



**PROGRESSIVE
SURGICAL SOLUTIONS**
A DIVISION OF BSM CONSULTING


ALLIED HEALTH WORKERS IN THE ASC

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Learning Objectives

- 1**
Understand
the scope of an
allied health worker
- 2**
Describe
the evaluation
process for an
allied health worker
- 3**
List
5 items required
for credentialing



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Allied Health

The delivery of health-related services that are **distinct from medicine and nursing.**

- AH Careers are wide ranging and can be independent or collaborative.
- AH Jobs are about **60%** of the medical field.
- 2 Types of Allied Health Personnel:
 - ✓ **Professionals** can direct the care on behalf of, or in collaboration with physicians - typically **independent of the physician.**
 - ✓ **Workers** are **dependent on the physician.**

<https://www.indeed.com/career-advice/finding-a-job/what-is-allied-health>



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Allied Health Education Possible Routes



- Short certification programs
- Associate degree programs
- 4-year degrees
- On-the-job training



<https://nursinglicensemap.com/resources/allied-health/>

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It's More than Semantics

Allied Health **WORKER**

Provides **support** to “main” provider

Examples

- RNFA
- Neurophysiological Intraoperative Monitoring Technician
- Anesthesia Tech or Anesthesia Assistant
- Private Surgical Scrub Tech or RN

Allied Health **PROFESSIONAL**

Provides **diagnostic interpretation**

Examples

- Nurse Practitioner
- CRNA
- Physician's Assistant



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Scope of Practice Sutures

- Can RN suture if private scrub with a physician?
- Can an ST suture if a private scrub?
- **Suturing is considered a minor surgical procedure**
- Check your state
 - ✓ No ability to suture unless APN
 - ✓ Ability to suture unless muscles, tendons or blood vessels are involved
 - ✓ Emergency only



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ASC Responsibility for Allied Healthcare Providers

- MEC/GB
- Sponsoring Physician
- Perioperative RN/Clinical Director

AORN Position Statement on Allied Health Care Providers

The perioperative RN is responsible for supervising the appropriate performance and completion of delegated nursing tasks, both direct and indirect. Supervision of allied health care providers and support personnel is a function of the perioperative RN.

<https://www.aorn.org/-/media/aorn/community/government-affairs/issues-and-initiatives/asc-policy-news/positionstat-allied-health-care-providers-and-support-personnel.pdf>



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Documentation Requirements for Allied Healthcare Providers

- Must have the same competencies as employees with similar functions
- Application
- CV
- Licensure/Certification as applicable with verification
- Malpractice Insurance (usually physician sponsor provides)
- Delineation of Privilege Form
- Orientation
- Health File
- Annual Competency/Review by MD & Designee at ASC
- Reapproval every 2 years by MEC/Board (no peer review)



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Delineation of Privileges Neurophysiological Intraoperative Monitoring Tech



DELINEATION OF PRIVILEGES
Neurophysiological Intraoperative Monitoring Technician Page 1 of 3

DEFINITION:
A Neurophysiological Intraoperative Monitoring Technician is a member of the health care team who provides medical care authorized and supervised by a physician member of the medical staff. The NIMT obtains certification from the American Board of Registration of Electroencephalographic and Evoked Potential Technologists (ABRET) or an associate's degree in electroneurodiagnostic technology (END), accredited by the Commission on Accreditation of Allied Health Education Programs.

FUNCTIONS:
The IOMT provides monitoring during high risk neurological surgery. Specific procedures within a specialty are individually credentialed as indicated by training and experience. The interpreting provider must be physically present or available by means of real-time, remote monitoring.

CRITERIA FOR CREDENTIALING:

Initial Credentialing:

- Completion of a certification from ABRET or Associates degree in END.
- Documentation of current health screen including TB testing
- BLS certification
- Completion of facility orientation

Re-Credentialing Criteria:


- Demonstrate continued certification
- Demonstrated continued competency as evaluated and determined by the supervising physician
- Documentation of current health screen including TB testing
- BLS certification

INTRAOPERATIVE MONITORING TECHNICIAN CORE PRIVILEGES AND RESPONSIBILITIES:

It is understood that when the IOP performs delegated acts, tasks or functions of medicine, it is under the authorization and/or supervision of a physician. This non-physician physician can perform as a team member and is integrated into each service as described in the guidelines for that service.

