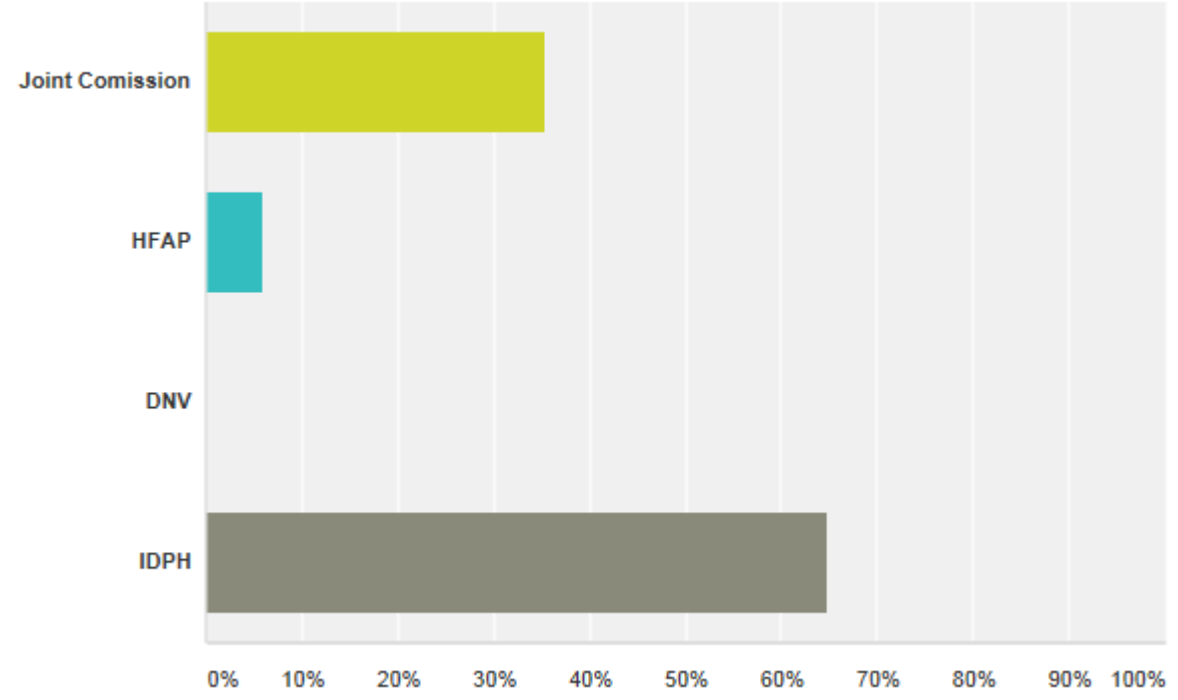


Nurse Staffing Plan Survey Results

8-13-14

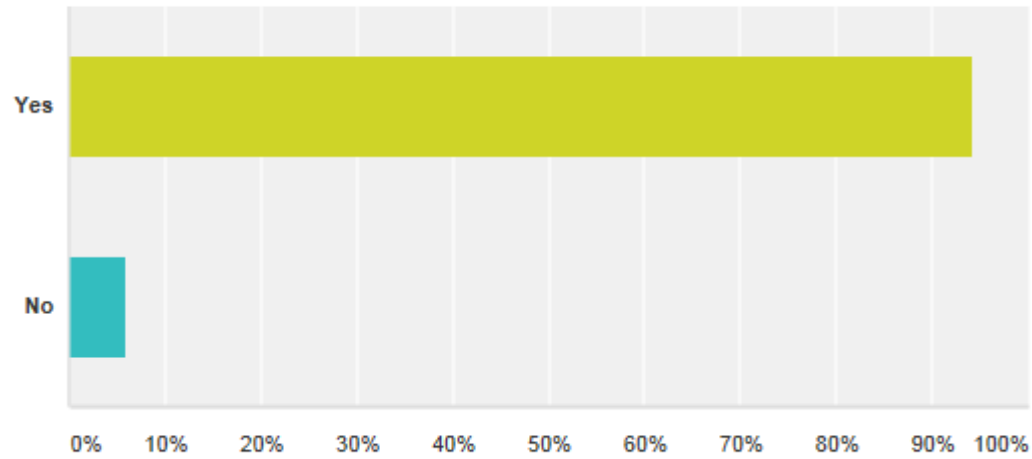
Accreditation



Status (Profit/Not for Profit)

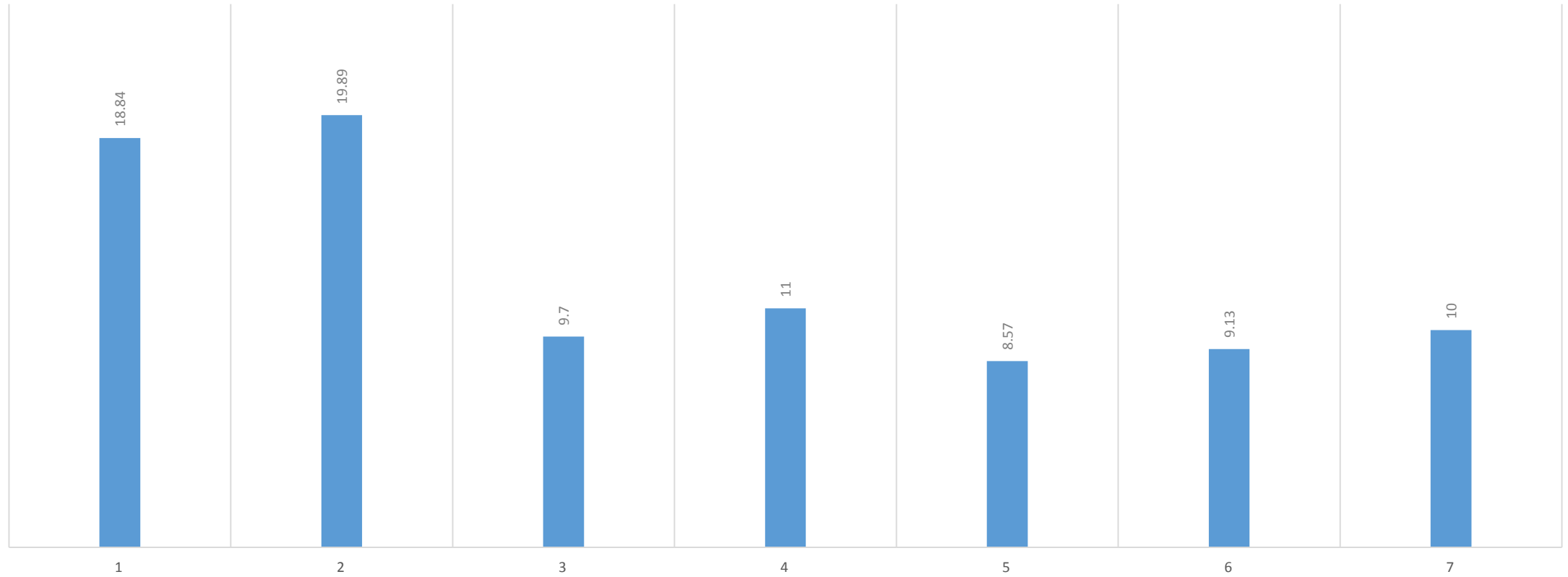
Is your hospital not for profit?

