

**WHILE YOU ARE SLEEPING,
NIGHT SHIFT NURSES ARE
INNOVATING!**
SESSION C912

Virginia Hospital Center, Arlington, VA

Presenters:
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Conference®
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VIRGINIA HOSPITAL CENTER








- 350 Bed Acute Care Hospital
 - Arlington, VA
- Achieved Magnet in 2014



**WHILE YOU ARE SLEEPING, NIGHT
SHIFT NURSES ARE INNOVATING!**

- **Presentation Objectives**
 - Process - Historical Perspective
 - Structure & Interdisciplinary Integration
 - Highlight of Outcomes
 - Key Factors to Success



WHAT DO WE KNOW ABOUT NIGHTS?

- Fewer resources despite focus on continuity of care

RESEARCH TELLS US:


- No statistical difference in ICU mortality according to time of day (21.4% daytime mortality, 20.8% nighttime)
(Cavallazzi R, et al, 2010)
- Staffing at nights – skill mix and experience should be focus
(Mourad M, 2011)
- A richer skill mix and years of nursing experience =
 - Lower mortality rates
 - Decreased # of infections, falls, HAPU, and medication errors
(Patrician, PA, et al, 2011)

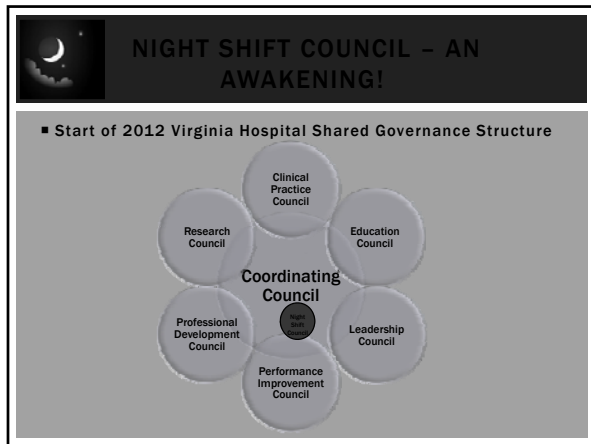


A CRY IN THE NIGHT!

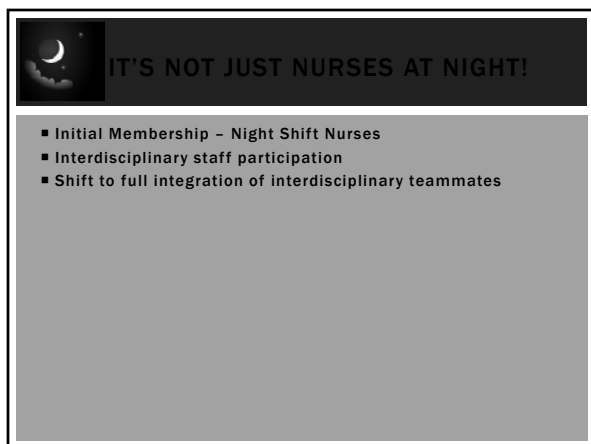



WHY WE JOINED













WHY WE ENJOY OUR COUNCIL





THE MANY INTERDISCIPLINARY FACES

- Respiratory
- Warehouse/Materials Management
- Pharmacy
- Lab/Blood Bank
- Administrative Supervisor
- Nursing Departments
- Nursing Administration
- Human Resources
- Health Promotions
- Security



IMPACT

■ **3 Main Areas:**

- Patient Safety
- Employee Engagement
- Improved Education Structure and Process

**PATIENT SAFETY**

Pharmacy Task Force



Charity Storm, BSN, RN, CMSRN



Patricia Barden-Worthy, BSN, RN, CCRN



Samson Ansong, Pharm-D



Jasmyn Zachery, Pharm-D


PHARMACY TASKFORCE




**PATIENT SAFETY**

■ Additional Safety Initiatives

- Managing aggressive/altered mental status patients
- Laboratory
- Blood Bank
- Phlebotomy
- Interdepartmental Communication
- Resource Nurse


**PATIENT SAFETY**





**EMPLOYEE ENGAGEMENT**

Stop hitting the snooze button!




**EDUCATION**






MOVING FORWARD






WE ARE THE NIGHT!






WAKE UP YOUR LEADERSHIP!

- Executive Champion Very Important – especially in the initial phases
 - Make connections with other leaders
 - Example – meals at night





GOAL SETTING

- Align with Nursing Strategic Plan
- Emerging Issues




ACCOMPLISHMENTS






A TRANSFORMATIONAL CHANGE

- Night Shift Nurses at Virginia Hospital Center are leading hospital-wide change




KEYS TO SUCCESS

- Diversity
- Engage Key Leadership
- Formalize Structure-Process-Outcome
- Remove the Snooze!



PRESENTER CONTACT INFORMATION

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REFERENCES

Cavallazzi R, Marik PE, Hirani A, Pachinburavan M, Vasu TS, LeibyBE. Association between time of admission to the ICU and mortality: asystematic review and metaanalysis. Chest. 2010;138(1):68–75.

Mourad M, Adler J. Safe, High Quality Care Around the Clock: What will it Take to Get us There? J Gen Intern Med. 2011 Sep;26(9):948-50

Patrician PA, Loan L, McCarthy M, et al. The association of shift-level nurse staffing with adverse patient events. J Nurs Adm. 2011;41 (2):64–70.
