

MEDICAL CENTER NAVICENT HEALTH

2018 NURSING ANNUAL REPORT

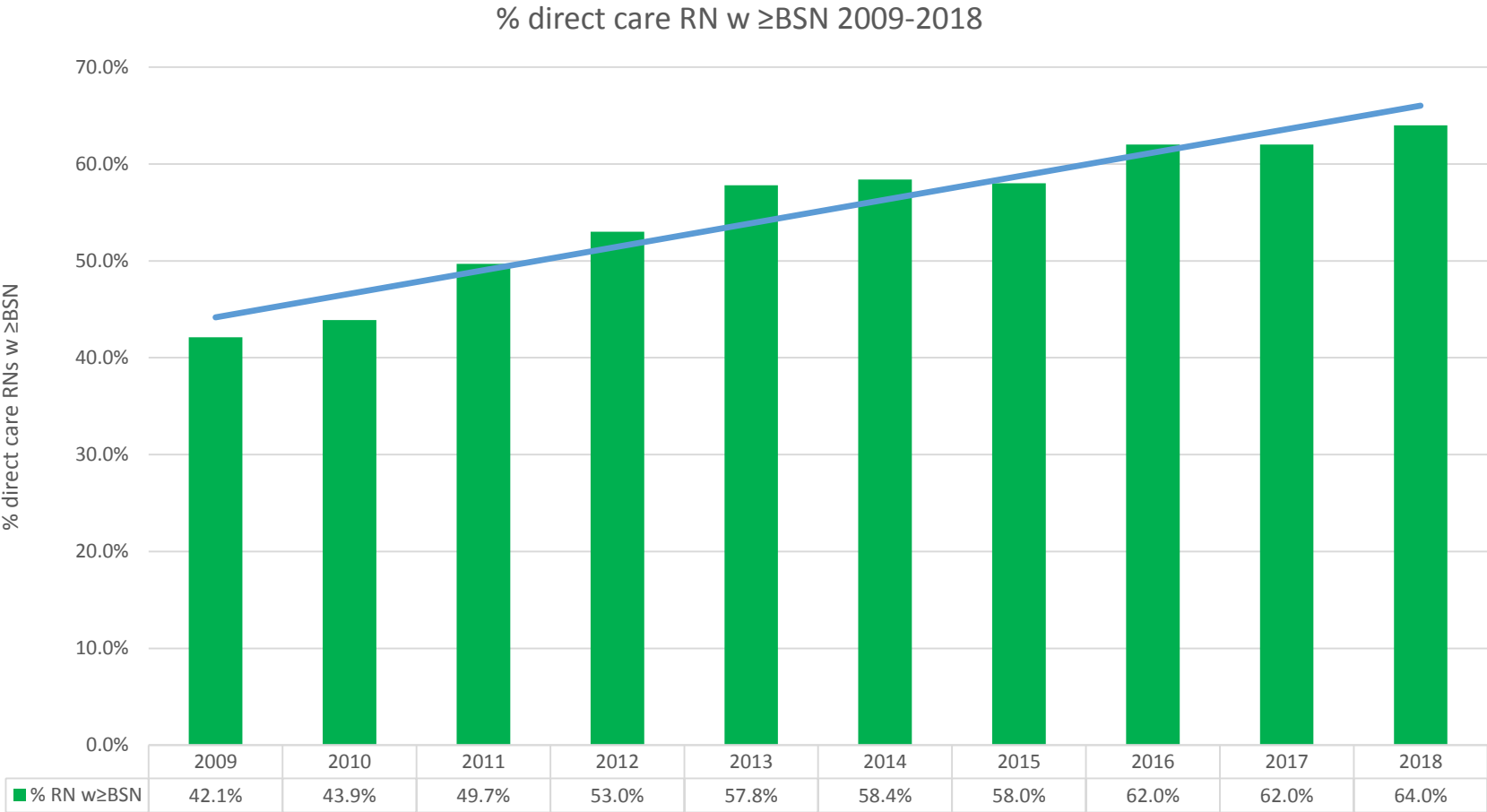
TRACEY BLALOCK RN, MSN, MBA, NEA-BC
CHIEF NURSING OFFICER (CNO)