Answered: 17 Skipped: 0



HPPD Med Surg

MED/SURG



Formula For HPPD Determination

- System Generated
- # staff x 12 (hrs) / census (inpatient, swing, obs)
- Census based
- Average daily census vs total nursing hours
- Acuity based (2 responses) [one comment demonstrates this shows overstaffed]
- Brady Benchmark per CFO
- Quarterly reported through the IL HRCA; Avg RN NHPPD is 13.83
- # patient days / direct care hours

System

- 2 System based
- 15 Independent

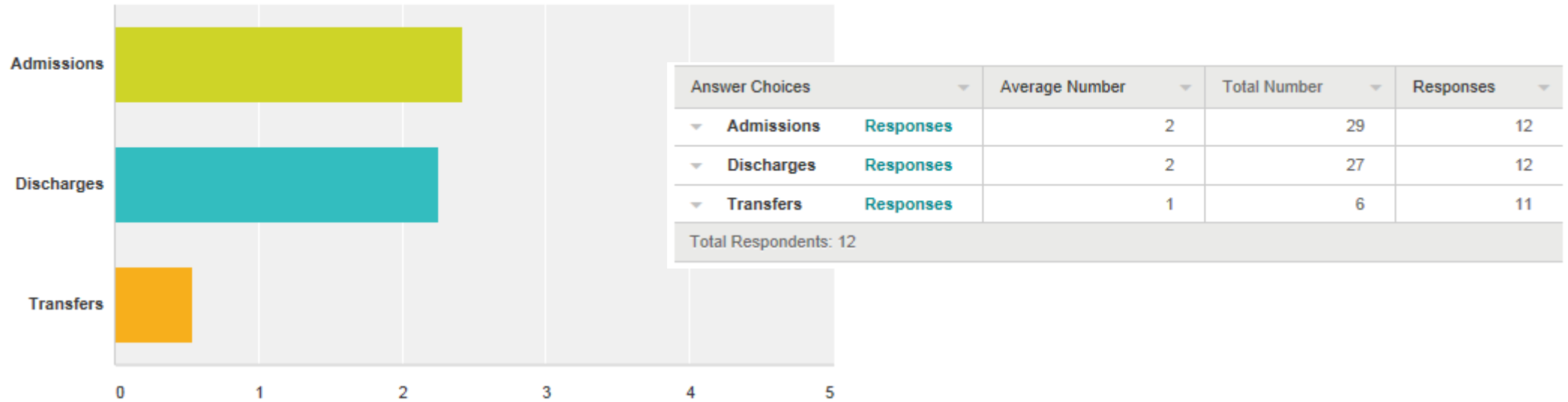
System Determination for HPPD

- Alliant based on current national data
- Brady – currently updating through Wipfli Audit review
- System has set targets for larger hospitals with staffing plans

Inpatient Daily Census (average)

What is the inpatient (non-swing) daily average for the following:

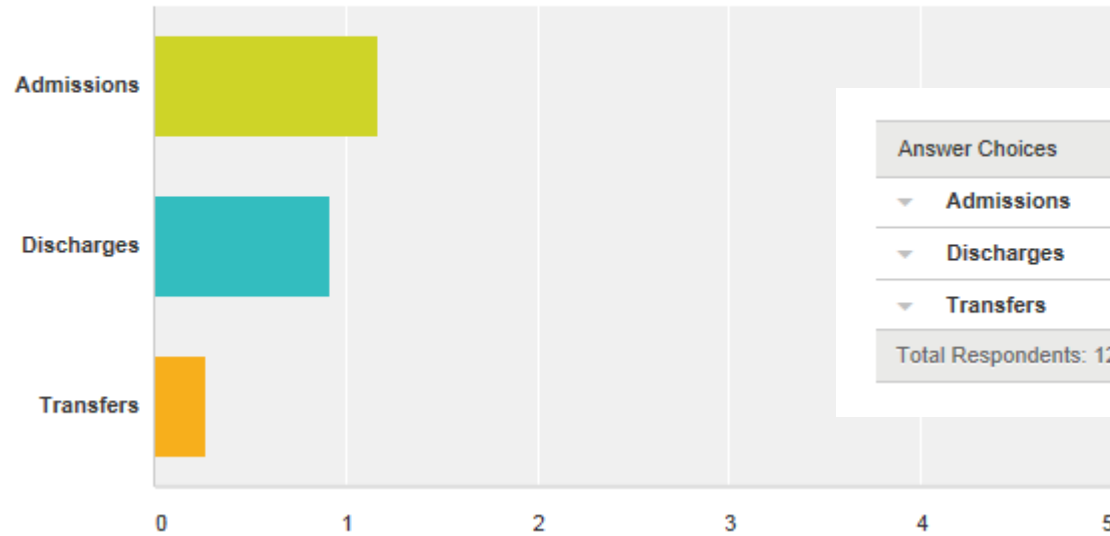
Answered: 12 Skipped: 5



Average Daily Census: Swing

What is the daily average for swing bed?

