


Nurses Develop an Ethical Intervention Tool for Use in the Critical Care Setting C907


2015 ANCC National Magnet Conference®
Friday, October 9, 2015
8:00a.m.-9:00a.m.

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Session Content


- Demographics
 - University of North Carolina Hospitals
 - Surgical Intensive Care Unit
- Ethics Champions Mission, Vision and Values
- Literature Review
- Survey Methods
- Pilot - Goals of Treatment Program
- Nursing Rounding Tool
- Next Steps
- Discussion/Questions



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University North Carolina Hospitals




Leading, Teaching, Caring


- 853-bed Academic Medical Center providing healthcare to more than 37,000 people/year
- 8,000 employees
- 2,500 registered nurses
- 79% patients gave overall rating of 9-10 on HCAHPS in FY15
- Achieved Magnet Recognition in 2010
- U.S. News & World Report: Best Hospitals and Best Children's Hospitals 2014-15




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Surgical Intensive Care Unit



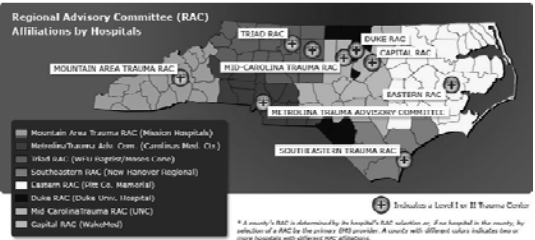
- 16 bed ICU
- Managed Care Model
- AACN Beacon Gold Award for Critical Care Excellence
- ADC=13.7
- Trauma patients 28% of admitted patients
- Other conditions treated include diseases of the colon, pancreas, spleen, liver and kidney, liver transplantation, ENT and plastic surgery, acute respiratory failure treated by ECMO




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Regional Advisory Committee




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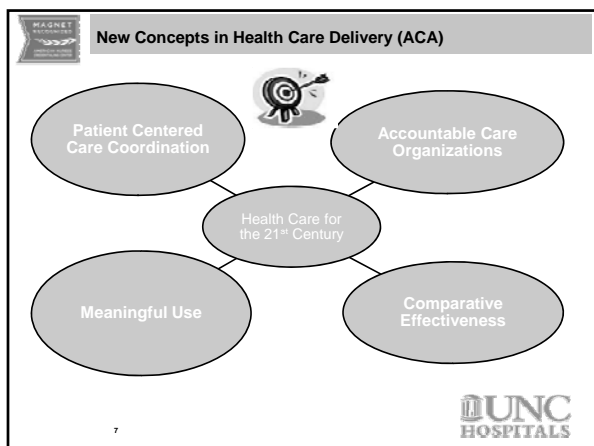


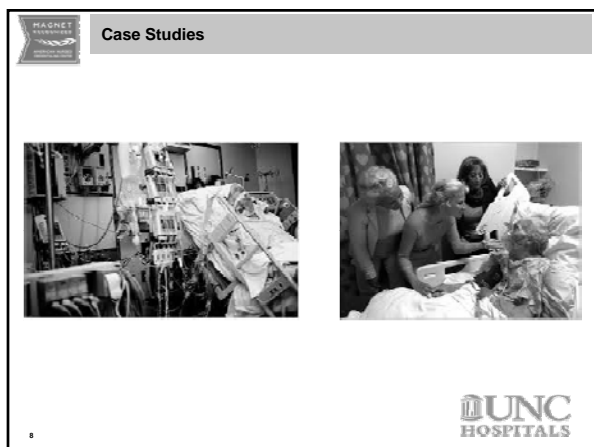
➤ Health Care for the 21st Century

- Expanding and implementing evidence based care by interprofessional teams
- Person-centered care, with inclusion and support of family
- Safer care through better use of health IT
- Care coordination and transitional care
- End of life care that is markedly different from the 20th century




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Our Aha Moment...







