



# WELCOME

Dr Paula Foran PhD RN FACORN FACPAN MACN

Healthy Designs

Associate Editor Emerging Scholars, Journal of Perioperative Nurses

Registered Civil Celebrant / National /International lecturer /Master of Ceremonies

Email: pml13@bigpond.com

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## INTRODUCTION - A LITTLE ABOUT ME;

- 1989 - 2024 Critical Care Education Service - Senior Lecturer
- 2019 - present Education at Sea**
- 2014 - 2020 Australian College of Perioperative Nurses (ACORN), National Education Officer
- 2015 - 2018 Deakin University Medical School, Casual Tutor in Ethics Law and Professional Development
- 2015 - 2019 Ministerial Advisory Committee - Victorian Consultative Council for Anaesthetic Morbidity and Mortality  
Appointed to the VCCAMM full council and also the Case Review committee sub
- 2020 - 2028 Ministerial Advisory Committee - Victorian Perioperative Council**
- 2016 - 2026 University of Tasmania - Master Level Co-ordinator  
Unit co-ordinator CNA803 Semester 1 since 2017  
Unit co-ordinator CNA802 Semester 1 since 2019
- 2016 - 2018 Unit co-ordinator CNA532, CNA534 Semester 2
- 2016 - 2017 Post doc medical Research Fellow Deakin Medical School
- 2016 - 2018 Australian College of Perianaesthesia Nurses (ACPAN) Chief Examiner
- 2019 - present Associate Editor Journal of Perioperative Nursing - Emerging Scholars**

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## CONFERENCE PRESENTATIONS

### International Presentations

- August 2025 China Day Surgery Nurses Keynote Address.
- July 2025 Taiwan Perioperative Nurses Keynote Address
- January 2025 Cambodia 'Guided verses Non guided learning in Education'
- November 2024 New Zealand - 'Deteriorating Patient Case Histories'
- July 2024 Cambodia 'Emergency Management'
- June 2023 Greece 'Compassion Fatigue' Nurses for Nurses network
- October 2022 Alaska Nurses for nurses network
- May 2019 European Operating Room Nurses Conference  
Topic - 'Perioperative Audit Tools' **Winner of 'Best Oral Presentation'**
- November 2019 International Congress of Perianaesthesia Nurses  
Topic - The great oxygen debate
- November 2017 International Congress of Perianaesthesia Nurses Keynote address  
Title - 'Caring in Healthcare' **Winner of most popular paper.**
- May 2017 European Operating Room Nurses Association - Rhodos, Greece  
Topic - 'Professionalism in the Perioperative Environment' Topic - 'Running an national webinar system' 7/03/2026

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## CONFERENCE PRESENTATIONS

### International Presentations

- Sept 2013** **International Conference for Peri-anaesthesia Nurses, Dublin, Ireland**  
Topic – 'Malignant Hyperthermia'
- May 2013** **International Congress of Nurses, Melbourne, Australia**  
Topic – 'The value of operating room experience for surgical nursing care'
- April 2012** **AORN (American Perioperative Registered Nurses), New Orleans, USA**  
Topic – 'The value of operating room experience for undergraduate nursing'
- May 2012** **ASPAN (American Society of Peri-anaesthesia Nurses), Orlando, USA**  
Topic – 'The value of operating room experience for acute pain management'
- April 2010** **The Dynamic of Nursing Art & Science 3rd World Conference, Phuket, Thailand**  
Topic – 'The value of operating room experience for undergraduate nursing'

