

Meaning of Nursing: Practice Collaboration Pilot

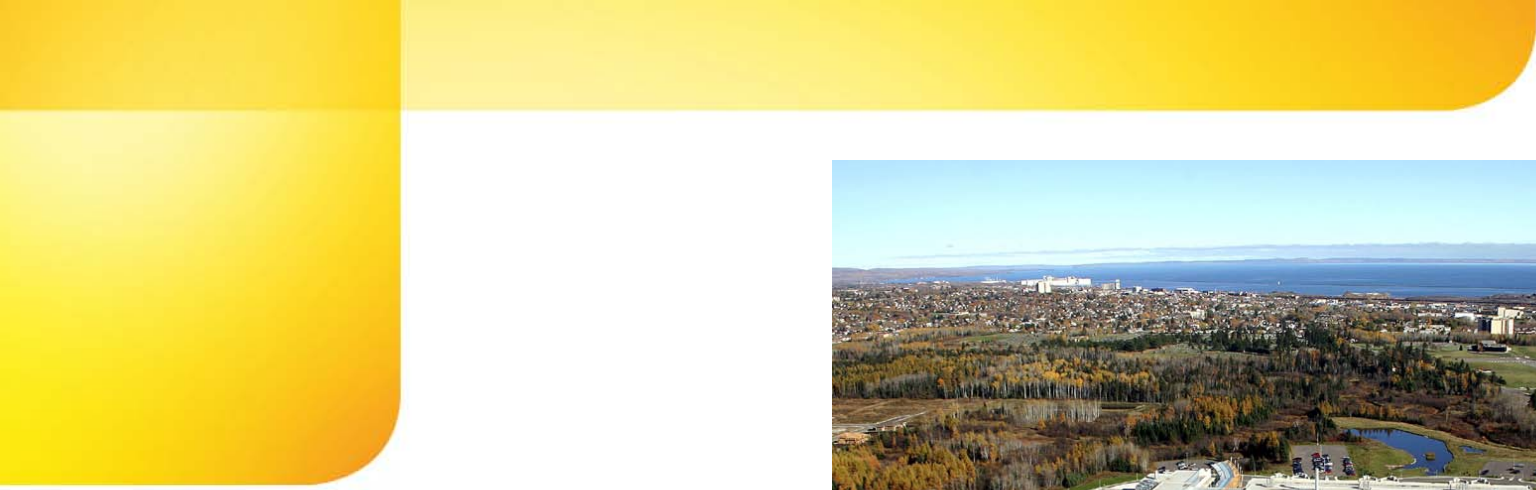
Nursing Leadership Network
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George Fieber
Jenni Glad Timmons
Dawna Maria Perry
Cori Watson









Background and Rationale

- Anecdotal Feedback → NPT
- Additional Concerns from Staff, Managers and Unions
- Demographic Considerations
- Quantify Existing Nursing Practice
- Accreditation
- Mentorship and Nursing Engagement