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Delineation of Privileges Neurophysiological Intraoperative Monitoring Tech



DELINEATION OF PRIVILEGES
Neurophysiological Intraoperative Monitoring Technician Page 2 of 3

_____ has been trained, supervised and has proven to be competent to perform the following procedures with supervision (in person or remote) of a physician.

| REQ. | APP. | |
|-------|-------|--|
| _____ | _____ | Patient Preparation |
| _____ | _____ | Operation of instrumentation for continuous neuromonitoring |
| _____ | _____ | Recognition and correction of artifact |
| _____ | _____ | Establishment of appropriate baselines |
| _____ | _____ | Recognition of critical periods during anesthesia and surgery |
| _____ | _____ | Detailed and accurate documentation of waveforms, anesthetic and surgical events, vital signs, and any deviations from baseline data and interventions taken |
| _____ | _____ | Alert the appropriate intraoperative neurophysiologist for interpretation of waveform |
| _____ | _____ | Transcranial Doppler (TCP) |
| _____ | _____ | Brainstem Auditory Evoked Response (BAER) |
| _____ | _____ | Electrocochleogram (EEOG) |
| _____ | _____ | Visual Evoked Potential (VEP) |
| _____ | _____ | Motor Evoked Potential (MEP) |
| _____ | _____ | Somatosensory Evoked Potentials Upper Extremity (SSEP-UE) |
| _____ | _____ | Somatosensory Evoked Potentials Lower Extremity (SSEP-LE) |


Applicant Signature _____ Date _____

| | |
|---|----------------|
| Medical Advisory Committee – Approved By: | Approval Date: |
| Governing Body – Approved By: | Approval Date: |

| Annual Review Date | Reviewer |
|--------------------|----------|
| | |
| | |
| | |

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Delineation of Privileges Private Surgical Scrub



ALLIED HEALTH WORKER DUTIES REQUEST FORM PRIVATE SURGICAL SCRUB

_____ has been trained, supervised and has proven to be competent to perform the following procedures with supervision of a physician.

| REQ. | APP. |
|-------|---|
| _____ | Assist sponsoring physician in surgery |
| _____ | Drape patient/prep skin for surgery |
| _____ | Gown/glove physicians and assistants in surgery |
| _____ | Pass instruments in surgery |
| _____ | Retract tissue in surgery |
| _____ | Irrigate/suction wounds |
| _____ | Remove drains |
| _____ | Load/unload autosutures |
| _____ | Thread/cut/tye/remove sutures |
| _____ | Mix/drain medications |
| _____ | Other (describe): _____ |

| | | |
|--------------------|----------------------|-------------------|
| Annual Review Date | Allied Health Worker | Clinical Director |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

Date: _____ Physician Signature: _____


Reviewed by Clinical Director (date): _____

Approved by Medical Advisory Committee (date): _____

| | |
|------------------|-------|
| Medical Director | Date |
| _____ | _____ |
| Governing Body | Date |
| _____ | _____ |

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Competency Based Performance Assessment Private Scrub



| | |
|---|-------------|
| <Facility Name> | |
| COMPETENCY BASED PERFORMANCE ASSESSMENT PRIVATE SURGICAL SCRUB | Page 1 of 3 |

DATE: _____

| | | |
|----------|-----------------------------------|---|
| 1 | Does Not Meet Expectations | Consistently fails to meet position requirements. Performance clearly below minimum requirements. Immediate improvement required. |
| 2 | Meets Some Expectations | Occasionally demonstrates competent performance. Normal guidance and supervision required. Some improvement needed in specific areas. |
| 3 | Meets Expectations | Frequently meets job requirements, all planned objectives were achieved within establish standards. |
| 4 | Exceeds Expectations | Frequently exceeds job requirements, all planned objectives were achieved above established standards. |

| COMPETENCY | SCORE | COMMENTS |
|--|-------|----------|
| TECHNICAL SKILLS | | |
| 1. Capable of trouble shooting equipment problems. | | |
| 2. Verbalizes knowledge of risks and complications. | | |
| 3. Reports malfunctioning equipment to appropriate personnel. | | |
| 4. Demonstrates awareness of protocol for malfunctioning equipment and repair. | | |
| 5. Anticipates the need for equipment and supplies based on surgeon preference. | | |
| 6. Selects equipment and supplies in an organized, cost effective and timely manner. | | |
| 7. Assures all equipment is functioning before use and removes any malfunctioning equipment. | | |
| 8. Demonstrates skill in appropriate use of instruments and equipment. | | |
| 9. Operates mechanical, electrical and air-powered equipment according to manufacturer's instructions. | | |
| 10. Assures emergency equipment and supplies are available at all times. | | |
| 11. Keeps surgical suites clean, tidy, free of soiled equipment and supplies, and properly stocked. | | |
| 12. Follows established policies and procedures for surgical counts. | | |
| 13. Initiates corrective actions when surgical counts are incorrect. | | |
| 14. Demonstrates ability to create and maintain a sterile field. | | |
| 15. Uses principles of aseptic practice in varying situations. | | |
| 16. Initiates corrective action when breaks in technique occur. | | |
| 17. Wears appropriate attire in restricted area. | | |
| 18. Adheres to recommended traffic patterns. | | |
| 19. Demonstrates knowledge in the safe care and handling of instrumentation. | | |
| 20. Demonstrates knowledge of sterile processing standards and practices. | | |