Answered: 12 Skipped: 5



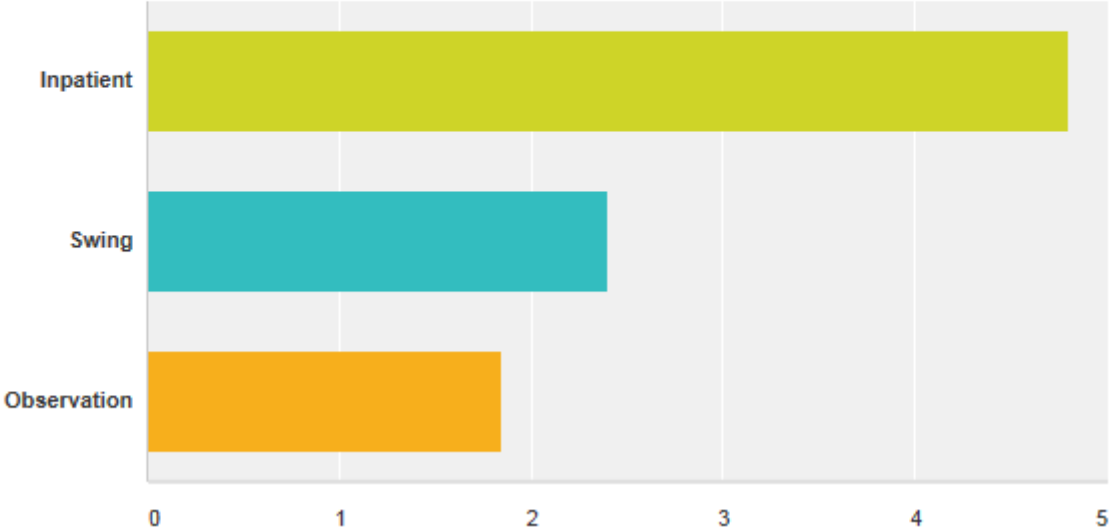
Answer Choices	Average Number	Total Number	Responses
Admissions	1	14	12
Discharges	1	11	12
Transfers	0	3	11

Total Respondents: 12

Total Avg Daily Census

What is the Average Daily Census for the following:

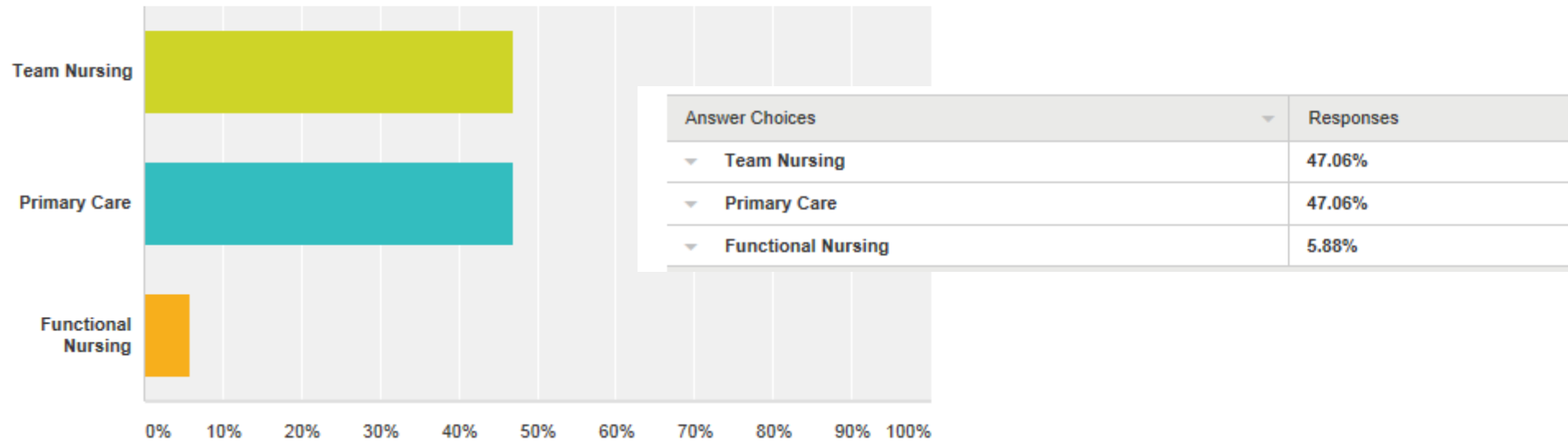
Answered: 15 Skipped: 2



Nursing Care Delivery Model

Which of the following best describes the nurse care delivery in your hospital?

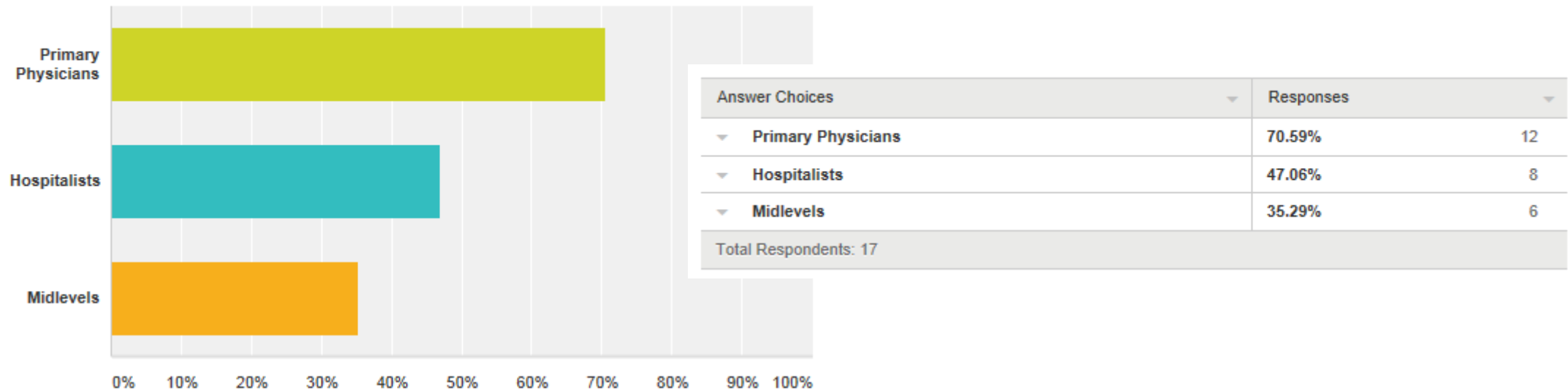
Answered: 17 Skipped: 0



Rounding on Patients

Who rounds on patients? (More than one may be selected)

