

**OR Orientation Pathway:  
Registered Nurse**

Name: \_\_\_\_\_

Start Date: \_\_\_\_\_

Category	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
<b>Unit Specific Orientation</b>	<i>(Hospital / DON Orientation)</i>	<i>(Hospital / DON Orientation)</i> Scrub Class	Circulating Class	Ancillary Rotations	Scrub	Scrub
<b>Support Services</b>	Pyxis ID	Unit Specific HBOC training		Mon- SDS/PACU Tues- Holding Wed- SPD Thurs-Core/ORA		
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>	Introductions with Staff  Locker assignment	Traffic patterns. Creating and maintaining a sterile field. Scrubbing, gowning, gloving. Sterilization monitors. Instrument processing. Counting. Prepping and draping. Suture. Back table set up. Fire safety. Specimen care. Panic button.	Pre & post op assessment. Documentation. Positioning. Anesthesia. Malignant hyperthermia. Infection Control.	Pre op interview / assessment. Pre op medication administration. Instrument decontamination and processing. Room turnover. Picking cases.	Surgical hand scrub. Gowning and gloving self and others. Opening. Creating and maintaining a sterile field. Counting. Backtable set up. Passing instruments and suture. Breakdown and turnover. Use preference card. Specimen care	Continue with skills from previous week focusing on increasing independence.
<b>Equipment</b>	Time Clock PPE	Major Set Minor Set Abd Hys Set Sterilizers	OR Bed Positioning Equ MH Boxes Defibrillator/Crash Carts ESU Tourniquets Video Cabinets	Tunnel washer.	ESU	
<b>Category</b>	<b>Week 1</b>	<b>Week 2</b>	<b>Week 3</b>	<b>Week 4</b>	<b>Wk 5 (Scrub)</b>	<b>Wk 6 (Scrub)</b>

<b>Documentation</b>	Give to Nurse Educator: Copy of CPR Inservice Post Test Age Specific Post Test  Review of orientation documentation	Give to Nurse Educator: Personal Ed Record  Complete Learning Needs Self Assessment	Complete Initial Orientation Competency Statement	Surgeon's preference cards		
<b>Structure Standards</b>	Organizational Chart	Staffing & Scheduling Patterns	Infection Control	Safety		
<b>Evaluation / Exam</b>		Week 1 Post Test	Week 2 Post Test		Daily Clinical Eval: Scrubbing	Daily Clinical Eval: Scrubbing
<b>Weekly Objectives</b>	Complete Unit Tour / First Day Checklist	Complete and return CBO book to DOE. Memorize basic instrumentation.  See Initial Orientation Competency Statement.	See Initial Orientation Competency Statement.  Able to locate emergency equipment. Able to locate and use: time sheet assignment sheet request book vacation requests resource manuals	Identify factors that influence the delivery of efficient and timely patient care throughout all phases of the surgical process. Assist in assembly of instrument trays. Locate supplies in SPD that might be needed on a off shift. Assist in turnover of OR rooms. Locate supplies/equipment throughout the OR.	Perform hand scrub, gowning, and gloving. Glove other members of surgical team. Assist in sterile setup and pass instruments Identify breaks in sterile technique.	Identify breaks in sterile technique and suggest corrective measures. Set up and scrub a minor case (I.e., breast biopsy) with minimal assistance.
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
<b>Procedures</b>						Date and initials
					Breast biopsy	
					Hernia	
					Lap- Chole	
					Pelviscopy/ Lap BTL	
					TAH	