7/03/2026

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## BOOK CHAPTERS

- 2015 Co-authored book chapter, Foran and Marshall  
Title: **'Post Anaesthesia Care'** - in L. Ailken, A. Marshall & W. Chaboyer (Eds.), *ACCCN's Critical Care Nursing*, 3rd ed., pp. 857-864, Australia: Elsevier  
Book chapter; Foran 2016
- 2016 Title: **'Post-Anaesthesia Nursing Care'** in Hamlin, Davies, Richardson-Tench & Sutherland-Smith (Eds.)  
Perioperative nursing – An introduction, 2nd ed., pp. 331-357, Australia: Elsevier  
Co-authored book chapter, Foran and Nilsson
- 2019 Title: **'Post Anaesthesia Care'** - Chapter 26 in L. Ailken, A. Marshall & W. Chaboyer (Eds.), *Critical Care Nursing*, 4rd ed., Australia: Elsevier
- 2020 Co-authored chapter 17 Newman and Foran  
Title: **'Intraoperative Care'**, Lewis Medical and Surgical Nursing  
Book chapter, chapter 18, Foran
- 2020 Title: **'Postoperative Care'**, Lewis Medical and Surgical Nursing  
Co-authored book chapter; Foran and Johns
- 2022 Title: **'Post-Anaesthesia Nursing Care'** (Eds.)  
Perioperative nursing – An introduction, 3rd ed., Australia: Elsevier in Davies, Sutherland-Smith, Gillespie, Lockwood (Eds.)  
Perioperative nursing – An introduction, 3rd ed., Australia: Elsevier
- 2023 Co-authored chapter 17 Newman and Foran  
Title: **'Intraoperative Care'**, Lewis Medical and Surgical Nursing Book chapter, chapter 18, Foran
- 2023 Book chapter, chapter 18, Foran  
Title: **'Postoperative Care'**, Lewis Medical and Surgical Nursing
- 2026 Co-authored book chapter; Foran and Gamble  
Title: **'Post-Anaesthesia Nursing Care'** in Gillespie, Lockwood, Foran and Wakefield (Eds.)  
Perioperative nursing – introduction, 4th ed., Australia: Elsevier

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## MY PAPERS

Foran, P 2020, 'ECG for all patients in the PACU: Some say why? I say why not?', *Journal of PeriAnaesthesia Nursing*, vol. 33, no. 2, pp. e24-8 retrieved 25/7/2020, DOI: <https://doi.org/10.1053/j.jpan.2020.05.007>

Foran, P 2016, 'Undergraduate surgical nursing preparation and guided operating room experience: A quantitative analysis', *Nurse Education in Practice*, vol. 16, no. 1, pp. 217-24.

Foran, P 2016, 'The value of guided operating theatre experience for undergraduate nurses', *Journal of Perioperative Nursing in Australia*, vol. 29, no. 1, pp. 10-8.

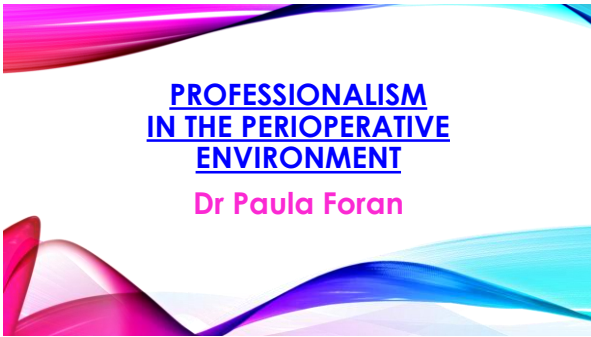
Foran, P 2015, 'Effects of Guided Undergraduate Perioperative Education on Recruiting Novice RNs and Retaining Experienced RNs', *AORN Journal*, vol. 102, no. 3, pp. 254-61.

Foran, P 2015, 'Guided Novice Learners in the OR: In Global Perspectives', *AORN Journal*, vol. 102, no. 6, pp. 653-55.