Answered: 17 Skipped: 0

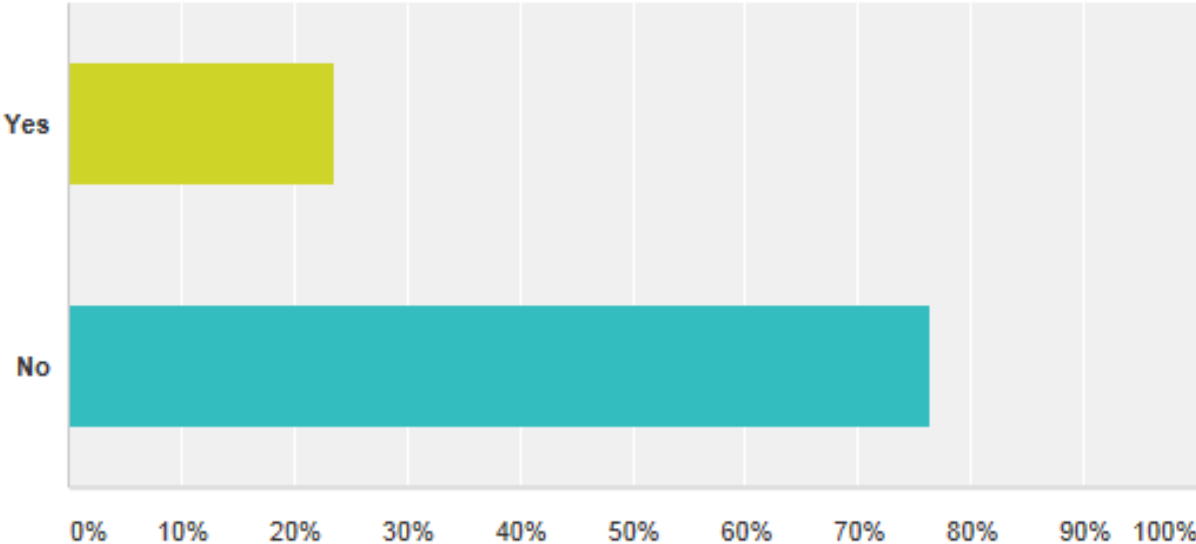


100% answered they have instituted Rounding (Q14)

TRIO Rounding

**Does your staff utilize TRIO rounding?
(TRIO = Patient, Nurse, Physician)**

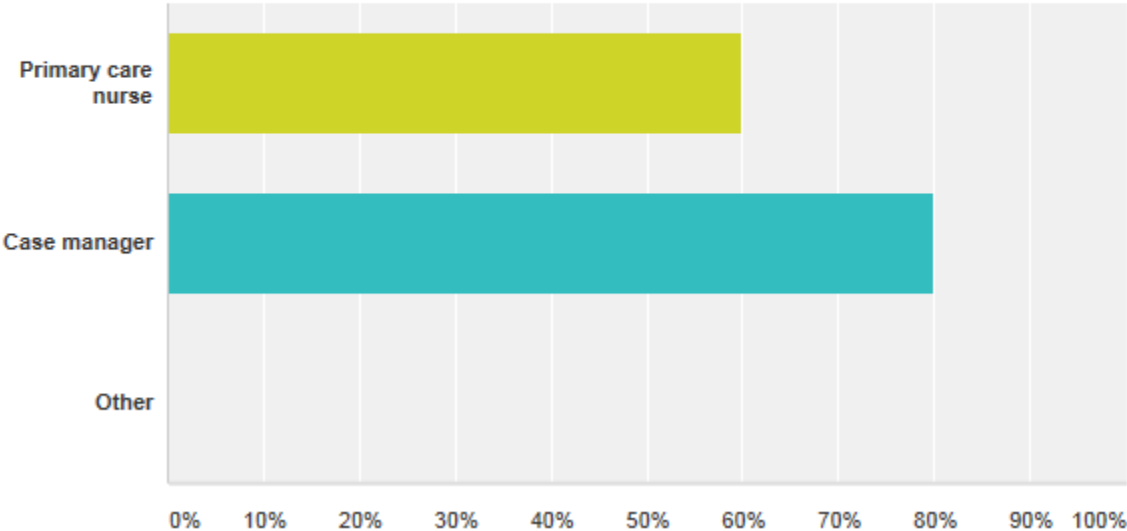
Answered: 17 Skipped: 0



TRIO Rounding Nurse Role

If yes, to TRIO rounding, what nursing roles round?

