diem	1 (1)		

Work Characteristics (N = 26)

Characteristic	N (%)
Current Role	
OR Staff	7 (27)
Periop Educator	2 (8)
OR Charge Nurse	1 (4)
OR Manager	1 (4)
OR Director	3 (11)
RNFA – self employed	1 (4)
Outside of the OR	9 (35)
Retired / Unemployed	2 (8)
Changed Organizations / Facilities	
Yes	23 (88)
No	3 (12)



Physical Well-being

Compensation

Emotional Well-being

Career Development

Work-Life Balance

Organizational Culture

Departmental Culture

Surgeon vs Nurse

Safety

Focus

Lack of Support

Not Heard

Lack of Respect

Leader:

Lack of Experience

Organizational Culture

“It's all about the bottom line, productivity, . . . getting things done.” (Madge)

“I had safety concerns due to the lack of staffing and administration did not want to address them.” (Julie)

Departmental Culture

“It was a small hospital and she [the director] . . . had favorites. [Some] people do something wrong, and it was okay for them but not for the other person.” (Karla)

“I didn't feel appreciated.” (Pam)

Lateral Violence

Not Valued

Negative Culture

Leader:

Lack of Skills/Knowledge

Training

Compensation



“More and more responsibilities were getting piled onto me but not with any additional pay.” (Daisy)

“[It was a] money issue when I was young; That's part of why I went to traveling.” (Sasha)

Work-Life Balance



“I was seeking . . . quality of life, like a normal schedule, time with my family, my children, and my husband.” (Tia)

“I had this opportunity [to be an] infection prevention nurse, I have a really flexible schedule, I was not about to go back to the OR with call and those hours.” (Ava)

Emotional Wellbeing

Stress
Burnout



“[My job] was greatly affecting my mental health, I was so incredibly unhappy, I wasn’t feeling fulfilled so I hated going to work and so I knew I needed to find a change.”
(Esther)

“It just never ends. It's just the same thing just keeps beating down on you the whole time and it just never ends. It’s just one day after another of the same abuses you know - it never quits ... then you're degraded ... it's just the stress level sometimes is overwhelming.” [nurse paused interview because she became tearful] (Bea)

Physical Wellbeing

“We all have lack of sleep - are all over worked. We're all tired and don't really meet our own needs.” (Katy)

“The main factor for me was that I was getting older, and it had become very taxing on me physically as well as mentally because you know there would be days, I didn't get off on time you know, I was expected to stay even though you know my shift was over. Of course, you just can't just up and leave and you know, I felt very undervalued and unappreciated.” (Klare)

Career Development



“[I wanted to work at a] teaching institution because that means that there's going to be room for me to grow , intellectually stimulated, physicians are for the most part primed to be able to teach those who want to learn.” (Rita)

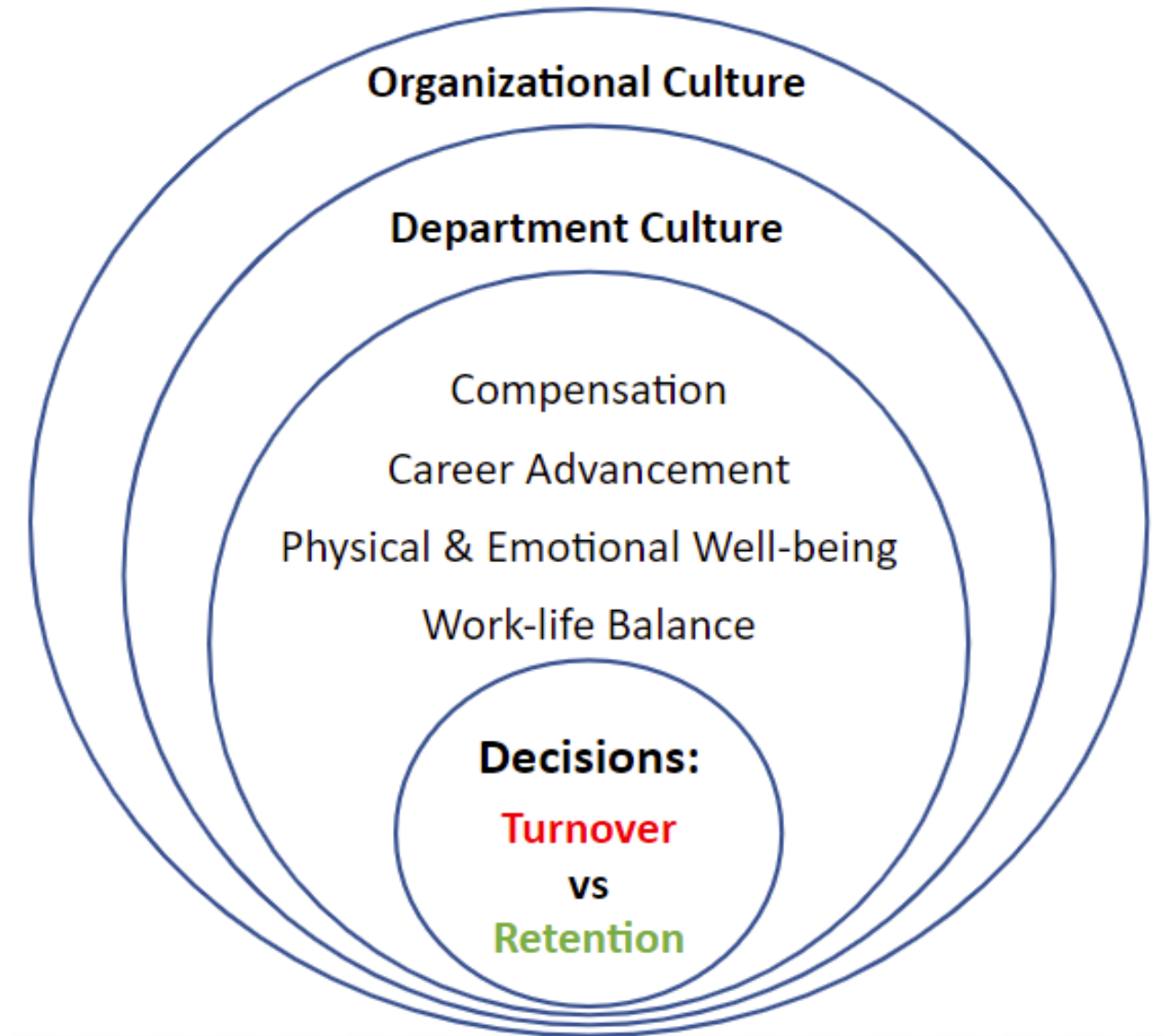
“(I left) to become the director of the outpatient surgery center - it was for career advancement.” (Karla)