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Competency Based Performance Assessment Private Scrub



| | |
|---|-------------|
| <Facility Name> | |
| COMPETENCY BASED PERFORMANCE ASSESSMENT PRIVATE SURGICAL SCRUB | Page 2 of 3 |

| COMPETENCY | SCORE | COMMENTS |
|---|-------|----------|
| TECHNICAL SKILLS (continued) | | |
| 21. Assists with inventory management. | | |
| 22. Assists with OR turnover, and preparation of sterile supplies (e.g. opening, case pulling). | | |
| TOTAL: | | |

| COMMUNICATION | | |
|---|--|--|
| 1. Listens respectfully, gives feedback directly, honestly and talks with others to clarify differences. | | |
| 2. Utilizes translation services when needed. | | |
| 3. Utilizes appropriate services when needed to communicate with employees and patients with speech and hearing disorders. | | |
| 4. Communicates and interacts with patients, their family, and other external and internal clients (including fellow employees) from diverse backgrounds. | | |
| TOTAL: | | |

| QUALITY | | |
|--|--|--|
| 1. Demonstrates a willingness to look at new ideas and work in a changing environment. | | |
| 2. Understands, verbalizes and participates in the quality improvement process. | | |
| 3. Supports initiatives designed to improve individual and organizational performance. | | |
| 4. Identifies and reports suspected child, spousal/partner and elder abuse per protocol. | | |
| TOTAL: | | |

| SUMMARY | |
|------------------|-------|
| SECTION | SCORE |
| Technical Skills | |
| Communication | |
| Quality | |
| TOTAL | |

| OVERALL EVALUATION (check one) | |
|---------------------------------------|----------------------------|
| <input type="checkbox"/> | Exceeds Expectations |
| <input type="checkbox"/> | Meets Expectations |
| <input type="checkbox"/> | Meets Some Expectations |
| <input type="checkbox"/> | Does Not Meet Expectations |

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Competency Based Performance Assessment Private Scrub



| | |
|---|-------------|
| <Facility Name> | |
| COMPETENCY BASED PERFORMANCE ASSESSMENT PRIVATE SURGICAL SCRUB | Page 3 of 3 |

| GOALS/DEVELOPMENT PLAN |
|-------------------------------|
| |

| ALLIED HEALTH WORKER COMMENTS |
|--------------------------------------|
| |

Allied Health Worker Signature Date Sponsoring Physician Signature Date

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Allied Health Workers are beneficial to your ASC

Remember...

- Know scope of practice
- Credential and appoint
- Review competencies



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Questions?

Contact Debra Stinchcomb

debra@pss4asc.com

Thank You



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Available to Members on eSupport

eSupport > Facility Staff Documentation > Personnel Files

- Personnel File Guidelines for Allied Health Workers
- Allied Health Worker Duties Request Form
(Example)

eSupport > Medical Staff Credentialing > Credentialing Guide

- Credentialing Guide | Allied Health Professionals
- General Orientation Checklist: Medical Staff / Allied Health Professionals



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Upcoming Webinars

| DATE | | CE | WEBINAR TOPIC | SPEAKER |
|---------------|----|-------------|---|-------------------|
| AUG 22 | 60 | RN, CASC | Meaningful Hand Hygiene Surveillance | Crissy Beze |
| SEP 26 | 20 | | Excel for Nurse Leaders | Nancy Stephens |
| OCT 28 | 60 | RN, CASC | Revenue Cycle Management: Improving the Bottom Line | Kylie Kaczor |
| NOV 28 | 20 | | Annual Survey Watch Report 2022 | Cyndi Krause |
| DEC 16 | 60 | RN, CASC | Life Safety Risk Assessment: What is it and what is Required? | John Crowder, Jr. |



www.ProgressiveSurgicalSolutions.com/webinars

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