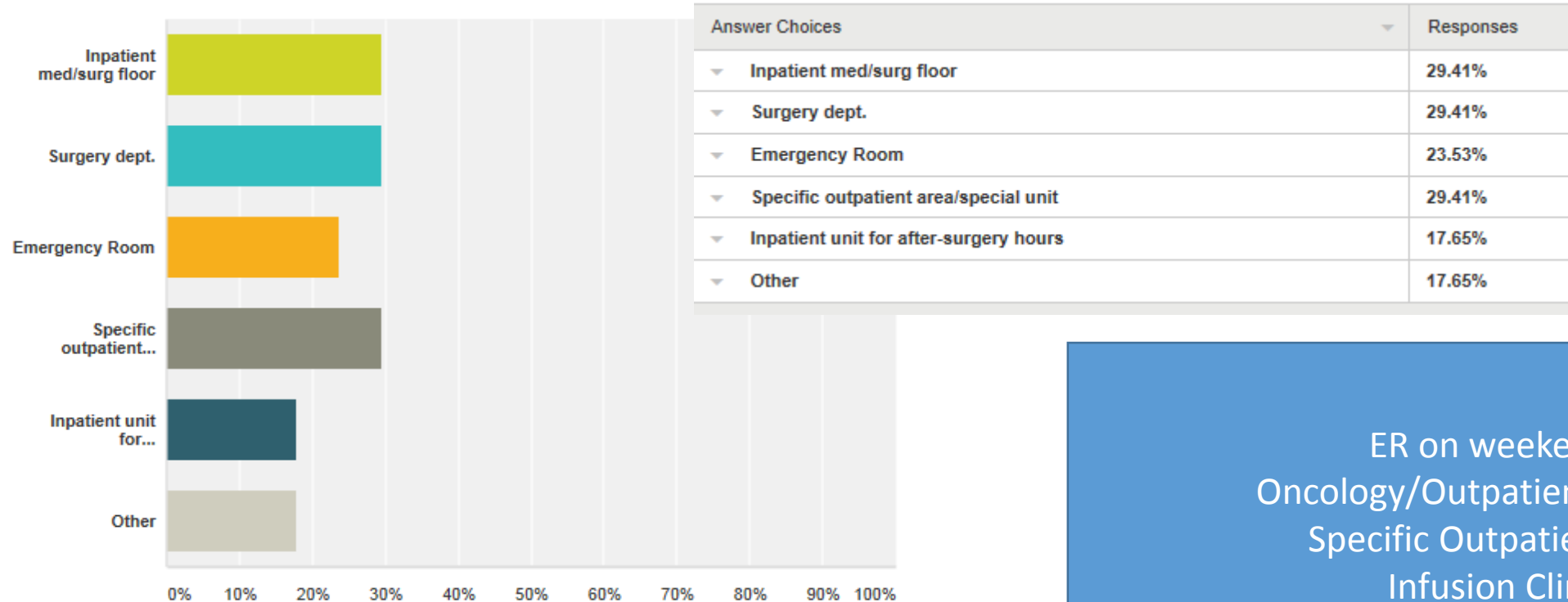
Answered: 5 Skipped: 12



Outpatient Procedure: Location

Is there a specific department that outpatient procedures go to for care?

Answered: 17 Skipped: 0



ER on weekends
Oncology/Outpatient Unit (x2)
Specific Outpatient Unit
Infusion Clinic
Outpatient blood tx to inpatient floor, all others to
ED

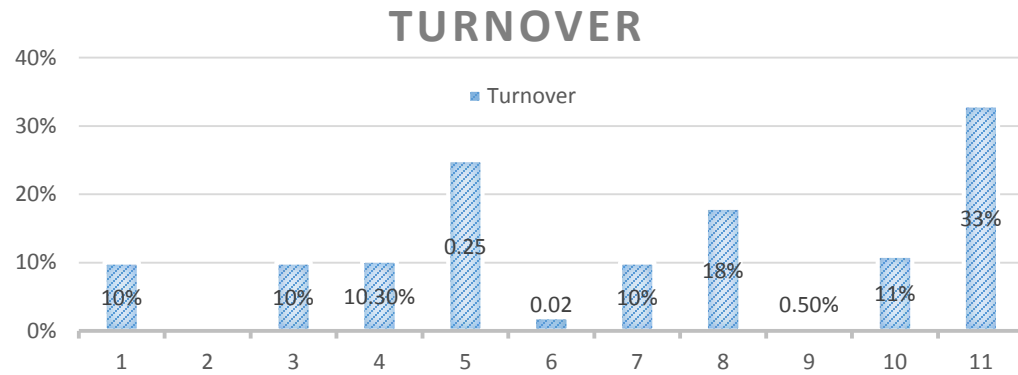
Productivity for Outpatient Procedures

- Nurses scheduled in treatment room that performs infusion
- No measures in place
- Based on a standard
- Calculated per procedure
- In with oncology benchmark
- Part of Med/Surg staffing
- Man hour per Stat
- FTE per pay period calculated per budget
- Procedure time / nurse time

Vacancies

Med Surg			
Days	Nights	PRN	
	1	1	
		1	
		2	
	1		
	1		1
		1.5	2
ED/ICU			
Days	Nights	PRN	
		1	
		1	
	1	1	1
	1		
		1	
OR			
Days	Nights	PRN	
			1
	1		
Supervisor			
1 q 3rd weekend			

Turnover Rate



One hospital reported 2/year
One reported < 10%

OR 2 Hospitals Reported:
0%
9%

ED 2 Hospitals Reported:
11%
33%

Nursing Care Committee

Meeting Frequency	Make-up of Committee
Monthly	All nurse managers, staff development, case management, nursing quality
	Nursing Clinical Practice: nurse admin, nurse managers, some designated RNs from all nursing depts
	One RN from days and nights, one LPN from 3-11 on Med Surg floor
	Each nursing unit and nursing leadership, CNO. 50% is staff RN; staffing plans reviewed annually
Quarterly	Staff nurses
Monthly	Nursing manager
Monthly	One nurse from each nursing unit
Monthly	2 staff from each shift (12 hr shifts), one CNA
Annually	Bedside staff and nursing managers
	CEO/CNO, ER RN, Infusion clinic, MS Mgr, CNA, Clinical Informatics RN
Bi-Annually	DON, 1 OR RN, 1-2 ER nurses, 2-3 Inpatient nurses
	CNO, Quality RN, Risk, 4 staff
	Nursing director and nursing supervisors

How do you ensure staffing recommendations are appropriate and comparable to best practices for staffing by acuity?