SICU Ethics Champions Mission, Vision and Values

MISSION:


- Educate and empower staff to obtain early, clear goals of care


VISION:

- Facilitate culture of awareness and open discussion

VALUES:

- Patient centeredness
- Openness and honesty
- Respect for family inclusion and involvement
- Regard for diverse spiritual and cultural needs
- Interprofessional collaboration





The Four A's to Rise Above Moral Distress

ASK

Awareness of moral distress in self or others

AFFIRM

Prepare to act, take action, maintain desired change


ASSESS


Identify source and severity of distress and readiness to act

ACT


Prepare to act, take action, maintain desired change

“Creation of a healthy environment where critical care nurses make their optimal contributions to patients and families”





ANA Code of Ethics for Nurses


- ✓ “Nurses are leaders and vigilant advocates for the delivery of dignified and humane care.”
- ✓ “Nurses actively participate in assessing and assuring the responsible and appropriate use of interventions in order to minimize unwarranted or unwanted treatment and patient suffering.”
- ✓ “Nurses have invaluable experience, knowledge, and insight into care at the end of life and should be actively involved in related research, education, practice, and policy development.”



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Baseline Interprofessional Ethics Survey

- Purpose – to assess caregiver knowledge and comfort related to addressing ethical concerns
- Survey prompts:
 - *I am comfortable working with patients and families to elicit goals of care.*
 - *I am able to support a treatment plan that differs from what I personally believe would be best for a patient.*
 - *Healthcare team members consider each other’s input regarding patient preferences about goals of care, code status and end-of-life choices.*




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GOT Pilot Initiative & Interprofessional Involvement

- Goals of Treatment (GOT) Pilot Goals
 - Earlier identification of ethical issues
 - Goal alignment
 - Decrease staff moral distress
 - More efficient utilization of resources
 - Formalize nursing contribution in rounds



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Goals of Treatment Terminology


- Return to baseline
- New baseline
- Good death

- Timeline
- Pathway
- Prognosis

- Restorative
- Supportive

- Identify
- Align goals







Goals of Treatment Philosophy

Hospital Admit date: _____ SICU Admit date: _____

	Admits	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Longevity and Well Being								
Unknown								
Return to Baseline								
New Baseline								
Good Death								
Expectations								
Change in Pathway								
Change in Prognosis								
Change in Timeline								
Intensify								
Deintensify								
Supportive								
Multidisciplinary								
Unified								

**Every Patient
Every Day**







Goals of Treatment Daily Rounding Tool

Hospital Admit date: _____ SICU Admit date: _____

GOALS	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Longevity and Well Being							
Unknown							
Return to Baseline							
New Baseline							
Good Death							







Goals of Treatment Daily Rounding Tool

Hospital Admit date: _____ SICU Admit date: _____

Expectations	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Change in Pathway							
Change in Prognosis							
Change in Timeline							




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Goals of Treatment Daily Rounding Tool

Hospital Admit date: _____ SICU Admit date: _____

MODES	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Restorative							
Supportive							
Misalignment (specify)							

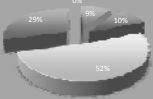


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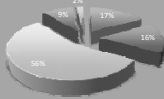



Ethics Champions Needs Assessment Survey Participation

Percent Participation by Discipline Dec-12 (N=58)

