



TL3 – Advocacy and Influence

TL3b: Provide one example, with supporting evidence, of a nurse manager's advocacy for resources to support a unit goal.

Example TL3b: Advocacy for Education and Training by Ading Fandino, BSN RN, Head Nurse, Operating Room to Support the Implementation of the Robotics Surgery Program

Discussions about commencing a Robotic Surgery Program at KFSHRC-J began in February 2018. The drive for robotic surgery stemmed from the fact that it is minimally invasive and there is evidence of better patient outcomes.

Nurse manager Ading Fandino, BSN RN, Head Nurse of the Operating Room and Recovery Room (OR/RR), had robotic surgery experience working at KFSHRC-Riyadh. Consequently, he was aware that the staff in the OR would need education and training to develop their knowledge and capability to support robotic surgeries. Ading's knowledge, and prior experience led him to advocate for training and development of the nurses and later to facilitate the implementation of the robotic surgery program. Based on the program's immediate and anticipated future needs, under Ading's guidance, the OR set a professional development goal.

The Unit Goal

To collaborate with the Robotic Team and cross-train nurses for robotic surgery in OR.

Activities Undertaken to Achieve the Goal

The preparation for performing the first robotic surgery procedure took place between February and June 2018. The following activities and actions to build the nurses' capability and knowledge were conducted by Ading:

- Working with Uthman Aluthman, MD, Consultant Cardiac Surgery, Cardiovascular Diseases Department to identify the necessary instrumentation, supplies, and medical equipment.
- Assigning Ziad Rawashdeh, BSN RN, Clinical Nurse Coordinator, the responsibility for placing the purchase order for the instruments, supplies, and

additional medical equipment, including the new generation robotic machine, the *da Vinci XI Multi-Port System*.

- Supporting clinical nurse Khalid Hasaballah, BSN RN, Staff Nurse (SN1), to be involved in this work so that he could develop knowledge that would be shared with other nursing team members.
- Ensuring that key clinical nurses were sent to international centers for training.
- Together with clinical nurses Khalid, and Noura Shafei, BSN RN, SN1, Ading created the user manual for robotic surgery to serve as a knowledge resource for the nursing team.
- Ensuring that Gulf Medical Company provided in-service training.
- Ensuring that nurses were involved in creating the preference cards with the physician team.

Advocacy for Nurse Education and Training for a Robotic Surgery Program

The first clinical nurse to be trained was Khalid who sent abroad for training in May 2018. Ading requested business leave for Khalid to attend the Robotic Training Program in Morgantown, West Virginia from May 07-11, 2018. Khalid was trained for cardiac surgery, a core competency for the patient population served at our organization.

Table TL3b.1 below provides details of the support provided for Khalid to attend the Robotics Surgery training. The organization approved the business leave with *per diem* payment. [Evidence TL3b.1 Business Leave Request Memo Kahlid, USA](#)

Table TL3b.1: Business Leave Request Details

Description	Details
Nine business leave days (inclusive of travel days)	May 5-13, 2018
Ticket cost (economy class)	---
Per diem cost	425 SAR x 5 = 2,125 SAR
Transportation allowance (if required)	---
Registration cost (if any)	---
Total Cost:	2,125 SAR
As per GD/028/1429, business leave utilized during the preceding 2 years	None

Commencement of Robotic Surgery

The first cardiac robotic procedure, a coronary artery bypass graft, was performed on June 20, 2018. Khalid was the only nurse proficient in assisting with the robotic surgery, so it was recognized that it was necessary to send additional nurses for training and be proactive in anticipation of the program's expansion. Ading submitted a group business leave request for the below nurses to attend the "da Vinci XI Multi-Port System Overseas

Training,” held in Berlin, Germany, on November 22-23, 2018. **TL3b.2 Business Leave Request Memo Group, Germany**

Table TL3b.2 below provides the list of clinical nurses who attended the training course in Germany.

Table TL3b.2: Super-User Business Leave Request

Description	Details		
	Maria Lalin ID# 74779	Jennifer Dimasin ID# 1503248	Norah Shafei ID# 1511295
Business leave dates (inclusive of travel days)	November 21-23, 2018		
Business leave (days only) taken within the current service year	None (0)	None (0)	None (0)
Business leave combined with other leave(s)	--NA--	--NA--	--NA--

Using the *train the trainer* approach, the four clinical nurses trained 15 out of the 36 OR staff in robotics. They were able to support the program's expansion into urology and gynecology. Those trained to meet the unit goal are shown in the table below.

Table TL3b.3: List of OR Clinical Nurses Trained in Robotic Surgery

Name	Dry Run	Scrub	Circulate
Lester Gagisan, BSN RN	Attended	Yes	Yes
Irma Kujala, Dip.N RN	Attended	Yes	Yes
Nilda Llorin, BSN RN	Attended	Yes	Yes
Charlie Mendoza, BSN RN	Attended	Yes	Yes
Jennifer Dimasin, BSN RN	Attended	Yes	Yes
Maria Simon, Dip.N RN	Attended	Yes	Yes
Thelma Flor, BSN RN	Attended	Yes	Yes
Nilda Lorin, BSN RN	Attended	Yes	Yes
Abdullah Al- Shaikhi, BSN RN	Attended	Yes	Yes
John Abad, BSN RN	Attended	Yes	Yes
Irma Pornobj, BSN RN	Attended	Yes	Yes
Nora Aldossary, BSN RN	Attended	Yes	Yes
Sharon Caneda, BSN RN	Attended	Yes	Yes
The Wen Hui, BSN RN	Attended	Yes	Yes
Mary George, Dip.N RN	Attended	Yes	Yes

Outcome

Because of the nurse manager Ading's advocacy, the OR could train nursing staff and exceed the goal, enabling robotic surgeries to be carried out with no post-operative complications reported amongst patients. Since the program was due to expand in the following year, the unit carried the same professional development goal into 2019. As a result, KFSHRC-J was able to scale up its robotic surgery program. **TL3b.3 Strategic Planning Unit Goals Report for OR 2018; TL3b.4 Strategic Planning Unit Goals Report for OR 2019**