- Nurse staffing committee
- Will provide literature and benchmarks
- Use a system called Mesh
- All suggestions must go to the manager of dept
- House supervisors utilize an acuity tool from Alliant that evaluates every 4 hours with census fluctuation and patient care condition changes
- After the meeting, any recommendations brought to CNO and reviewed. CNO reports back to the committee with goals of institution and work through any issues
- Required to write justification
- Just started the process
- Submit to state and compare with other local hospitals
- Compare to national statistics/standards and make adjustments based on nursing leadership council recommendations
- Nurse practice act reviewed as well as Ill General Assembly Public Act 095-0401 Nurse Staffing committee created, revised and implemented acuity based staffing plan
- Use benchmarks from Labor Management Institute

Best Practice Resources

- Nursing Literature and networking
- Mesh
- IPT
- Alliant
- Peers
- ICAHN meetings, journals, internet search
- HPPD, standard staffing w/low census. Lit search for best practice
- Presence Health
- APIC, AORN and Prof. organizations
- Nurse Practice Act/ILL General Assembly Public Act
- Labor Management Institute annual survey
- Regional group of peers that relays good national information on best practice

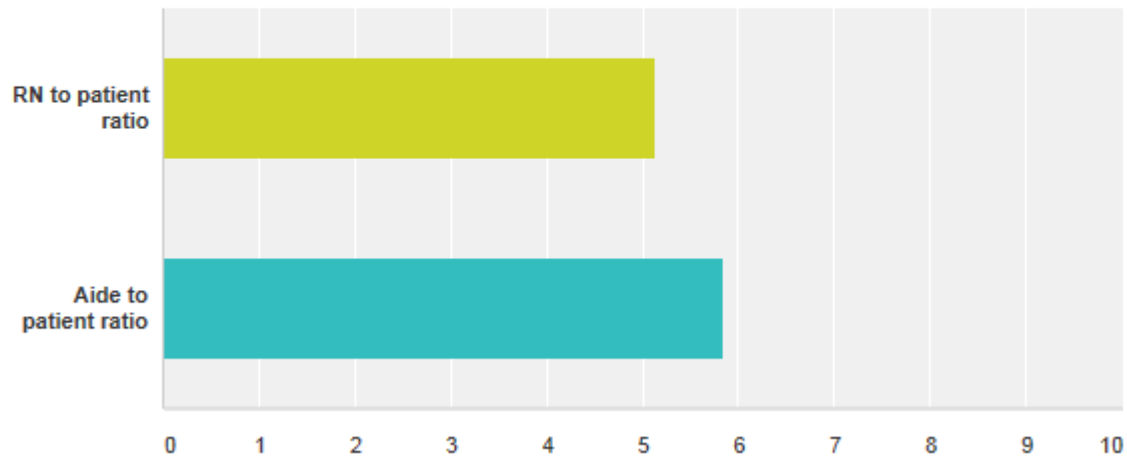
Senior Leadership: Follow-up and Input

- Part of nurse staffing committee
- Will be part of budget process. Budgets negotiated annually
- Suggestions to Sr. leader monthly and resolution back to manager
- This is a struggle!
- Team effort from both sides in the decision making
- Meetings, discussions, reviews
- Work it out
- Meet as a committee of the whole nursing leadership and staff nurses, achieve consensus for recommendations

Average RN to Patient/CNA to patient Ratios:

Please enter average ratio in fields below.

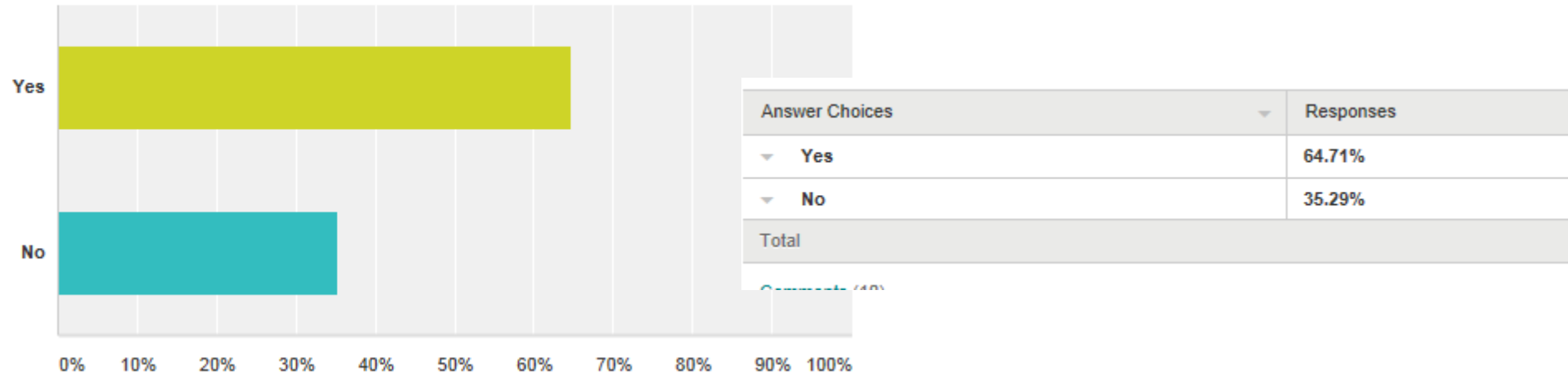
Answered: 14 Skipped: 3



Use of LPN's

Does your hospital utilize LPNs?