Category	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
<b>Service Specific Orientation</b>	GYN	GYN	GYN	GYN	GYN	General Surgery
<b>Support Services</b>	Support Services for Room 10	Pathology				Women's Center Dr. Wendy Logan
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>	Pre and post op assessment. Creating and maintaining a sterile field. Opening. Counting. Assist with anesthesia. Basic positioning. Nursing documentation. Patient charges. Specimen care and handling. Patient transfer. Turnover.	Positioning: supine and lithotomy. Monitoring fluid status of hysteroscopy pts. Laser Safety.	Continue with skills from previous week focusing on increasing independence.	Continue with skills from previous weeks focusing on increasing independence.	Continue with skills from previous weeks focusing on increasing independence.	Set up and trouble shooting of laparoscopy video systems. Documentation of implants (I.e., mesh) Service specific patient charges.
<b>Equipment</b>	Candy cane and Allen stirrups. ESU: bovie pencil and resectoscope. Kleppinger / Tripolar. Thermachoice. Hysteroscopy / pelviscopy video cabinets. SCDs.	Laser				Video Cabinets. LSI Neo Probe Harmonic Scalpel Nezhat Irrigation Pump Stapling Equipment Disposable Laparoscopy Equipment
<b>Category</b>	<b>Wk 7 (GYN)</b>	<b>Wk 8 (GYN)</b>	<b>Wk 9 (GYN)</b>	<b>Wk 10 (GYN)</b>	<b>Wk 11 (GYN)</b>	<b>Wk 12 (Gnrl)</b>

<b>Documentation</b>	Operative Record. Surgical Pathway. Pathology requisitions. Pan List. Case Delay Codes	EMR Worksheet Laser Record				
<b>Structure Standards</b>						
<b>Evaluation / Exam</b>	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating
<b>Weekly Objectives</b>	Assist in room set up and pre op patient assessment. Review preference card Perform initial count with assistance. Assist in monitoring of sterile field. Assist anesthesiologist with supervision. Assist with patient positioning.	Identify breaks in sterile technique and notify preceptor immediately. Perform initial count independently. Positions patient with minimal assistance. Correctly places bovie pad. Correctly applies SCDs. Correctly completes OR Record and Pathology Requisition	Identify breaks in sterile technique and implement corrective action. Perform closing counts with assistance. Positions the patient independently in the supine and lithotomy positions.	Perform pre op patient assessment independently. Perform closing counts independently and notifies preceptor of any discrepancies immediately. Correctly completes Surgical Pathway.	Perform all counts independently and implements corrective action in the event of a discrepancy. Anticipate the needs of the surgical team by sending for the next patient in timely manner, checking supplies for the next case, anticipating the need for blood administration, initiating the closing counts, etc	Set up and trouble shoot video equipment with minimal assistance.
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
<b>Procedures</b>		Date and initials		Date and initials		
	LLETZ / D&C		TAH			(see next page)
	Lap BTL		TVH			
	Pelviscopy		LAVH			
	Hysteroscopy / EMR					

Category	Week 13	Week 14	Week 15	Week 16	Week 17	Week 18
<b>Service Specific Orientation</b>	General Surgery	General Surgery	General Surgery	General Surgery	GU	GU
<b>Support Services</b>					Radiation Therapy	
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>					Patient positioning: Supine, Lithotomy  Service specific patient charges.	
<b>Equipment</b>					Cysto Table. Cystoscopy equipment. Utereoscopy. Holmium Laser	GU supplies. C-arm. Steris
<b>Category</b>	<b>Wk 13 (Gnrl)</b>	<b>Wk 14 (Gnrl)</b>	<b>Wk 15 (Gnrl)</b>	<b>Wk 16 (Gnrl)</b>	<b>Wk 17 (GU)</b>	<b>Wk 18 (GU)</b>

<b>Documentation</b>					Laser Safety Record Cytology Requisition	Steris log.
<b>Structure Standards</b>						
<b>Evaluation / Exam</b>	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	Daily Clinical Eval: Circulating	
<b>Week Objectives</b>	Able to use physician's preference card to set up simple cases (breast biopsy) independently.	Relieve preceptor for lunch and breaks when appropriate.	Identify appropriate stapling device and understand its use.  Identify uses of different disposable trocars and other disposable laparoscopy equipment.	Able to circulate most general surgery procedures with minimal assistance.	Able to set up cysto table for cystoscopy and brachytherapy procedures.	Able to locate supplies for cystoscopy and ureteroscopy procedures such as TUR, retrogrades, ureteral stent placement, and ureteral dilatation.
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
		Date and initials		Date and initials		Date and initials
<b>Procedures</b>	Thyroid		Appendectomy		Brachytherapy	
	Open Chole		Lap Chole		Lap Nephrectomy	
	Rectal procedures		Lap Hernia		Rad Prostatectomy	
	Breast biopsy		Lap Gst Bypass		Cysto TUR	
	Mastectomy		Open Gst Bypass		Ureteral Stents	
	Colon resection				Ureteroscopy	
	Hernia				Scrotal cases	

