



Career Planning in Perioperative Nursing

Career progression

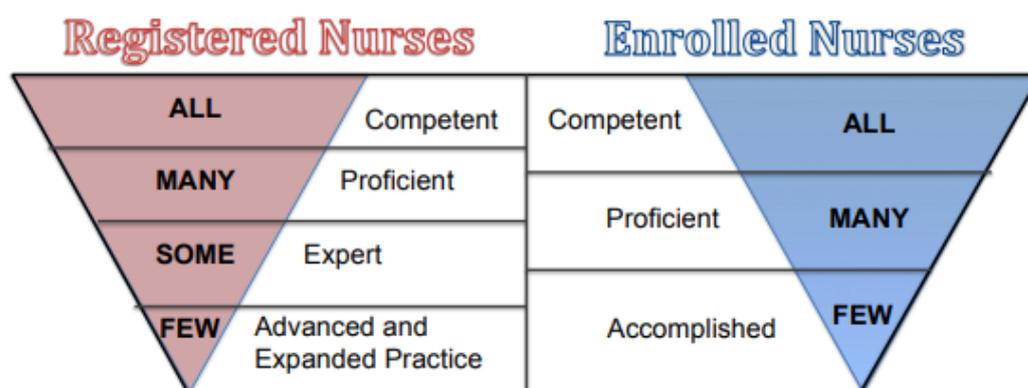
Perioperative nursing is a varied career with a range of career options. When considering career planning and career progressions there are two key concepts that need to be grasped synonymously. These are the career options available, and the level of expertise required for the role. Below are some suggestions regarding career ideas in the various realms of perioperative nursing. Some roles are clearly within one realm; however, some roles require skills in multiple realms. For example, a Professor of Nursing involves education, research and leadership; a Nurse Practitioner (NP) involves advanced clinical skills alongside education, leadership and research skills. This list is by no means exhaustive and should be utilised as a starting point to do your own research.

Clinical	Leadership	Education	Research
<ul style="list-style-type: none"> • Clinical Nurse Specialist • Clinical Nurse Coordinator • Nurse Coordinator • Trauma Coordinator • Nurse Practitioner • ERAS Nurse • RNFSA • Clinical Coach • Specialty Clinic Nurse • RN Expert • RN Proficient • EN Accomplished • EN Proficient • Clinical Nurse Manager • Associate Clinical Nurse Manager • Nurse Consultant • Nurse Practitioner 	<ul style="list-style-type: none"> • Clinical Nurse Coordinator • Associate Charge Nurse • Nurse Consultant • Charge Nurse Manager • Service Manager • Director of Nursing • Associate Director of Nursing • Nurse Unit Manager • Nurse Manager • Duty Nurse Manager 	<ul style="list-style-type: none"> • Clinical Nurse Educator • Nurse Educator • Clinical Tutor • Nursing Lecturer • Professor of Nursing • Clinical Support/Product Specialist 	<ul style="list-style-type: none"> • Clinical Research Nurse • Quality Improvements Coordinator • Professional Advisor • Nurse Researcher

Developed by Amelia Howard-Hill, NP, RNFSA and Simon Bryne, RN, with peer review by Emma Brooks, RN and Kirstie Cooke NP, for the Perioperative College of Nurses.

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The second concept to understand is the level of expertise required for a role. As a nurse progresses through their career, expertise develops in proportion to knowledge and skills. We all start as beginners, either as new graduates or as nurses new to the perioperative environment and develop competence in perioperative nursing. With experience, many become proficient, and some nurses will become expert. A few Registered nurses (RN) might develop into advanced and expanded roles such as the RN first surgical assistant (RNFA) or NP. Alternatively, a few may go on and become Directors of Nursing or Professors of Nursing. This is a concept that is important to reflect on as you progress, as your best chance of progression is not through repeating one year's worth of experience twenty times. For a nurse to become expert they have undergone a systematic and focused development in a variety of areas. The below diagram is an adaptation from work by Holloway, Baker, and Lumby (2009) and the Knowledge and Skills Framework by the Perioperative Nurses College (2015)



Career planning

The following is a guide to help assist with career planning. Health workforce New Zealand also has useful information and a career planning tool.