Perioperative Nurse

Turnover

Decision-Making

Model



Core Category: Wellbeing



Theory

Perioperative nurse dimensions of wellbeing influence decisions to leave an OR position.

The dimensions of perioperative nurse wellbeing include physical and emotional well-being, career development, work-life balance, organizational and departmental culture, and compensation.

What does this study add?

First research study conducted in the US to explore perioperative nurses' reasons for choosing to leave an OR job.

Implications & Recommendations

Nursing practice: Organizations need to assess for and address the factors associated with decisions to leave an OR position.

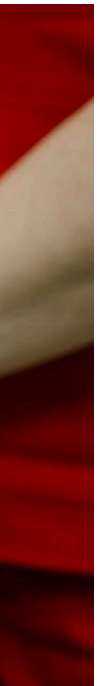
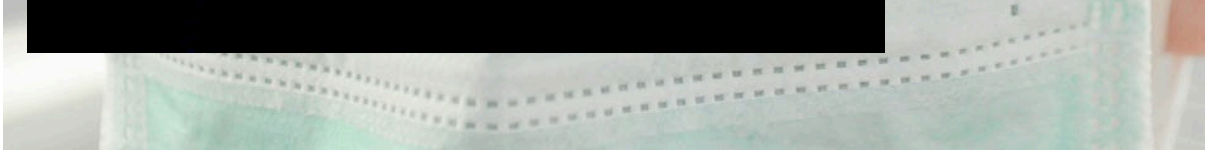
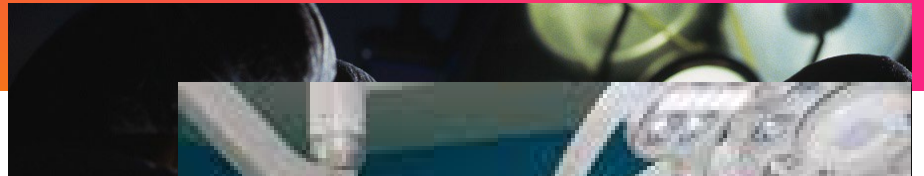
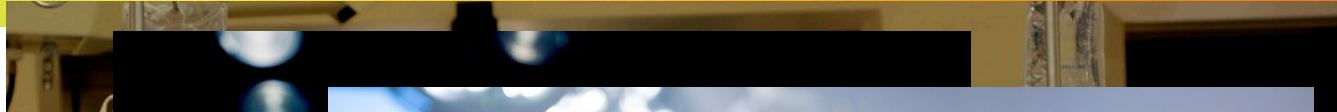
Nursing education: Stakeholders should be educated about the factors contributing to perioperative nurse turnover and strategies to reduce turnover.

Nursing research: More studies exploring perioperative nurse turnover with larger sample sizes are needed. Studies testing the theory are also needed. Also, studies which test interventions aimed at reducing turnover are needed.

Policy: The study findings can be used to establish policies that comprehensively support dimensions of well-being, thus reduce turnover.



I love what I do
but . . .



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Thank You!