Category	Week 19	Week 20	Week 21	Week 22	Week 23	Week 24
<b>Service Specific Orientation</b>	GU	ENT	ENT	ENT	Plastic	Plastic
<b>Support Services</b>						
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>		Care of the pediatric patient in the OR including fluid management, prevention of hypothermia, pain control, and measures to reduce anxiety.  Service specific patient charges.			Weighing of breast tissue  Service specific patient charges.	
<b>Equipment</b>		Microscope Bipolar Irrigating forceps. Difficult Intubation Cart.			Scales Liposuction Tourniquet Smoke Evacuator	
<b>Category</b>	<b>Wk 19 (GU)</b>	<b>Wk 20 (ENT)</b>	<b>Wk 21 (ENT)</b>	<b>Wk 22 (ENT)</b>	<b>Wk 23 (Plstc)</b>	<b>Wk 24 (Plstc)</b>

<b>Documentation</b>							
<b>Structure Standards</b>							
<b>Evaluation / Exam</b>		Daily Clinical Eval: Circulating			Daily Clinical Eval: Circulating		
<b>Weekly Objectives</b>	Set up for most GU procedures with minimal assistance.	Successfully care for a pediatric patient including room preparation, assisting family member in OR, and safe transfer to PACU.	Locate service specific supplies (I.e., myringotomy tubes, tonsil snares, etc.)	Able to perform most ENT procedures with minimal assistance.	Accurately weigh breast tissue during reduction surgery.  Locate service specific supplies (I.e., implants, drains, support bras, etc.)	Continue with previous weeks objectives focusing on increased independence.	
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
			Date & initials				Date & initials
<b>Procedures</b>		Myringotomy			STSG		
		T&A			Breast reduction		
		Septoplasty			Breast augmentation		
		Tympanoplasty			TRAM Flap		
		Sinusoscopy			Simple hand case		



Category	Week 25	Week 26	Week 27	Week 28	Week 29	Week 30
<b>Service Specific Orientation</b>	Plastic	Vascular / Thoracic	Vascular / Thoracic	Vascular / Thoracic	Ortho	Ortho
<b>Support Services</b>					Radiology	
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>		<p>Patient transport to and from ICU.</p> <p>Patient Positioning: Lateral.</p> <p>Service specific patient charges.</p>			<p>Patient Positioning: Lateral, Fracture Table, Semi Fowlers.</p> <p>Application of plaster casting.</p> <p>Service specific patient charges.</p> <p>Infection control related to total joint replacements.</p> <p>Use of a tourniquet.</p>	Flash sterilization of implantable items.
<b>Equipment</b>		<p>Chest tubes</p> <p>Cell Saver</p> <p>Doppler Probes</p>	ACT Machine		<p>Fracture Table</p> <p>Mini C-arm</p> <p>Tourniquet</p> <p>Bean bag</p> <p>Peg board</p> <p>Power equipment</p> <p>Nitrogen Tanks</p> <p>Arthroscopy Video Cabinets</p>	<p>Arthroscopy</p> <p>Irrigation Pumps.</p> <p>Arthroscopy Shaver.</p> <p>Stryker Personal Protective Hoods.</p> <p>Stryker TPS.</p>
<b>Category</b>	<b>Wk 25 (Plstc)</b>	<b>Wk 26 (Vasc)</b>	<b>Wk 27 (Vasc)</b>	<b>Wk 28 (Vasc)</b>	<b>Wk 29 (Ortho)</b>	<b>Wk 30 (Ortho)</b>

<b>Documentation</b>						Implant Log Charge / Restock Form	
<b>Structure Standards</b>							
<b>Evaluation / Exam</b>		Daily Clinical Eval: Circulating				Daily Clinical Eval: Circulating	
<b>Weekly Objectives</b>		Locate service specific supplies (I.e., vascular grafts, vascular cart, etc.)				Identify infection control practices related specifically to joint surgery.  Able to operate a tourniquet as directed by the surgeon and/or anesthesiologist.  Locate service specific supplies (I.e., total joint implants, screws and plates, positioning devices, etc.)	Set up and trouble shoot arthroscopy video systems including shaver and pump.  Assist with positioning patient on the fracture table.
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
			Date & initials				Date & initials
<b>Procedures</b>		Thorocascopy				Carpal Tunnel	
		Thoracotomy				Open Shoulders	
		AV Fistula				ORIF	
		Carotid				DHS Hip Pinning	
		Fem-Pop bypass				IM Fixation	
		AAA				Total Knee	
						Total Hip	

