Ratio of Educators to Number of Staff

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Approved Initiatives

• Explore a ratio of educators to number of staff to use for position justification and benchmarking.
AORN National Committee for Education

- IRB approval from College of St. Benedict/St. John’s University in Minnesota
- Members developed pilot study survey n = 9
- Data was reviewed and full study survey sent out nationally to 2500 recipients
- Result n = 212
Institute of Medicine Report 2011

R: #4 Increase proportion BSN to 80% by 2020

R: #3 Implement nurse residency programs

R: #5 Double nurses with doctorate by 2020

R: #6 Ensure nurses engage in lifelong learning

The Future of Nursing
(IOM, 2011)²
IOM Report: cites growing complexity of patient care

Requires nurses:
- use advanced technology
- Analyze and synthesize information in order to make critical decisions
- some evidence that higher education of nurses is associated with better patient outcomes. ³
IOM Report: Importance of perioperative nurse educator

- Development of education specialties
- Development of mock code simulations
- Monitors staff mandatory education
- Supervises new perioperative RN and Scrub orientation

(Sullivan, 2018)
Results of Quantitative Data

N = 212

210 (99.1%) held current RN licensure

Education Levels:
- 97 (45.8%) hold BSN
- 90 (42.5%) hold MSN
- 2 (0.9%) hold PhD
- 167 (97.7%) hold CNOR certification
N = 212

Employment setting:
- Hospital settings = 190 (89.6%) are in hospital settings
- Academic/teaching = 20 (9.4%)
- Free-standing ambulatory surgery centers = 2 (0.9%)

Location:
- Urban: 114 (54%)
- Suburban: 71 (33.6%)
- Rural: 26 (12.3%)

Type of facility
- Non-profit: 178 (84%)
- Profit: 34 (16%)

Magnet Designation
- Magnet: 78 (37.1%)
- Non-Magnet: 127 (60.5%)
- Don’t know: 5 (2.4%)

Work Hours:
- Full-time: 201 (94.8%)
- Part-time: 9 (4.2%)
- Casual part-time: 2 (0.9%)
N = 212

Type of Position:
  Salary: 146 (68.9%)
  Hourly: 66 (31.1%)

Number of operating rooms
  0-5 rooms: 5 (2.4%)
  6-15 rooms: 89 (42%)
  16-30 rooms: 59 (27.8%)
  31-45 rooms: 26 (12.3%)
  More than 46 rooms: 28 (13.2%)

Pulled into staffing
  Yes: 99 (46.7%)
  No: 113 (53.3%)
How many people do you orient per year?

<table>
<thead>
<tr>
<th>Staff</th>
<th>Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-50</td>
<td>137</td>
<td>64.6%</td>
</tr>
<tr>
<td>51-100</td>
<td>40</td>
<td>18.9%</td>
</tr>
<tr>
<td>101-200</td>
<td>22</td>
<td>10.4%</td>
</tr>
<tr>
<td>201-300</td>
<td>9</td>
<td>4.2%</td>
</tr>
<tr>
<td>301-400</td>
<td>3</td>
<td>1.4%</td>
</tr>
<tr>
<td>401-500</td>
<td>1</td>
<td>0.5%</td>
</tr>
</tbody>
</table>
What is the ratio of educator to staff currently?

Current ranges

- 50 staff : 1 perioperative educator
- up to
- 400 staff: 1 perioperative educator
What should be the ratio of educator to staff?

- Further research is needed to determine if a standard of 1:75 would be beneficial for perioperative educators.
- Some reported *working 98 hours per pay period.*

(multiple factors involved e.g. included in staffing, implant ordering, bone product ordering, QI, QA, Medical students, nursing students, practice RNs, systems wide mandatory education, etc.)
N = 212

Other role functions in position:
- Staff RN: 50 (24.5%)
- Laser Officer: 29 (14.2%)
- Lunch/break relief: 88 (43.1%)
- On boarding: 175 (85.8%)
- QI/QA: 170 (83.3%)
- Supply order (bone prod, implants): 11 (5.4%)

Percentage of time spent in education: only 205 answered
Mean: 74.51% of their time

Responsible for student nurse interns
Yes: 142 (67%)
No: 70 (33%)
As an educator, who do you educate in your area?

<table>
<thead>
<tr>
<th>Role</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anesthesia Aides</td>
<td>52.9%</td>
<td>111</td>
</tr>
<tr>
<td>Central Sterile Processing Technicians</td>
<td>43.3%</td>
<td>91</td>
</tr>
<tr>
<td>Environmental Services Assistants</td>
<td>30.5%</td>
<td>64</td>
</tr>
<tr>
<td>Medical Students</td>
<td>40.5%</td>
<td>85</td>
</tr>
<tr>
<td>Novice Perioperative RNs</td>
<td>95.2%</td>
<td>200</td>
</tr>
<tr>
<td>Nursing Students</td>
<td>65.7%</td>
<td>138</td>
</tr>
<tr>
<td>Operating Room Assistants/Aides</td>
<td>80.5%</td>
<td>169</td>
</tr>
<tr>
<td>Staff Perioperative RNs</td>
<td>96.2%</td>
<td>202</td>
</tr>
<tr>
<td>Student Interns</td>
<td>49.5%</td>
<td>104</td>
</tr>
<tr>
<td>Surgical Scrub Technologists</td>
<td>96.2%</td>
<td>202</td>
</tr>
<tr>
<td>Other, please specify</td>
<td>0.0%</td>
<td>0</td>
</tr>
</tbody>
</table>

Answered Question: 210
Skiped Question: 2
Results of Qualitative Data: Themes

1. Expectations: beyond education
2. Staffing: included in, breaks, cover
3. No budget: Perception or reality
4. Frustration:
References


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15. Higginbotham N. “I didn’t know what I didn’t know”: a practical path from APRN to RNFA. In: Siefert PC, ed. Core Curriculum for the RN First Assistant [eBook]. Denver, CO: AORN, Inc; 2014.