Goal: Organized Collaborative Practice Review

Identify
Gaps and
Trends

Support
the
determina-
-tion of
Nursing
Practice
priorities

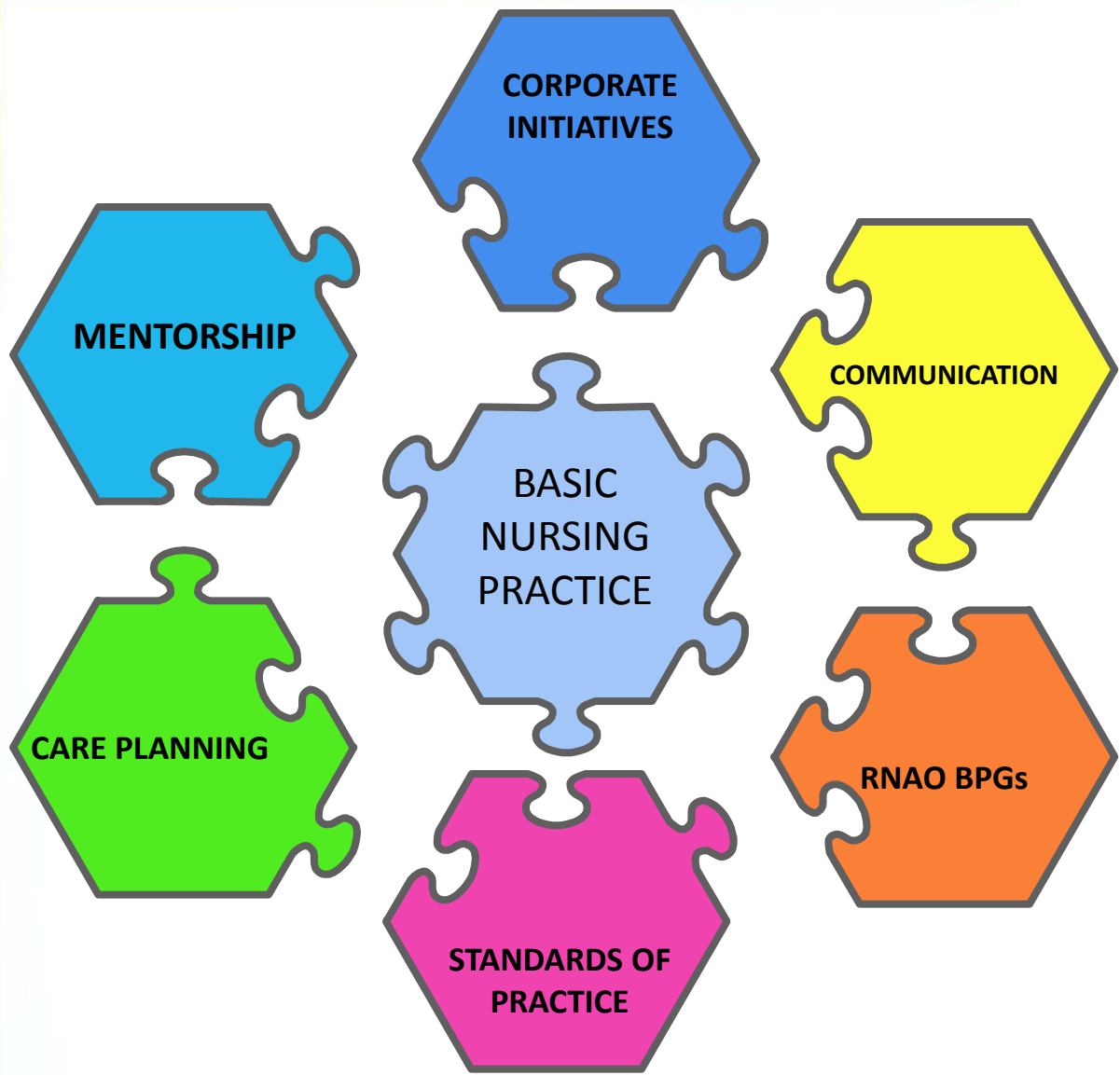
Inform
Nursing
Report
Card

Foster a
culture of
improve-
ment
and
profession
-al
collabora-
tion

Celebrate
Quality
Nursing
Care

Supports
Process
Improvement and
RNAO
BPG
Sustain-
ability

Support and quantify quality
Patient and Family Centred
Care in a safe and efficient
environment



Method

- 2 units (oncology/medical and surgical floor)
- Professional practice leaders to work with nurses at the bedside
- 30 practice collaborations

PRACTICE COLLABORATION FEEDBACK

Date Unit Nurse Manager

Intervention	Notes
Plan of Care	
Plan for Discharge	
NOD	
Infection Control	
Whiteboard	
Rocket Rounds	
Shift Summary / Verbal Report	
Evidence Informed Care incorporating RNAO BPGs:	
<ul style="list-style-type: none"> • Pain Assessment 	
<ul style="list-style-type: none"> • Patient Safety (eg. Safe Medication Administration, Falls Prevention, Restraints) 	
<ul style="list-style-type: none"> • Vascular Access 	
<ul style="list-style-type: none"> • Smoking Cessation 	
<ul style="list-style-type: none"> • Skin Integrity 	



1A Nurses

Practice Collaboration Measurables

- Shift Summary/Verbal Report
- NOD
- Infection Control
- Whiteboard Review/Rocket Rounds
- Pain Assessment / Intervention
- Plan of Care
- Plan for Discharge
- Safe Medication Administration
- Falls Risk Assessment/Intervention
- Vascular Access Assessment/Intervention
- Smoking Cessation Assessment/Intervention
- Pressure Ulcer Assessment/Intervention

Observations

- Medication administration
- Hand hygiene-equipment
- Plan of care
- Discharge planning
- Task orientated
- Systems issues



Value to Patients and Families

- Bringing Patient and Family Centred Care to the bedside
- Increased attention on safe environment
- Sustaining a culture of improvement
- Care based on RNAO Best Practice Guidelines
- Enhanced communication and improved therapeutic relationships

Supporting Nursing Leadership

- Additional Resource
- 3rd Party Perspective
- Proactive Approach
- Supports Safe Practice
- Supports Culture of Improvement
- Electronic Feedback Tool
 - Supports meaningful dialogue with Staff
 - Additional tool to support Performance Appraisal Process

Benefits for the Nurse at the Point of Care

- Relationship Building and Mentorship
- Supports Professional Accountability
 - Quality Assurance
 - CNO Reflective Practice
- Supports Culture of Learning
 - Feedback Opportunity / Storytelling
 - Identify Strengths for Celebration
 - Identify Learning Goals and Gaps
 - Identify Limiting Factors

Corporate Value

- Proactive approach to quality management and risk reduction
- Increased focus on patient safety
- Support Patient and Family Centred Care
- Identification of opportunities for efficiencies and quality improvement
- Electronic tool to support performance management
- Support Nurses to connect workload realities to expected standards of patient care
- Establish standards for all in-patient units

(e)Valuation

- The experience
 - Extremely rewarding for PPL
 - Building trust
 - Curiosity
 - Valued
 - Enjoyable
 - Nervous
 - Validating

Next Steps

1. Lunch and Learn sessions
 - Share successes
 - Opportunity to confirm themes
 - Ideas for improvement
 - Feedback on process
 - Allow staff to share solutions and unit specific successes
2. Nursing Practice Team
3. Align with corporate nursing strategies
4. Go corporate wide to all units
 - goal 10% of nurses annually



Long Term Impact

- *Practice Collaboration* supports PFCC culture
- Culture shift from task to enhanced critical thinking
- Professional development
- Leadership development
- Promote clearly defined professional accountability
- RNAO BPG sustainability



Questions

Contact information:

Jenni Glad Timmons gladj@tbh.net,
807-684-6387

George Fieber fieberg@tbh.net, 807-
684-6421