Category	Week 31	Week 32	Week 33	Week 34	Week 35	Week 36
<b>Service Specific Orientation</b>	Ortho	Ortho	Ortho	Neuro	Neuro	Neuro
<b>Support Services</b>						
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>	Use of different power equipment, their attachments, and their storage location.	Cement mixing	Use of Autovac drainage system	Patient Positioning: Prone, Jackson Table, Mayfield.  Neuro Assessment.  Service specific patient charges.  Prep and head shave.  Documentation of bone implants.		
<b>Equipment</b>		Stryker cement mixer		Jackson Table Gel Pads Wilson Frame Microscope Midas Rex Drill Cusa Mayfield	Stereotaxis. Symphony Platelet Concentration System.	
<b>Category</b>	<b>Wk 31 (Ortho)</b>	<b>Wk 32 (Ortho)</b>	<b>Wk 33 (Ortho)</b>	<b>Wk 34 (Neuro)</b>	<b>Wk 35 (Neuro)</b>	<b>Wk 36 (Neuro)</b>

<b>Documentation</b>				Bone Log.  Neuro Patient Assessment Record.  Neuro Implant Inventory Form.		
<b>Structure Standards</b>						
<b>Evaluation / Exam</b>				Daily Clinical Eval: Circulating		
<b>Weekly Objectives</b>	<p>Correctly documents and charges for implants.</p> <p>Correctly handles and prepares for application of a plaster cast.</p>	<p>Increase understanding of the different implant systems for total joints: DePuy Zimmer Nex Gen (knee) Zimmer Versys and Triology (hip)</p> <p>Able to assist with patient positioning and ensure patient safety independently.</p>	<p>Increase understanding of fixation systems: mini fragment small fragment large fragment DHS DCP IM Rods External Fixator</p> <p>Able to perform most Ortho procedures with minimal assistance.</p>	<p>Locate service specific supplies.</p> <p>Assist with patient positioning.</p>	<p>Use preference card to set up room and ensure all necessary supplies are available.</p>	<p>Charges and reorders Neuro supplies as necessary</p>
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:
		Date & initials			Date & initials	
<b>Procedures</b>	Arthroscopies:			Lum Laminectomy		
	Shoulder			Lum Lam w/ Fusion		
	Knee			Anterior Lum Fusion		
				Post Cerv Fusion		
	Podiatry			Ant Cerv Fusion		
				Craniotomy		

Category	Week 37	Week 38	Week 39	Week 40	Week 41	
<b>Service Specific Orientation</b>	Neuro	Neuro	Ophthalmology	Ophthalmology	Weekend Call	
<b>Support Services</b>						
<b>Skills/ Procedures/ Unit Specific Pt. Care Activities</b>			Service specific patient charges.		Sign out and test beeper. Open and close the department. Send for patient. Codes during the off shifts.	
<b>Equipment</b>			Daisy Machine Cryo-Ophthalmic Machine Diathermy Machine Indirect Ophthalmoscope Laser Microscope Wrist Rest			
<b>Category</b>	<b>Wk 37 (Neuro)</b>	<b>Wk 38 (Neuro)</b>	<b>Wk 39 (Oph)</b>	<b>Wk 40 (Oph)</b>	<b>Week 41 (Call)</b>	

<b>Documentation</b>						
<b>Structure Standards</b>						
<b>Evaluation / Exam</b>			Daily Clinical Eval: Circulating		Call Orientation Checklist	
<b>Weekly Objectives</b>	Able to assist with patient positioning independently and ensure patient safety independently.	Able to perform most Neuro procedures independently	Able to locate service specific supplies.  Able to set up room and equipment for Ophthalmic procedures.	Able to perform most Ophthalmic procedures independently.	Function independently on weekend or nights for a large variety of procedures.	
<b>Meets Objectives</b>	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	Date:      Initials:	
				Date and initials		
<b>Procedures</b>			Cataract			
			Scleral buckle			

Name: \_\_\_\_\_

**OR Self Assessment: RN**

Start Date: \_\_\_\_\_

Check the appropriate column based on your past experience.

