

Implementation of Peri-Operative Services Committee in an Ambulatory Surgical Center

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Trigger

The Problem or Knowledge:

- No formal mechanism for nurses to voice their concerns about emerging issues and process demands.

Evidence:

- Moderate level of evidence that nursing engagement associated with nursing satisfaction.

Anticipated Barriers/Facilitators Change:

- Time for the committee to meet as to not take away from patient care.
- Team: Lisa Cobb RN III, Marcie Gram, RN II, and Dot Hilton, RN, NM.

Outcomes

Baseline Measures:

- RN created survey initially conducted for measurement of conflict, morale, role, communication.
- Staff retention rate. # RN's participating in clinical advancement.
- This goal is part of the CMC-University Nursing Strategic Plan to improve nurse recruitment, retention and engagement.
- The IOM Competency this is related to is Quality Improvement, specifically efficiency and effectiveness.
- The financial impact retention will lower costs for training of new employees and reduced conflict will decrease in the downtime of OR.

Pilot

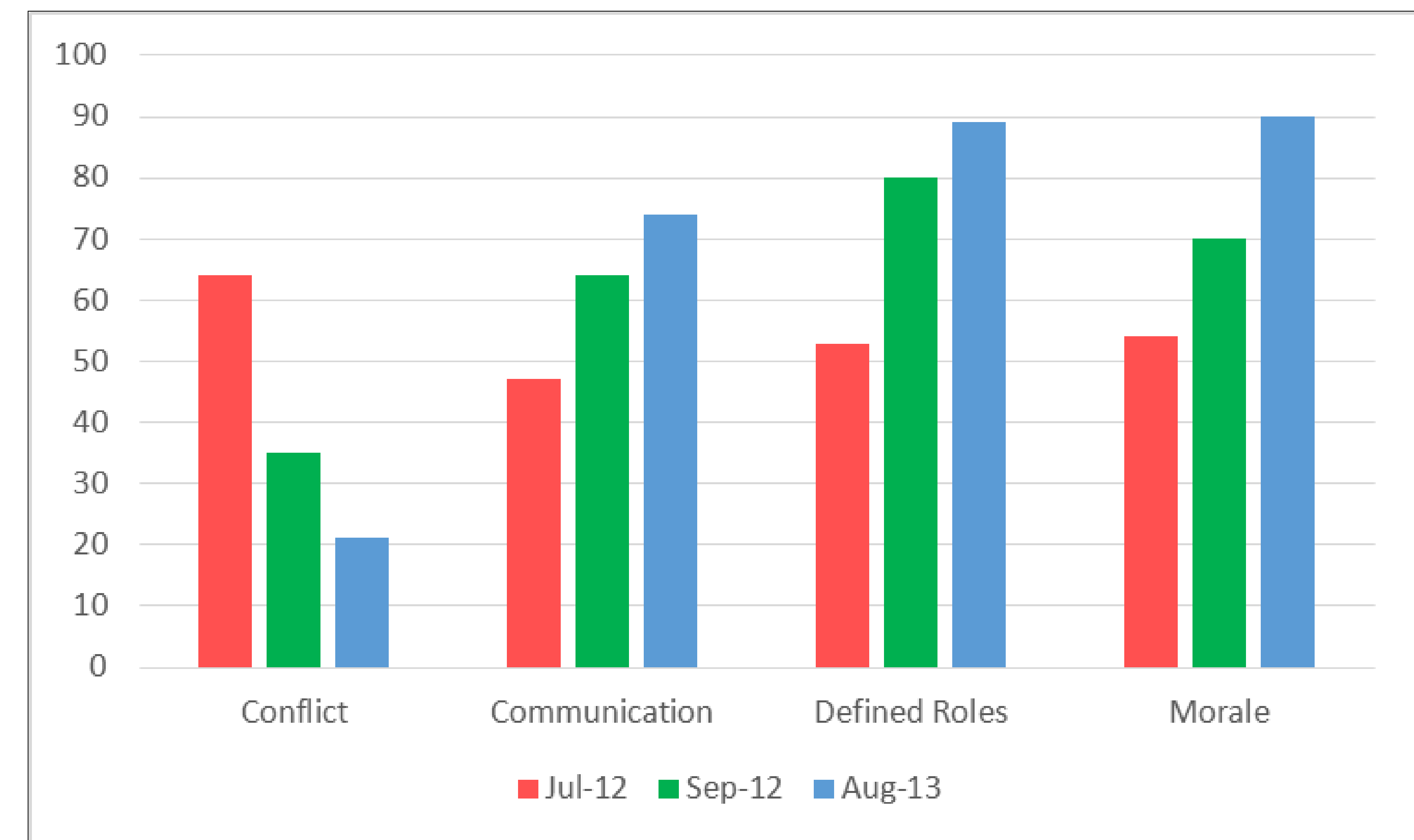
Design and Implement Project:

- Baseline data collected before begin Peri-Operative Services Committee. Encourage all participate anonymous survey. 2 RN in clin adv. 100% retention rate.
- Schedule the Peri-Operative Services Committee to meet once a month on a Tuesday afternoon from 2:30-3:30pm.
- Add huddles to report from Committee and staff members to bring new issues to the committee.
- Repeat survey after 12 months.

Evaluate

Compare the baseline and results

- The evidence based survey included all areas of CMC-Huntersville, which includes; OR, PACU, and CRNA's. N=20
- Comparison staff retention found 0% reduction. Increase of 3 additional nurses participating in clinical advancement.



Modify Practice due to Lessons Learned:

- Clarifying responsibilities reduced conflict .
- Identified multiple issues and resolved using RN and CRNA input.

Adopt Change? Yes; instead of unit council due to small size of dept.

Next steps to sustain and integrate.

Disseminate results at Nurses Week at CMC-University.
Expand model to ED in Huntersville. Collect baseline data.

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