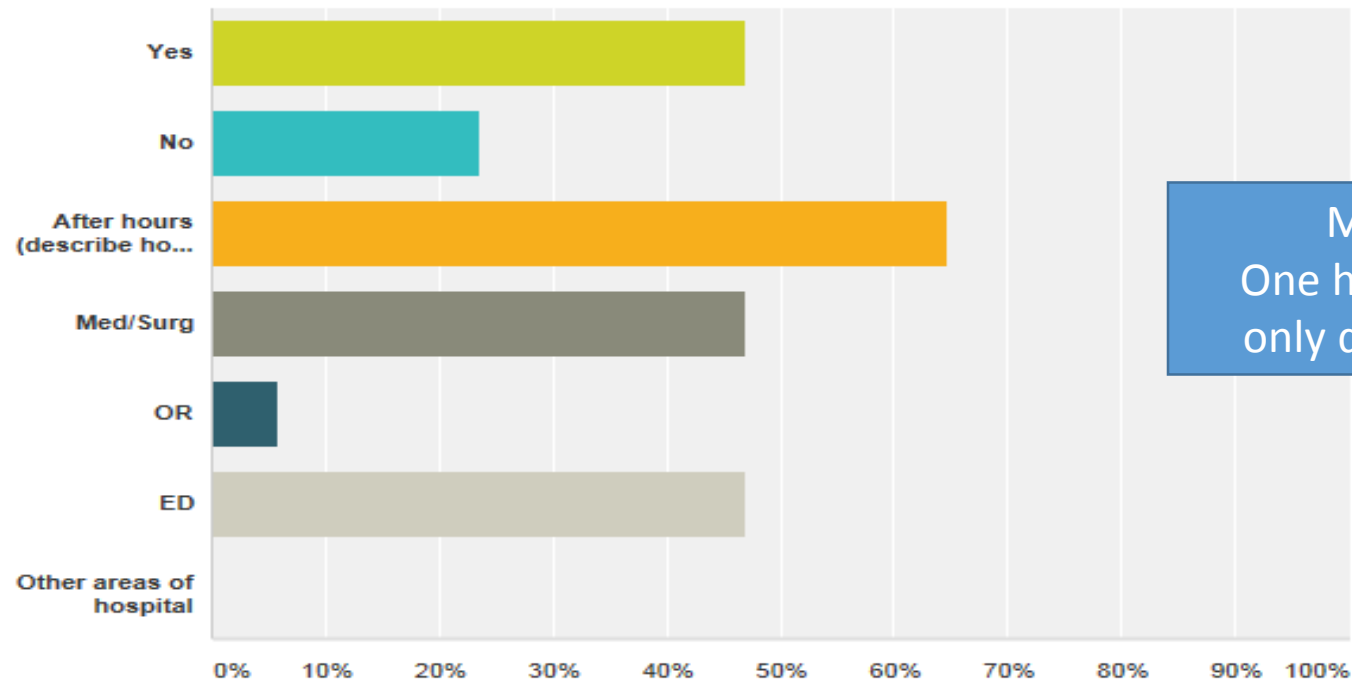
Answered: 17 Skipped: 0



Nursing and Respiratory Treatments

Does nursing provide respiratory treatments in your hospital? If so, how often and what depts.

Answered: 17 Skipped: 0

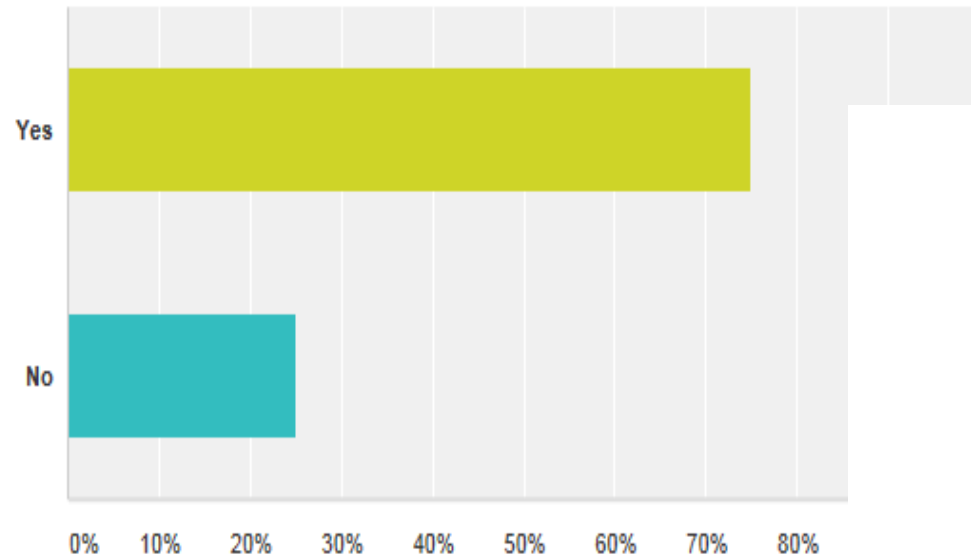


Mostly night shifts
One hospital reports no RT:
only does nebs and oxygen

Use of Unit Secretaries

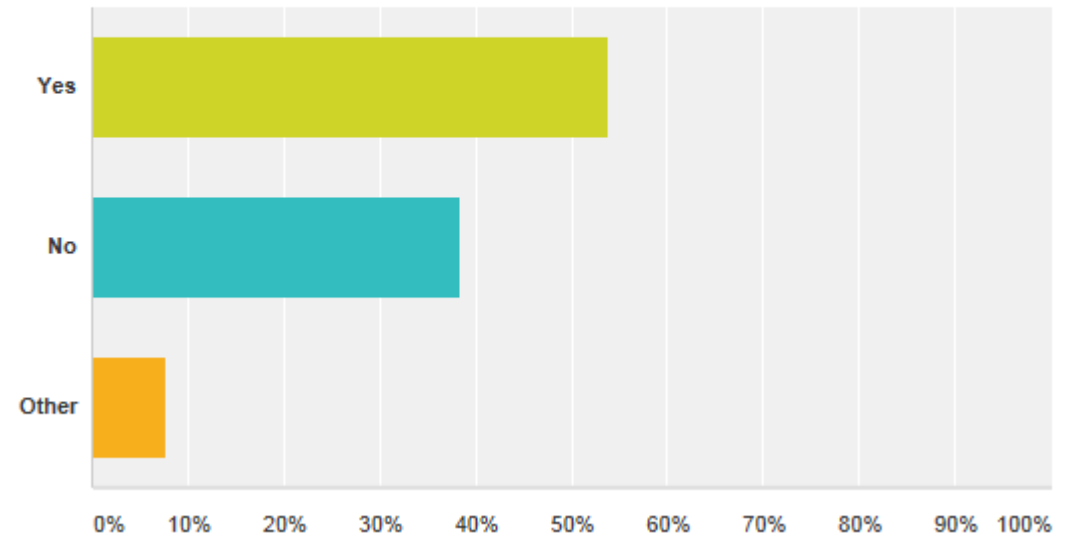
Does your hospital utilize unit secretaries?

Answered: 16 Skipped: 1



If yes, do your secretaries function as monitor techs?