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ASSOCIATE CNO

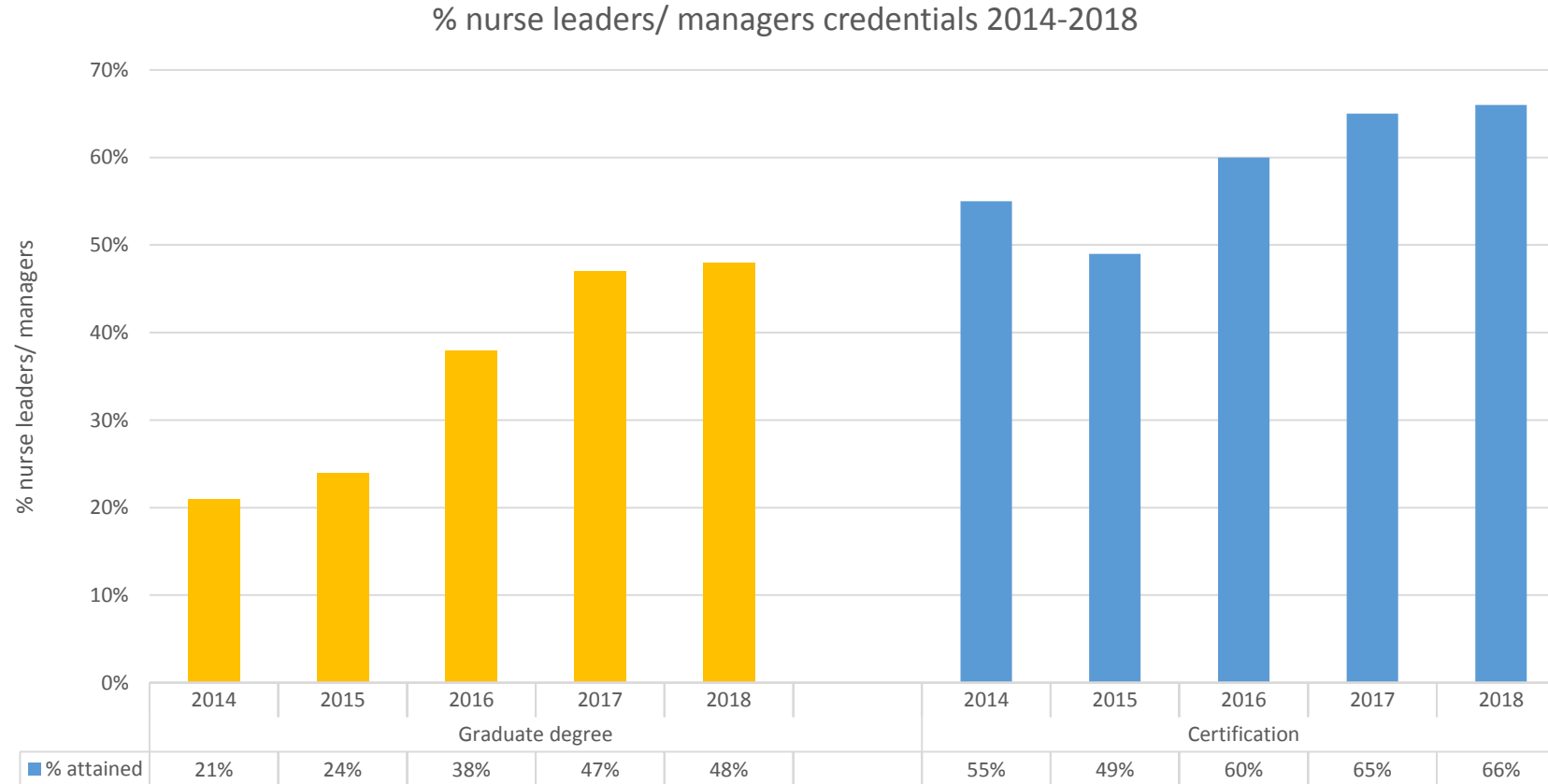
2018 Nursing Goals

1. Biannual (2017-2018) \geq BSN goal- \uparrow 2%
2. Biannual (2017-2018) certification goal- \uparrow 2%
3. Injury Falls- \downarrow 20%
4. \downarrow CAUTI/ achieve target
5. \downarrow CLABSI / achieve target
6. \downarrow C.diff/ achieve target
7. \downarrow MRSA/ achieve target
8. Facilitate co-horting of inpatients to improve throughput
9. Engagement survey participation and benchmark

