SOMETIMES

OCCASIONALLY

NOT AT ALL

PARTICIPATION:

Voluntary.

floated to program cost centers.

Provided by home unit with hours

opportunity for additional float shifts.

One for one exchange of nurses with

unit and institutional needs.

Meeting nurse, patient population,

health/risk management coverage.

Aligned regulatory requirements and

CREDENTIALING PROCESS:

Methodology

Share best clinical practices

medical-surgical patients.

cares for premature infants and the other

very different patient populations; one predominantly

Background

Christy Math MS, RNC-NIC   •   Dorothy Mathiesen BSN, RNC-NIC   •   Melissa Moore MSN, RNC-NIC, CLC   •   Beth Gabrielski MS, RN, IBCLC

Intersecting Expertise for Excellence: A Cross-Training Partnership

The Colorado Institute for Maternal & Fetal Health

• Joint partnership between the University of Colorado Hospital, Children’s Hospital of Colorado, and the University of Colorado School of Medicine

• Provides comprehensive maternal, fetal and neonatal services.

• Innovative cross training program established a staffing model supporting safe patient care across two intensive care units in separate institutions.

Purpose

Enhance clinical learning experiences - 2 ICUs care for very different patient populations; one predominantly cares for premature infants and the other medical-surgical patients.

Share best clinical practices

Develop a culture of unity

Methodology

CREDENTIALING PROCESS:

Aligned regulatory requirements and defined accountability for employee health/risk management coverage.

HOSPITAL UNIT ORIENTATION:

Meeting nurse, patient population, unit and institutional needs.

SCHEDULING:

One for one exchange of nurses with opportunity for additional float shifts.

COMPENSATION:

Provided by home unit with hours floated to program cost centers.

PARTICIPATION: Voluntary.

Best Practices

CURRENTLY ALIGNED:

Developmental care practices

Intravenous extravasation assessment

Pan assessment

FUTURE ALIGNMENT:

Breast milk management

Cycled lighting

VAP bundles

Safe sleep

Respiratory therapy care model

Code simulation

Financial Impact

Positive, unintended financial impact seen in reduced use of traveler RN; as the average traveler salary is double the hourly rate of a cross trained RN.

Labor cost savings realized by utilizing cross trained nurses versus travelers in the period from July 2014 through June 2015 amounted to $31,000.

Implications for Practice

Benefits of this program include:

•  Facilitates professional growth and development by affording nurses new experiences and opportunities.

•  Maximizes collaboration and understanding of each unit’s unique culture.

•  Improves staffing flexibility with fluid response to changes in census and acuity.

•  Improves consistency of care and reduces labor costs by increasing needs for floats and travelers.

Conclusion

Designing a model of care that emphasizes consistency of care, effective use of staff resources, implementation of best practices and care alignment resulted in increased organizational resource efficiency, enhanced staff satisfaction and teamwork, and may improve patient outcomes. Future research to identify the impact on patient outcome is planned.

Next Steps

Sustainability is dependent on the continued participation and recruitment of additional cohorts of nurses. As the pool of cross trained nurses increases, staffing resource capacity will improve.

Future efforts:

•  Continue sharing best practices

•  Aligning clinical practice and monitoring outcomes

•  Evaluating program effectiveness

Acknowledgements

Thank you to our pioneering cross trained nurses:

Angelica Broek, Christy Math, Melissa Mathiesen, Laura Dearing, Bridget Bauder, Annie Bailey, Marlo Cook, Diana Anderson, Markatomic, Rachel+Hilary+Dora, Sahibhee, Ashley Cline, Kaitlin Kuebler, Ashley Dinkins, Emmott Ferguson, Taylor Meier, Laura Decker, Ashley White, Ashley Hill, Ashley Bower, Christina Fyten, Erin Swope, Jennifer Culliner, Ashley Harms, Jennifer Davis, Sarah Williams, Heather, Ashley, Stacey, Ashley, and Gaspar. 

And to those who have supported the program: James Barry, Renee Bauer, Carli Rendy, Roni Loring, Amy Flett, Sherry Johnson, Teresa Medrano, LLC, Amanda Arment, Emily McVey, Kim Miller,Accuracy, and Amy Evans, and beyond. 

To all the others who have supported and/or supported.

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Implications for Practice

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• Aligning clinical practice and monitoring outcomes

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