

KSMOR – Key Skill Management in Operating Room



Key Skill Management
in Operating Room



The KSMOR project

The KSMOR project is a three years Erasmus+ project that intends to assure good and correct practices inside the Operating Room.

It focuses on the training using the Key Skill Management (KSM) approach.

This approach helps to create common knowledge and practices in the operating room, which allow nurses to better understand their responsibilities and tasks within the operating room.

The expected results of the KSMOR project are:

- An online tool that allows nurses to self-evaluate their skills and knowledge related to their everyday tasks in the operating room.
- User guide of the Key Skill Management approach, with special focus on risk management.
- Pilot test of the Key Skill Management approach in French hospitals.
- Dissemination of the Key Skills Management approach in specialized congresses, reviews, training centres, etc.

The KSMOR project, a work in progress:

1. Pilot test of the complete KSMOR tool-kit and methodology by French hospitals has begun in April 2017. An ongoing evaluation process will assess feasibility and impact of the method. Final analysis will happen during the 1st semester of 2019.
2. Assessment of the autodiagnostic by hospitals of partners countries (Greece, Belgium, Czech Republic, and Finland) have been launched in September 2017. Conclusions of these tests are expected with great interest in December 2018.
3. Development of the French electronic version of the autodiagnostic will begin during Summer 2018.

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Feedback of the last meetings



After the meeting in Lyon in autumn 2016 and in Pireus in spring 2017, our Finnish colleagues have organized meeting in Kuopio. This meeting took place at Savonia University in Kuopio on February 22 – 23 2018. All partners continued working in pilot experimentation of the autodiagnosis tool with operating room nurses in all participating countries and they went on preparing the User Guide and the online tool.

During this meeting, David Pasteau pointed out the risky approach of multiskills tables which we have to prevent.

His recommendation:

- List precisely the different steps of your own project
- Imagine (brainstorming) potential failures during each step
- Imagine how you can avoid these effects:
 - More control
 - Preventive actions

Within the spring 2018 all partners of KSMOR project proceeded testing OR nurses and validate the autodiagnosis tool for the common basic skills of nurses in operating room during the first two years of practice and special skills of more experienced nurses in eight OR departments (general surgery, orthopedics, cardiosurgery, endoscopies surgery, ENT, robotic surgery, neurosurgery, ophthalmology).

This work was presented at the last meeting of partners countries which was organized by colleagues from Belgium. The appointment took place at Haute Ecole Léonard de Vinci in Brussels. All partners showed progress in their work and discussed problems and difficulties in each step of the project. They also proposed further steps and some corrections to the predefined action plan.

The development of the French electronic version of the autodiagnostic will begin after analysis of questionnaires during Summer 2018.

News from the French experimentation at 9/18 months process:

The French experimentation aims to evaluate the feasibility and impact of the KSMOR method.

It consists in two parts:

- **The implementation** by 8 voluntary hospitals of the methodology and tools
- **The quantitative and qualitative evaluation** of barriers, levers and impact of the KSOMR.

The 8 voluntary hospitals are:

- 4 university hospitals
- 2 public hospitals
- 2 private non for profit hospitals.

These hospitals' managers have been enthusiastic using KSMOR to formalize the integration of new OR nurses and better manage OR nurses skills 'development.

Each of them has been gradually implementing KSMOR methodology and tools since April 2017 with the support of our French partner David Pasteau.

So far they all express a great **satisfaction** of using KSMOR, even though they have to face a greater workload to implement it. They all underline the importance of being externally supported during this challenging but worthy change management program!

Meet the KSMOR partners

On the picture (from left to right) :
 Anne Melery (HE VINCI-Belgium))
 David Pasteau (France)
 Marja Silen-Lipponen (SUAS – Finland)
 Xenia Chronopoulou (IDEC – Greece)
 Jana Wichsová (UPA – Czech Republic)
 Claire Chabloz (CEPPRAAL – France)
 Jana Skvrnakova (UPA - Czech Republic)
 Dori Afraie (UNAIBODE – France)
 Flora Bagouet (CEPPRAAL – France)
 Satu Kajander-Unkuri (SUAS – Finland)



CEPPRAAL

www.ceppraal-sante.fr

David Pasteau
 0033 6 72 85 90 95



www.unaibode.fr



www.vinci.be



IDEC

www.idec.gr



Univerzita Pardubice
www.uni-pardubice.eu



Savonia University of Applied Sciences
<https://portal.savonia.fi/amk/en>

KSMOR – Key Skill Management in Operating Room | Programme: Erasmus+

Agreement Number: 2016-1-FR01-KA202-023948



Co-funded by the
 Erasmus+ Programme
 of the European Union

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Learn more about the project by visiting our website at <http://www.ksmorproject.eu>