

# Should I Be CNOR? Peri Op Nurses Perception About Certification

## Rener Venico MAN MSN RN CNOR

Salem State University Maguire Meservey College of Health and Human Services

### Abstract

#### Aim

The study is about nurses' perception about getting CNOR certified.

#### Background:

Patients deserve excellent care from qualified highly trained nurses. Certification is seen as excellence in nursing. Perioperative Nurse is "OR nurse" and get certified as Certified Perioperative Nurse CNOR). Certification means high standard in nursing specialty. Hospitals need certified nurses to gain "Magnet" designation. Certification means better patient care, better benefits for nurses and good for the hospital. But nurses have different opinions and while they are committed to excellent see the need to be certified. Nurses' motivation is influenced by extrinsic and intrinsic factors.

#### Method:

A descriptive study using the five-point Likert scale consisted of 21 items questionnaire. Convenience sample of nurses (n=20)

- Results:** Majority of nurses believe in excellence of care and CNOR certification is important.
- Some nurses do not see any impact in care and benefits associated with CNOR and are less enthusiastic to be certified.
- Some nurses are motivated because of personal accomplishment and empowered

### Review of Literature

- The American Board of Nursing Specialty suggest that nurses need to be certified in specialty practice.
- ANCC requires nurses certification to be recognized as "Magnet hospital."
- Krapohl (2010), Stobinsky (2019) found no direct relationship between patient outcome and certification.
- Bacon and Stewart (2017) reports CNOR nurses gets better pay and incentives.

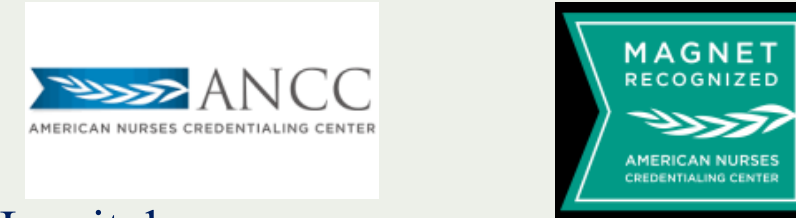
### What is CNOR

- Assn. of Perioperative Nurses (AORN)
- Competency & Credentialing Institute (CCI)
- more than 35,000 CNOR (2019)
- Valid for 5 years
- Requirements
  - o Valid RN license
  - o At least 2000 hours of OR experience
  - o 200 question exam
- Renewal either by or combination
  - o Professional Activity Points
  - o 125 CEUs
  - o Re-examination



### What is a "MAGNET" Hospital

#### American Nurses Credentialing Center (ANCC) Magnet "Hospital"



- Hospitals
  - o "Golden standard" of nursing excellence
  - o Only 460 hospitals or 9% in the US
  - o Accreditation review every 4 years
  - o Lower RN turnover and vacancies
  - o Attracts and retain the best nurses
- Nurses
  - o BSN and Certified Nurses
  - o Empowered and greater autonomy
  - o Career growth and advancement
- Patient
  - o Lower mortality rate
  - o Excellent quality care
  - o Greater nurse autonomy
  - o Improved patient satisfaction

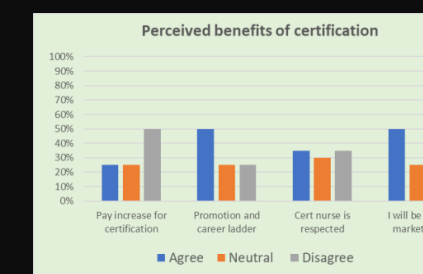
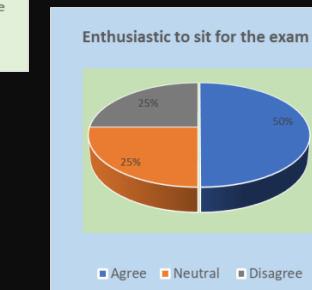
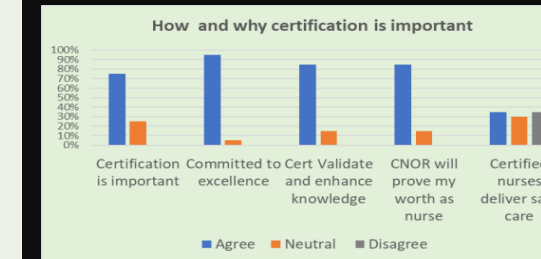
\*Source:

<https://www.nursingworld.org/~4b0951/globalassets/organizational-programs/magnet/magnet-factsheet.pdf>



### Results

- o 100% love being a nurse
- o 85% agree certification is important
- o 100% agree cert. is time consuming and expensive
- o 65% believe there is no benefit
- o 70% see no impact to care
- o 80% willing to exert effort
- o 95% committed to excellence
- o 50% is interested to sit for the exam



### I Hesitate to be Certified Because:

#### Voluntary

- Extra time and effort needed
- Very expensive
  - o Expensive to obtain and maintain
  - o CEUs
  - o Seminars and conferences
  - o Professional memberships
  - o Attending conferences
- Unseen benefits
  - o No pay increase/ bonuses
  - o No expenses reimbursement
  - o Questionable career ladder advancement
  - o Lack of recognition
  - o Treated equally as non certified
  - o No impact in quality of care
  - o Extra time and work to prepare

### I will be Certified Because

- Certification is important
- CNOR validates practice
- Committed to excellence
- Personal accomplishment
- Career advancement
- Marketability

### Implication and Recommendations

- Hospital supports certification with reimbursement but nurses are unaware of program.
- Despite the lack of incentives, nurses are willing to get certified.
- Intrinsic factor such as self fulfillment are important to nurses.
- Extensive information about certification reimbursement program.
- Review of pay scale and additional incentive for certified nurses.
- Recognize cert. nurses on recognition day and a wall of fame for certified nurses.
- Provide educational support, study group and consistent review session.
- Simplified reimbursement procedure.
- Availability of educational resources for CEUs.

Full references available upon request:  
r\_venico@salemstate.edu