**I. Nursing Experience:**     GN     RN with no OR experience     RN with past OR experience  
     RN with current OR experience     CNOR

**II. Service Experience:**    1= No Experience    2=Some Experience    3=Extensive Experience

	1	2	3
Endoscopy			
ENT			
General			
GYN			
Neuro			

	1	2	3
Open Heart			
Ophthalmology			
Oral			
Ortho			
Plastics			

	1	2	3
Thoracic			
Transplants			
Urology			
Vascular			

**III. Procedure Experience:** 1= No Experience    2=Limited Experience    3=Performs Well

	1	2	3	Scrub		1	2	3	Scrub		1	2	3	Scrub
<b>ENT</b>					<b>GYN</b>					<b>Plastic</b>				
Myringotomy					LLETZ/D&C					Brst Reduction				
T&A					Hysteroscopy					Brst Augment				
Septoplasty					TAH					TRAM Flap				
Sinusoscopy					LAVH					Hand Cases				
Tympanyoplasty					TVH									
Radical Neck					Pelviscopy									
Laryngectomy					Lap Tubal					<b>Thoracic</b>				
Tracheostomy										Thoracotomy				
										Thoracoscopy				

<b>General (Laparoscopy)</b>	<b>Neuro</b>	<b>Ortho</b>
Lap Chole	Lum Lam	Hand Cases
L. Gstrc Bypass	LL w/ Fusion	Open Shoulder
Lap Hernia	Ant Cerv Fusion	ORIF
L.Nephrectomy	Craniotomy	DHS Hip
Lap Appendix		Austin Moore
		IM Fixation
		Arthroscopies:

<b>General (Open)</b>	<b>Vascular</b>	<b>Shoulder</b>
Amputation	AV Fistula	Knee
Breast Biopsy	Carotid	ACL
Mastectomy	Fem Pop	Total Hip
Colon Resection	AAA	Total Knee
Inguinal Hernia	Endo Fem Pop	Podiatry
Ventral Hernia		
Appendectomy		

<b>GU</b>
Cysto /TUR
Ureteroscopy
Nephrectomy
Prostatectomy
Scrotal cases

**IV. Skills Experience:** 1= No Experience 2=Limited Experience 3=Performs Well

	1	2	3
<b>Anesthesia</b>			
Assist with intubation			
Assist with cardiac or respiratory crisis			
Assist with Malignant Hyperthermia crisis			
Assist with awake intubation			

	1	2	3
<b>Equipment</b>			
Bair Hugger			
Camera / video system - Circon			
Camera / video system - Dyonics			
Cell Saver			
Daisy Opthamlic Machine			
Defibrillator / pacer			
Dermatome			
Drills:			
3M Mini Driver			
Codman Craniotome			
Hall Air Drill			
Midas Rex / Anspach			
Stryker TPS			
Synthes AO Drill			
ESU			
Flash Autoclave			
Fracture Table			
Intestinal Stapling Devices			
Jackson Table			
Lasers:			
CO2			
YAG			
Holmium			
Ophthalmic			
Microscopes:			
Zeiss Superlux 300			
Zeiss Universal S3B			
Pneumatic Tourniquet			
Steris			
Symphony Platelet Concentration System			
Vac-pac Positioner			
Wilson Frame			

	1	2	3
<b>Nursing</b>			
Counting			
Creating and maintaining a sterile field			
Documentation			
Draping			
Fire Safety			
Gowning and gloving			
Patient positioning:			
Supine			
Prone			
Lateral			
Lithotomy			
Prepping			
Specimen Care			
Surgical hand scrub			

\*see OR Orientation Pathway and/or education folder for validation of skills.

	1	2	3
<b>Phlebotomy / IV</b>			
Administration of blood/blood products			
Assist with insertion of:			
A-line			
CVP			
Swan-Ganz			
Starting IVs			