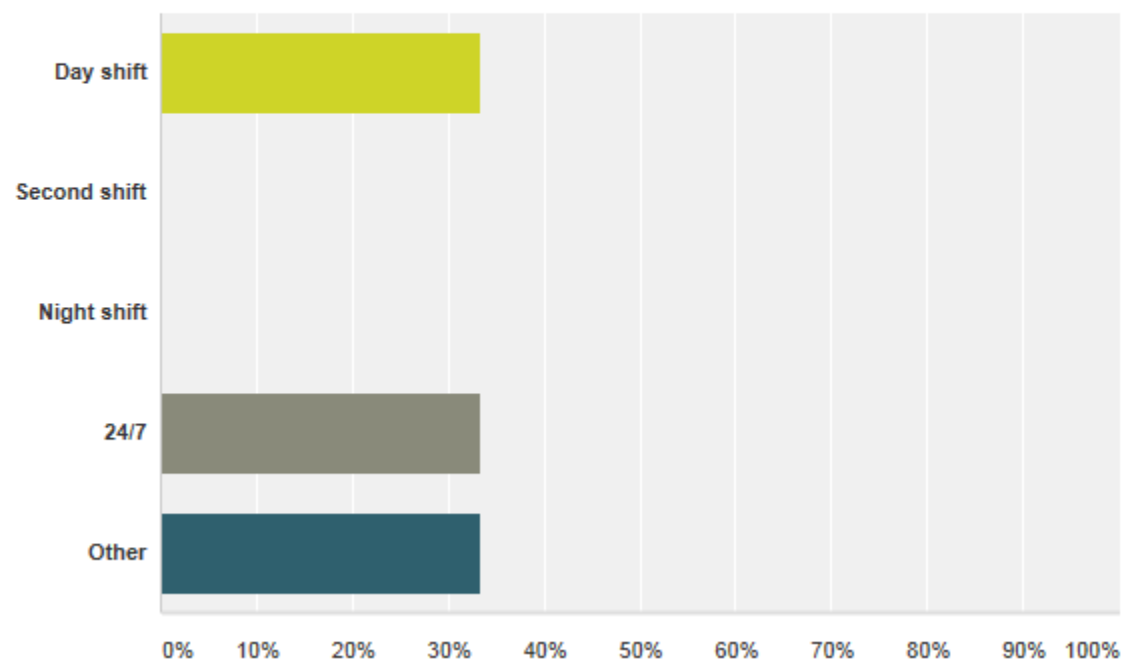
Answered: 13 Skipped: 4



Hours of Secretary/Monitor Tec

What are the hours of your unit secretaries/monitor techs?

Answered: 12 Skipped: 5



Comments:
Days and Second shift
Registration serves as monitor tech 8p-8a
Depends on Dept: MS day/pm; OR days;
ED nights only

Pharmacy Hours and RN Entering Pharmacy

Hours: Majority Day shift

Entering:

- Never to Rarely
- Seldom
- 1-2 times/night
- Several
- Pharmacy room supervisor can access. Main cannot be accessed.
- Average 50 x / month
- 2-3 x / week
- Night stock available with access 2-3 x / week
- Couple times per week...most in Omnicell

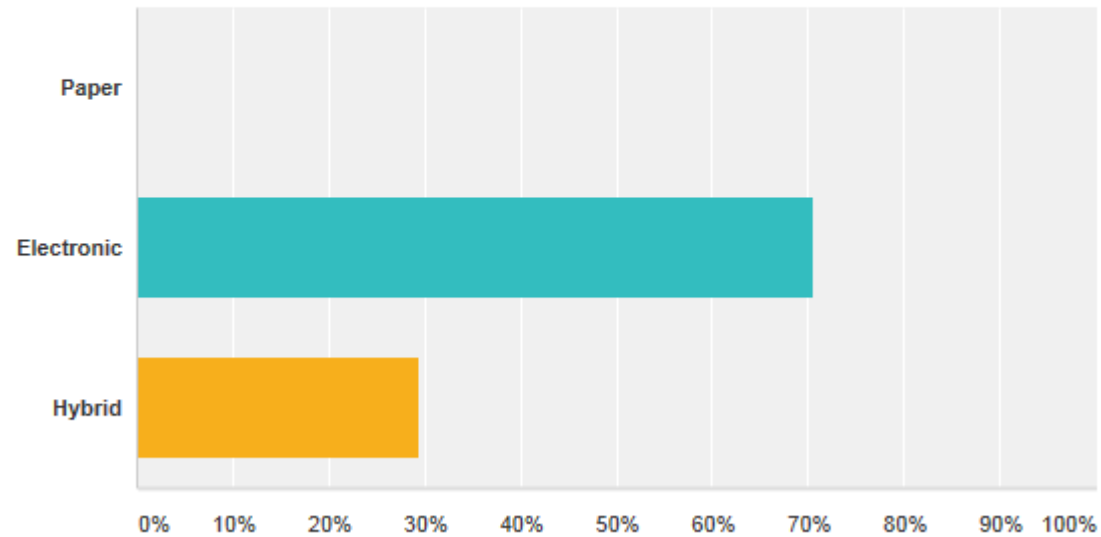
Support Structure

	Yes	No	Total Respondents
Do managers take a load of patients?	20.00% 3	80.00% 12	15
Do managers help out when busy?	93.33% 14	6.67% 1	15
Do you have patient educators?	25.00% 4	75.00% 12	16
Is the patient educator role incorporated into the nursing role?	84.62% 11	15.38% 2	13

Documentation System

Which of the following best describes your documentation system?

Answered: 17 Skipped: 0



Meditech	1
CPSI	5
HMS	1
Cerner	1
McKesson	1
Med Host	1
Not listed	1

CPOE

100% Yes

Physician's entering orders?

Yes...83%

80/20 split

One MD enters, one has RN with him, otherwise nursing

Mixed

Employed MD's enter, others not so much. Go live June.

Nursing enters vo/to/protocols to CPOE, 85% generated from MD

Comments or Other Information to Discuss

- One nurse educator/ 7-3 shift; staff initiate the education
- How is the ED staffed...we have 2 RN's 24/7 (12 hour shifts)
- Who takes responsibility for other tasks, such as UR, Risk, IC, Chart audits, etc. and how many hours are budgeted for these tasks