- Consider your interests, strengths, weaknesses and opportunities (SWOT). A useful framework to use is a SWOT analysis
- Establish which role/ future direction suits your interests and strengths most
- Identify the requirements of the role (obtaining a job description is a good place to start)
- Identify the areas you need to develop/ focus on to be considered ideal for the role and document your short, medium and long term goals to achieve success
- Develop an action plan to address your weaknesses. This may include, talking to your employer, researching postgraduate study options and scholarships/funding/ student loan availability
- Consider finding a mentor to help keep you motivated and assist your development. If you are considering an advanced practice role, on-going professional supervision is a requirement of these roles. Finding a professional supervisor can assist your development by keeping you on track and accountable. It also broadens analysis of situations and the opportunities that can be gained from them

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Things to consider when planning postgraduate study

- What qualification you want to achieve
- How long it will take and are there any time restrictions to complete
- The costs, including course fees, resources, study day travel
- Time commitment (most papers will have a guide regarding weekly expected time commitment). It's a good idea to create a timetable to establish when you have time available for study
- Any specific entry requirements, for example a B grade average is usually a requirement to progress into a Masters programme, a PhD and Doctorate requires previous post-grad study with a research component. The registered nurse assistant to the anaesthetist (RNAA), RNFSA and NP programmes require workplace support and a suitably qualified mentor
- Additional supports you are going to need for example help with academic writing, additional help with family commitments

Tips to ensure success

- When planning your career think backwards. If you want to be a NP or Professor of Nursing break down the plan into smaller steps to help you get there and make it more achievable.
- Don't wait for you dream job to come to you, start working towards the attributes you need before it comes up. This will put you in a better position to get the job and make the role less stressful and you are more effective at it when you get it
- A big part of this is ensuring you have the right attitude in the role you are currently in. Become the team member your manager can rely on, think of ways things can be done better so you're not just presenting problems but also solutions focused
- As you grow and develop link into other networks whether that is to develop your skills in the realms of teaching, leadership or other clinical skills, to increase your profile. Developing skills and networks that give you a point of difference from other applicants is to your advantage
- The best person to help you get where you want to go is somewhere who is there or has been there already
- Seek feedback on your performance. An excellent tool for feedback is the Pendalton Model

Useful links

The below are useful websites that relate to career planning and professional development. This list is by no means exhaustive, and the PNC does not endorse any specific providers over others, this is just merely a resource to start you on your journey.

Career planning

- Career Planning. Health Workforce New Zealand.
- SWOT analysis information and tools (you need to register for this service)
- Nursing and midwifery multi-employer collective agreement: www.nzno.org.nz

Clinical

- PNC http://www.nzno.org.nz/groups/colleges_sections/colleges/perioperative_nurses_college
- Nurse Practitioners New Zealand <http://www.nurse.org.nz/npnz-nurse-practitionersnz.html>
- ERAS <http://www.health.govt.nz/our-work/hospitals-and-specialist-care/enhancedrecovery-after-surgery>

Leadership

- Nurse Executives NZ <http://www.nurseexecutivesnz.org.nz>

Education

- Nurse Educators New Zealand <http://nurseducation.org.nz/Resources>

Research

- NZNO. Nursing Research Section
https://www.nzno.org.nz/groups/colleges_sections/sections/nursing_research_section

Postgraduate study options

- University of Auckland postgraduate prospectus (offers a variety of nursing, clinical education, and leadership options)
- Whitireia Polytechnic Postgraduate certificate in Perioperative Speciality Nursing
- Graduate School of Nursing, Midwifery and Health department at Victoria University (offers in nursing, nursing leadership and quality papers with a specialty in the perioperative setting)
<http://www.victoria.ac.nz/nmh>
- Whitireia Polytechnic, Masters of nursing programme
- RNFSA Postgraduate programme University of Auckland

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- Nurse practitioner training programme www.massey.ac.nz
- Nurse Practitioner training programme- University of Auckland
- Nurse Practitioner training programme - Massey University
- RNAA (registered nurse assistant to the anaesthetist) programme http://www.nzno.org.nz/groups/colleges_sections/colleges/perioperative_nurses_college/resources/registered_nurse_assistant_to_the_anaesthetist/faq
- Doctor of Health Science www.aut.ac.nz
- PGDip Health Management – Otago University (online) <http://www.otago.ac.nz/courses/qualifications/pgdiphealthmgt.html>
- PGDip Health Service Management – Massey University (online)
- http://www.massey.ac.nz/massey/learning/programmecourse/programme.cfm?prog_id=92749
- Master of Health Service Management –Massey University (Extramural online) www.massey.ac.nz
- Master of Health Leadership – University of Auckland (Auckland based)
- <https://www.fmhs.auckland.ac.nz/en/faculty/for/futurepostgraduates/postgraduate-study-options/programmes/masters/master-of-healthleadership.html>

Post graduate Diploma programmes (RN prescribing pathway) NZ Nursing Council website

Short courses

- Ara Foundation in PeriAnaesthesia nursing skills
- <http://campus.ara.ac.nz>
- Toastmasters NZ <http://www.toastmasters.org.nz>
- Nurse Assistant open and laparoscopic surgery courses.cce.auckland.ac.nz/course-catalogue/106-clinical-skills
- The Definitive Perioperative Nurses Trauma Course
- AO Trauma Courses

Professional supervision

- Professional supervision: www.cdanz.org.nz
- Professional Supervision Christchurch <http://www.professionalsupervision.co.nz/index.shtml>

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