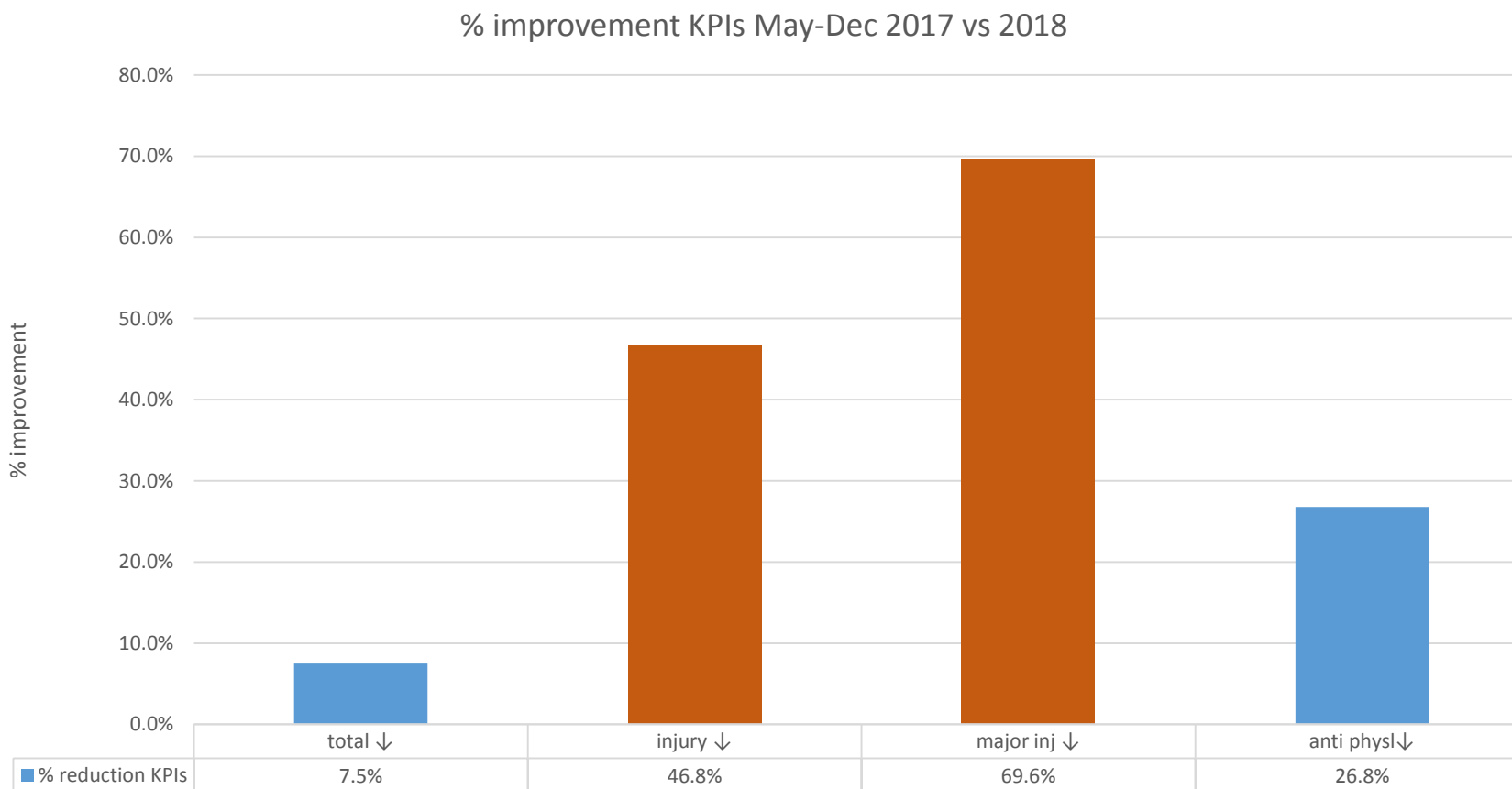
Goal #1. ≥BSN clinical nurses



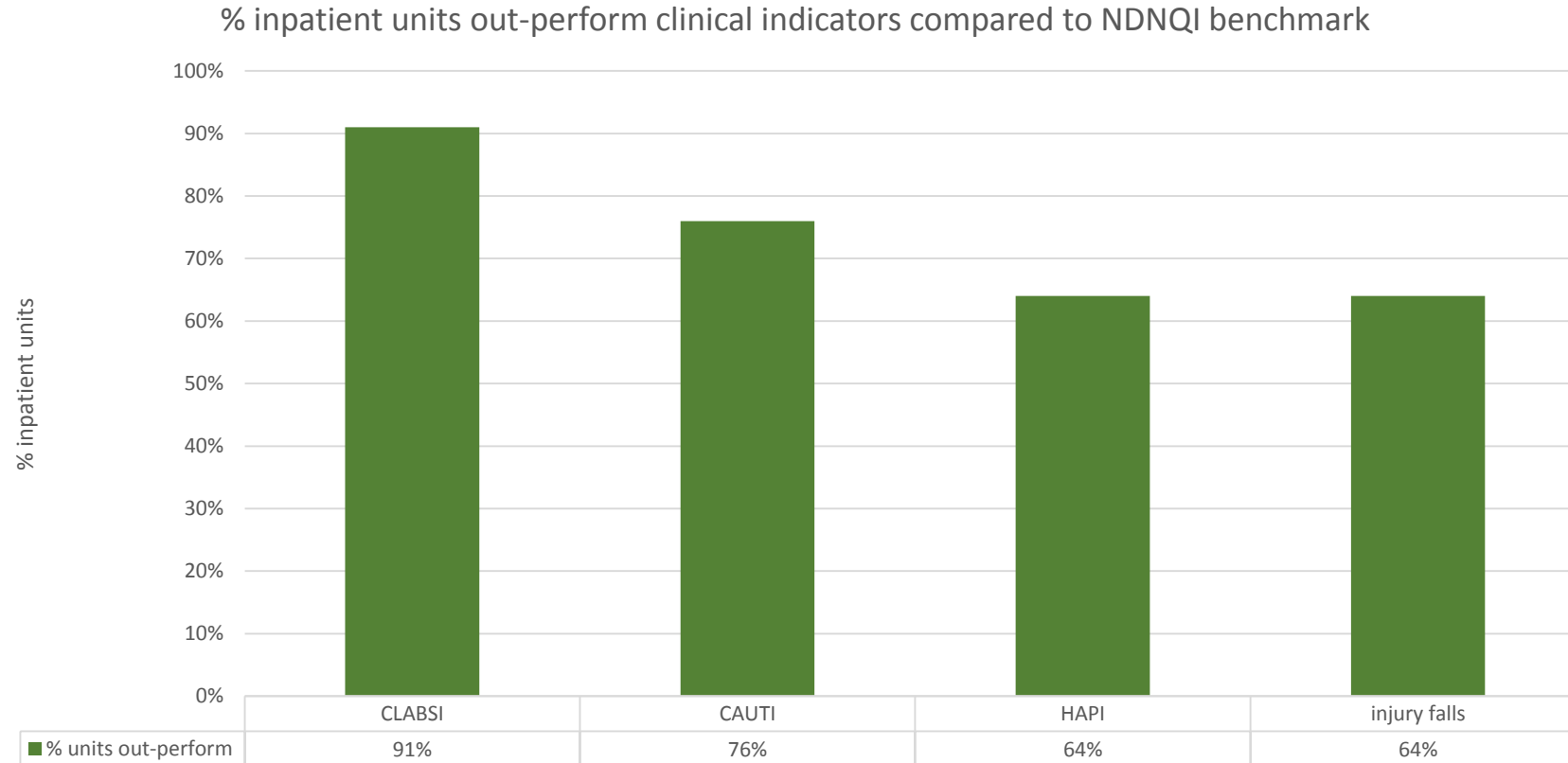
Goal#1+#2 Nurse Leader/manager credentials *100% ≥BSN*



Goal#3. Fall goals post Hester Davis® Nursing implementation



Goal #4,5 Clinical Outcome Comparison to NDNQI (National Database of Nursing Quality Indicators)