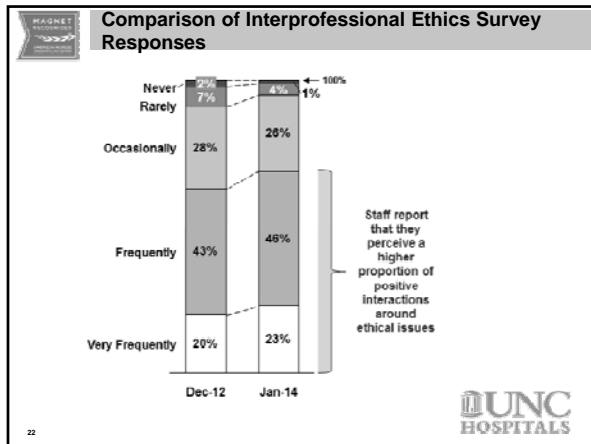


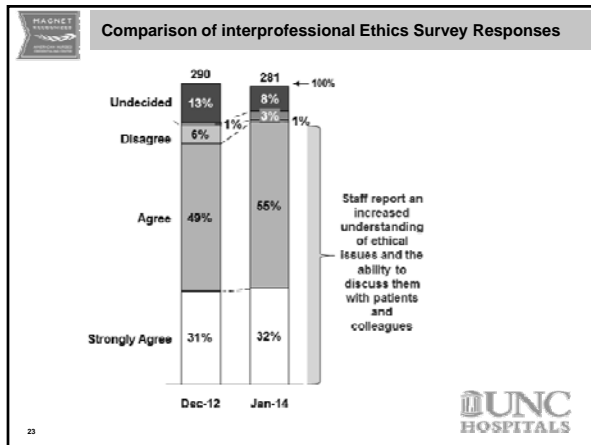
Percent Participation by Discipline Jan-14 (N=57)

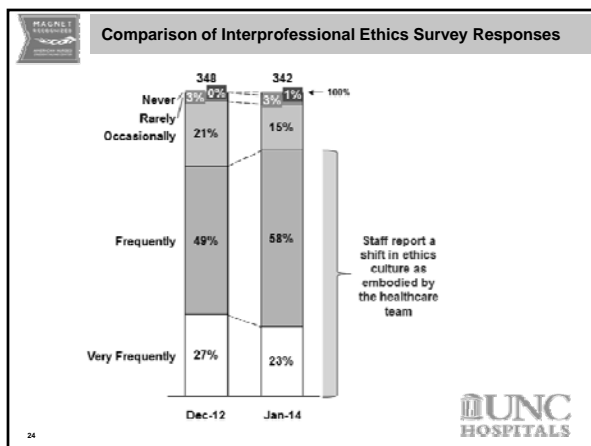


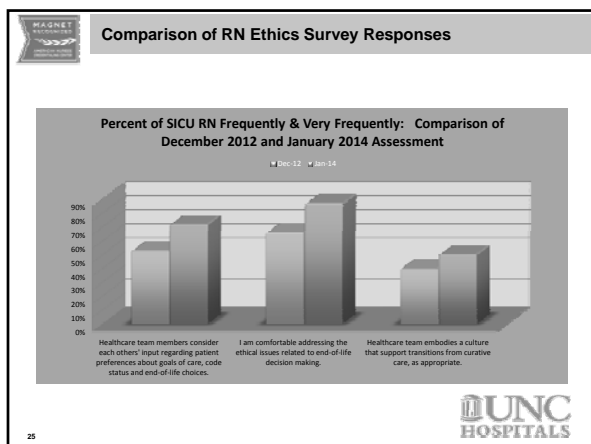


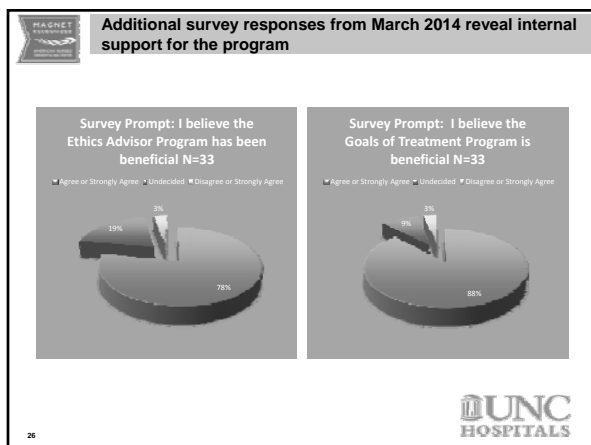
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- Next Steps**
- Recruit additional SICU Ethics Champions
 - Include GOT information in SICU orientation
 - Report University Hospital Consortium Nurse Residency *Goals of Treatment* project results
 - Ethics flag in EMR
 - Disseminate our work
- UNC HOSPITALS



References

- American Nurses Association., & Fowler, M. D. M. (2008). Guide to the code of ethics for nurses: Interpretation and application. Silver Spring, MD: American Nurses Association.
- Epstein, E.G., Delgado, S., (Sept 30, 2010) "Understanding and Addressing Moral Distress" *OJIN: The Online Journal of Issues in Nursing* Vol. 15, No. 3, Manuscript 1. DOI: 10.3912/OJIN.Vol15No03Man01





Questions/ Open Forum

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