WHILE YOU ARE SLEEPING, NIGHT SHIFT NURSES ARE INNOVATING!

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VIRGINIA HOSPITAL CENTER

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

Presentation Objectives
- Process - Historical Perspective
- Structure & Interdisciplinary Integration
- Highlight of Outcomes
- Key Factors to Success
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
**NIGHT SHIFT COUNCIL – AN AWAKENING!**

- Start of 2012 Virginia Hospital Shared Governance Structure

**WE OPENED SOME EYES!**

- End of 2012 Virginia Hospital Shared Governance Structure

**IT'S NOT JUST NURSES AT NIGHT!**

- Initial Membership – Night Shift Nurses
- Interdisciplinary staff participation
- Shift to full integration of interdisciplinary teammates
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
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
Direct Education
to Council
Shared with individual nursing units
Formally presented on Council Website
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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