

Surgical Technologist Criteria

Level I:

- Performs first scrub role on core cases of assigned services. Directly assists the surgeon by passing sterile instruments and supplies at the sterile field.
- Demonstrates ability to anticipate surgeon's requests on core cases of assigned services, expediting the progress of surgery and improving patient outcomes.
- Is responsible with the RN for countable items at the field.
- Demonstrates knowledge of medications and uses in the Operating Room.
- Assists with mixing and administration of heparin, local anesthesia, radiology contrast dyes, antibiotic solutions, Papaverin, thrombin. Properly labels all medications on the sterile field.
- Able to meet the specific care needs of the patient as relates to the patient's age group.
- When performing second scrub role, responsibilities include holding retractors, sponging or suctioning operative site, applying electrocautery, etc, as directed by surgeon.
- Understand and uses instrumentation/equipment properly, considering the maintenance, safety, and availability.

Level II:

- Demonstrates the required knowledge and technical skills to perform core and specialty procedures in assigned services. Surgical procedures include but are not limited to: scheduled general, cardiac, neuro, pediatric, GYN, GU, vascular, orthopedics, as well as common emergencies.
- Anticipates the expected progression of events in a clinical situation and modifies the plan accordingly.
- Demonstrates the ability to rapidly problem solve and respond to changing clinical situations.
- Demonstrates an increased level of prioritization and organization.
- Possesses knowledge of multiple types of equipment pertinent to Surgical Technologist role including but not limited to: Cell Saver, laser, ultradrive, CUSA, Steris, autoclaves, cautery, laparoscopic video system, endoscopic tower.
- Possesses knowledge of contents of multiple specialty instrument trays for assigned service.
- Contributes to own professional growth through participating in at least 10 hours of educational activities per year.
- Serves as orientation assistant for new personnel.
- Provides input into physician preference card content and continual updating.

Level III:

- Demonstrates independent functioning and proficiency in the scrub role in complex cases in assigned area as well as maintaining competency in other specialties.
- Adjusts approach to cases through recognition of patterns in specific clinical situations based upon an acquired body of knowledge and clinical experience.
- Displays the ability to troubleshoot changing situations.
- Calmly guides less experienced staff through difficult situations.
- Advocates for patients and staff by requiring professional behaviors of the OR team while providing patient care.
- Viewed by staff as a clinical resource who is accessible and approachable.
- Recognized by peers/colleagues as a role model as demonstrated by positive communication skills, willingness to contribute consistently to team efficiency, flexibility in meeting needs of total OR, and respect for patients and coworkers in all situations.
- Presents solutions to identified problems and is willing to work on them.
- Mentors others in developing professional behaviors.
- Exhibits a high degree of follow-through and accountability for all work-related assignments.
- Promotes the development of collaborative relationships with OR team members by articulating practice issues and communicating in a constructive manner.
- Proof of 20 hours of continuing

Lead:

- Meets criteria for Surgical Technologist Level III.
- Has responsibility for providing input on Surgical Technologist performance evaluations.
- Has responsibility for continuously seeking input on physician preferences and making sure changes are reflected on preference cards.
- Participates in interviewing Surgical Technologist applicants and hiring decisions.
- Collaborates with Cluster Leader to determine capital budget needs for the specialty.
- Has responsibility for maintaining adequate inventory levels of specialty supplies and/or implants.
- Acts a liaison between surgeon and Materials Management to arrange and track loaner instrumentation/equipment.
- Acts as resource for staffing assignments.