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7/03/2026

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**PROFESSIONALISM  
IN THE PERIOPERATIVE  
ENVIRONMENT**

**Dr Paula Foran**

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**WHAT IS PROFESSIONALISM?**

- Work
- Work Ethic
- Code of conduct
- Moral judgment
- Acting in a manner that is deemed to be Professional

(Toward a normative definition of Medical Professionalism. H. M. Swick)

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**WHAT DOES A PROFESSIONAL  
LOOK LIKE?**

- The way you act
- The way you speak
- It is your general demeanor
- The way you look

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## THE WAY YOU LOOK

- If you want to be a professional, you have to look like a professional
- Dress sense
- Make-up

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## THE WAY YOU ACT

- The way you speak
- Chewing gum
- Swearing
- Talking about patients or other staff

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## THE DELICATE BALANCE OF A WORKPLACE

- Teamwork
- White anting
- Bitching

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# WHY DISCUSS PROFESSIONALISM?

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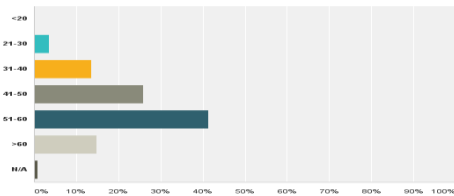


## Perioperative nursing is facing a staffing crisis

(Martha 1987; Jones & Sorrell 1989; Radzewicz & Houck 1992; Menigan 2000; White & Coleman 2000; Jongeneel 2002; Smith 2004; Bull & Fitzgerald 2004; Head 2010; Messina 2011; ACORN 2016)

Q5 Age

Answered: 1,261 Skipped: 7



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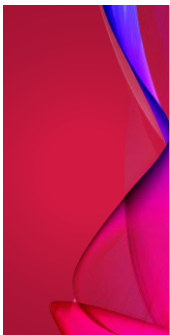
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## WHY DISCUSS PROFESSIONALISM?

### Grave concerns have been held regarding recruitment & retention of perioperative nurses

(Martha 1987; Jones & Sorrell 1989; Radzewicz & Houck 1992; Peters & Frazer 1999; Happell 2000; Menigan 2000; White & Coleman 2000; Happell 2002; Jongeneel 2002; Girard 2004; Holmes 2004; Latz & Nordbye 2004; McGarvey et al. 2004; Sigsby & Hossein 2004; Smith 2004; Bull & Fitzgerald 2004a, Trice et al. 2007 Messina 2011; Plank 2019)

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**WHY DISCUSS PROFESSIONALISM?**



In Victoria, the average age of general nurses and midwives is 43.1 years; however, the average age of nurses working in specific areas or specialties varies from a 'high' of aged care nurses whose average age is 46.8 years to 39.4 years for nurses working in critical care or emergency areas of practice

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**WHY DISCUSS PROFESSIONALISM?**

- As the general and perioperative nurse workforce nears retirement, replacement solutions are required (Foran 2015)
- We must provide an environment that generations X, Y, Z and Generation Alpha A & B will want to work in
- The importance of peer support has been articulated by both novice and experienced nurses (Gillespie et al. 2006)



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**UNDENIABLE LINK BETWEEN BEHAVIOURS / SAFETY**

**Safety**

**Behaviours**

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## TEAMWORK

Perioperative work is a team sport

- No one member of the team is more important than another
  - Every member of the team deserves respect from his or her colleagues
- THE TEAM IS ONLY AS STRONG AS THE WEAKEST LINK**



**Solution**

Try to treat others as you wish to be treated. Respect all members of the team

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## MIND YOUR LANGUAGE!

- Jokes
- ???? Talking over patients  
????
- About yourself
- About other patients
- About other staff



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## MIND YOUR LANGUAGE!

- Awareness under Anaesthesia
- All patients are LISTENING
- Letting off steam when patients can hear
- Think about what you say

**Solution**

Think before you speak. Do as I say not as I do.

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### MIND YOUR LANGUAGE!