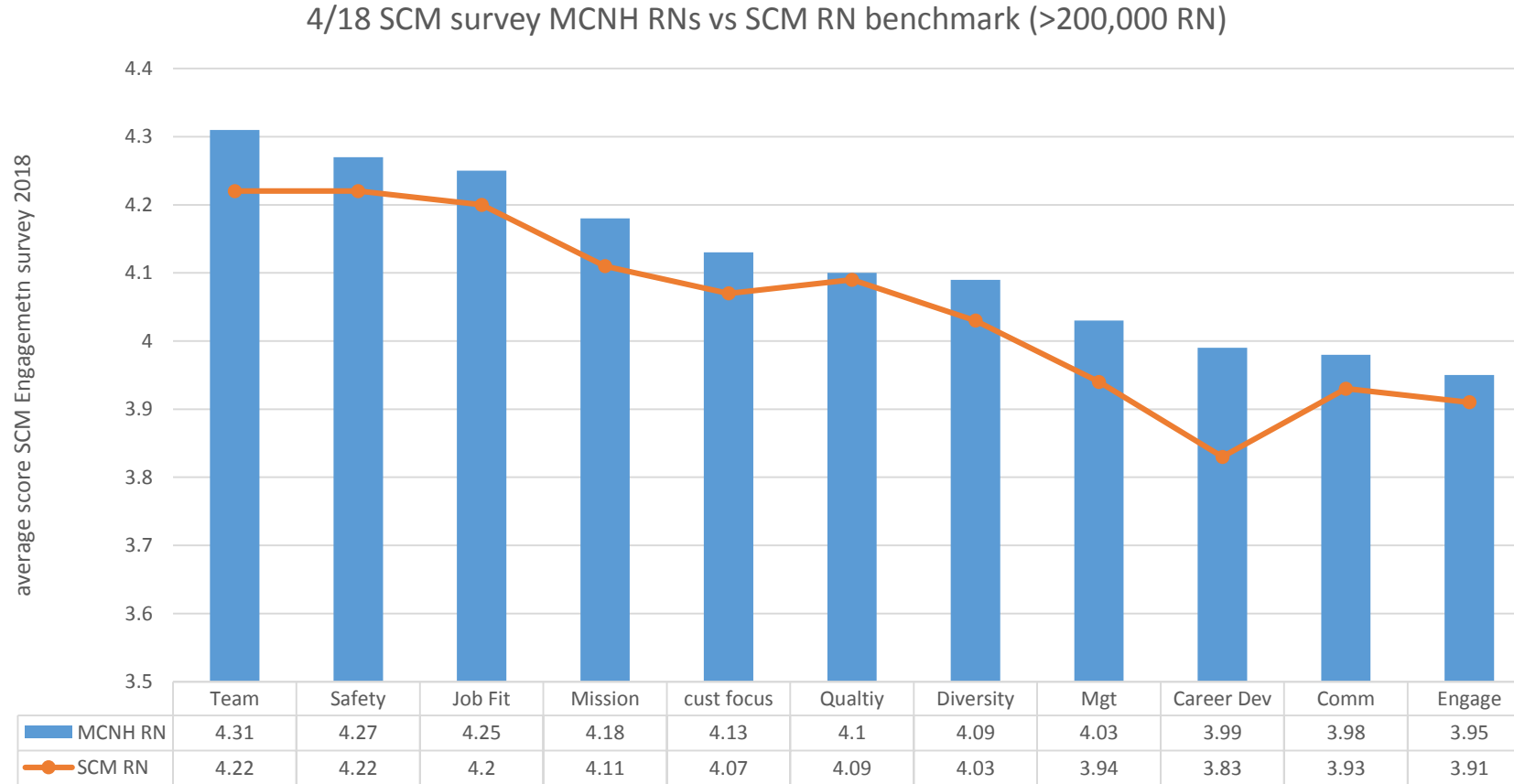
Top performing Clinical Outcome units

- **Injury falls:** C2M STICU
- **CAUTI:** M7 H6 M4 C2M (0 for 8Q)
- **CLABSI:** H7 M7 M5 E3 E5 (0 for 8Q)
- **VAE:** outperform: NICU CCU (0 for 8Q)
- **HAPI** \geq stage2- (0 for 8Q) W3 M7 H6 C2M
E3 M4