- Drs' arguing where patients can hear

**Solution**

Ask the medical staff politely to take the conversation elsewhere  
 Contact a senior staff member

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### CONFIDENTIALITY

- Do you sign a confidentiality agreement at your hospital?
- Management takes a very dim view on any breaches of confidentiality
- Staff may be dismissed without the grievance procedure



**Solution**

Say **nothing** to **no one** outside the hospital. If you need to debrief, you could perhaps talk to your **colleagues** quietly and professionally

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### INTERNET / EMAIL

- These forms of media are totally traceable
- There have been huge scandals in other industries, i.e. Police, Telecom, to name a few

**Solution**

Only use the internet & email for work related issues

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**SOCIAL MEDIA - FACEBOOK**

- Nurses sacked talking about patients
- Nurses sacked talking about their managers
- Nurses breaching confidentiality agreements
- Even the Queen's Guards!!!!

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**SOCIAL MEDIA - FACEBOOK**

**Job applications**

- What will your prospective employer do?
- Notifying applicants

**Email**

- What is your email address?

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**PHONES**

**ON-CALL MOBILE PHONES**



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**THE COURAGE TO CARE**

**Do you know 'Mean Mary'?**

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**THE COURAGE TO CARE**

**•Do you know 'Nasty Norm'?**

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**REMEMBER - UNDENIABLE LINK BETWEEN BEHAVIOURS / SAFETY**

**Safety**

**Behaviours**

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If someone is not nice to you – you will not feel comfortable to speak up if you see a problem

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**ADVERSE EVENTS** (STEPHEN GRANT – SENIOR CLAIM OFFICER 2016)  
CONTRIBUTING FACTORS DRIVING INSURANCE CLAIMS (PATIENTS WHO SUED)



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**ADVERSE EVENTS** (ENGLISH 2015, VICTORIAN CORONER)



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### CARING FOR OTHERS

- Patients or staff
- We are a 'Caring Profession'
- How could we be uncaring to our patients?
- Why do we appear to eat our young!!!!!!  
Solution  
 Treat every patient as your mother  
 Treat every staff member as your friend  
 Teach each new staff member as your own child

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### THE COURAGE TO CARE

- Sounds easy to have the courage to care, but it is not!!!!!!
- Many senior nurses trained in the hospital system – just like me
- Many things have changed
- Student nurses do not have as much practical experience
- Not as much tolerance for novice nurses
  - See one, do one, teach one
  - Less exposure

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### TALKING ABOUT PEOPLE TO OTHERS

- Those who talk about others (BITCHING)
- Those who pass on the information
- Often it has been misconstrued - secret whisper!!!
- How do you think it feels to be spoken about?  
Solution  
 If you hear some one letting off steam, listen and forget.

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**What if you do  
not like  
someone at  
work?**

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**TOUGH  
LUCK!  
SUCK IT UP!**

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**BULLYING & HARASSMENT**

hands up for democracy | CommunityRun  
communityrun.org

**WE HAVE A PROBLEM WITH BULLYING**

- Active bullying – being nasty, pushing someone around
- Bullying by exclusion

**Solution**

Please talk to your Perioperative Service Manager

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Do you think a bully knows they are a bully?  
**NO!!**

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### WHITE ANTING

•Speaking badly about others with the view to undermine them

Solution

Go to the source and tell them

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### BULLYING & HARASSMENT

- If you are involved in bullying or harassment
- If you see others being subjected to bullying

Solution

Please talk to your Perioperative Service Manager  
Please don't ignore this behaviour anymore!!

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### SETTING PEOPLE UP TO FAIL

- Only getting / giving enough information to make the wrong assumption
- Sabotage

#### Solution

If this is done to you,

- Identify the problem
- Say how you feel
- Give an accurate solution for them, i.e. In future....

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### LATENESS

- This is a difficult problem for the staff who are on time
- Others have to pick up your duties

#### Solution

Arrive at the appropriate start time

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### PRAISE

- We are very good at knocking people but not so good at praise
- We are a great team
- How can we support each other???????

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## HOW DO YOU BECOME A PROFESSIONAL

- Role modeling
- Re assessment of self
- Ask for others opinions

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## Food for thought!!!!!!

## Discussion

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