Goal #6,7,8

- #6, #7 did not meet goal to reduce MRSA and Cdiff
- #8. Facilitate co-horting of inpatients to improve throughput- all of H7/ M8, half of M9/M6- met goal
 - H7 exceed 50th %ile for hospital rating
 - H7 LOS ↓ 11.4%

Goal #9. RN engagement survey RN's out-perform SCM national benchmark



Awards and Accomplishments Nursing Led or Involved

- **GHA PHA 1st place Award, Circle of Excellence GHA PHA award**
- **Breast Care Center- NQMBC Ctr of Excellence 4/18**
- **Home Health-SHP *Best* Premier Performer Award (top 5% of HH's)**
- **GONL Leadership award Donald Smith**
- **5 HD Nursing Milestone Awards for falls reduction**
- **Leap Frog-100 Points**

Additional Accomplishments

- **Retention initiatives**

- Recognition/ Reward Council
- Nurse Extern

- **Recruitment initiatives**

- Candy Stripers
- DEN

- Oriented >200 new Nurses

- **Numerous DAISY and Friends Of Nursing Awards**



Succession Planning

- Promotions
 - 2 Directors
 - 8 Nurse Managers
 - 19 Clinical Leads



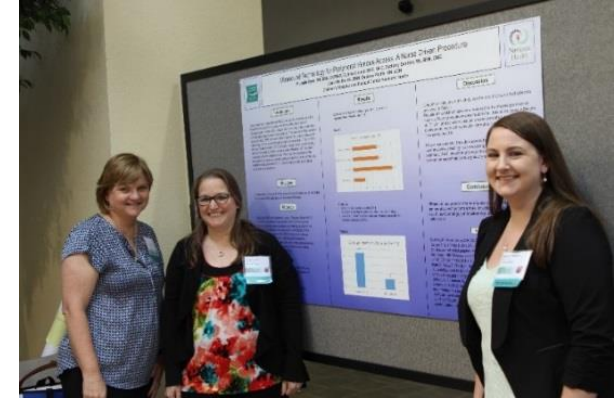
Professional Development Community Involvement

- **Over 200 nurses participated in community events**
 - Nurses in the Neighborhood
- **Certification Assistance**
 - FON scholarships
- **BSN support**
 - Tuition Reimbursement



New Knowledge Innovations Research 2018

- **Patient Journey Mapping**
- Impact of augmented Transformation Nurse Leadership on pt. safety
- **Balance between compassion and fatigue-EC interdisciplinary**
- Predicting colon surgery LOS
- **Understanding variation in hospital falls: NDNQI multidisciplinary study**



Exemplary Professional Practice with Nursing involvement or leadership

- IV infiltrate algorithm peds
- **Hester Davis falls injury reduction approx. 50%**
- Fit For surgery
- **Code Amber**
- CHOPS botox
- ↓diversion- especially neuro and med surg
- **Open 14 beds (M5, M8, E3)**
- Breast Care Center ↓mammo/ultrasound diagnosis to biopsy by 48.5%
- **Redesign Shared Governance- Nursing Advisory and supportive Councils**



Licensure and Staffing

- **100% review of all Licenses annually**
- **Overall Magnet® departments**
 - RN turnover 13% (↓from 14%)
 - RN vacancy ↑from 2017 to 2018 due opening additional beds
- **Central Staffing office**



Budget and Support

- Short term staffing incentives
- **LPN staffing model**
- Educator hired to onboard LPN and CTs
- **Flexible with contract hiring to support safe patient ratios and opening 30 beds**
- Board supportive of Magnet® journey
- **Support for safe initiatives- VS machines, alaris, Hester Davis, bladder scanners, vein finders to expedite and improve pt care and outcomes**
- Availability of support staff- Care Navigators, Patient Experience coordinator, additional RRT to support CH, Dedicated ICU PT, Intensivist model



Budget Puzzle In Place

2019 Nursing Goals

- Certification- ↑2% for 2019-2020
- **BSN- ↑2% for 2019-2020**
- Meet Hospital Associated Infections/ Conditions, Value Based Purchasing targets and/or out-perform NDNQI/ benchmarks
- **Submit Magnet® re-designation documents on 4/1/19.**
- Complete Council restructure



Friends of Nursing Excellence Gala

- Recognition of Excellence
- 109 nominations
- 13 System Awards
- Bedside Staff

