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Notes on NURSING

at Lahey

September/October 2001

“It’s the Nurses”

◆ Judith Evans, RN, EdD

It’s the nurses who are critical to healthcare. According to the chief executive officer of the American College of Healthcare Executives, “They have the greatest amount of day-to-day contact with patients...and the ratio of nurses to patients has been shown many times over to have a direct effect on outcomes.”

Resolving the shortage of nurses will benefit everyone: nurses, physicians, other healthcare workers and, above all, patients.

What have we at Lahey done to address the shortage in our facility? One of the most critical changes has been the introduction of the nursing council system. The nursing councils are the mechanism by which all nurses can participate in changing their work environment, solving clinical problems, and introducing better ways to provide care to our patients.

There are four nursing councils that each address one critical aspect of nursing practice. One focuses on clinical practice, one on professional and education issues, one on patient safety and quality, and one on policy development. Each council is composed of staff nurses, managers, and educators from the hospital, the clinic and the community group practices. A comprehensive committee—the Patient Care Leadership Council—oversees the work of these four issue-specific councils.

SPOTLIGHT

Kathleen Jose

Kathleen S. Jose, RN, MSN, has been a leader in the Lahey nursing community for many years. She has been nurse manager and supervisor in both inpatient and outpatient settings, as well as director, Education and Clinical Guidelines.



Lahey is fortunate to have had Kathie as chief nursing officer for the past two years, a role in which she has provided exemplary leadership in turbulent times.

Kathie earned an associate of science degree at Northeastern and a baccalaureate degree and master’s degree at Regis College. She recently completed a fellowship at the Wharton School at the University of Pennsylvania.

You can get involved today! The councils give every nurse the opportunity to participate in making Lahey nursing the best practice environment imaginable. The councils are *your* voice and *your* way to change the future. The mission of each council is described in this issue along with the name of the contact person. Call them to share your ideas.

COUNCIL REPORTS

Patient Care Leadership Council

The Patient Care Leadership Council meets to address Medical Center-wide nursing issues and to maintain communication between the four issue-specific nursing councils. Nurse managers and educators from both hospital and clinic attend the council.

In addition to focusing on environmental safety and risk management, the Leadership Council has been examining orientation and training of new staff. This is the one venue through which all of nursing leadership at Lahey can keep informed and updated on nursing news.

For further information, contact Kathie Jose, ext. 8715.

—K. Deleskey, RN

Policy Coordination and Development Council

The Policy Coordination and Development Council defines the Professional Practice Model for clinical nursing at Lahey. The goals of the council include the review of job descriptions, evaluations and merit criteria.

Currently, the council is

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Lahey
CLINIC

CNO Corner

◆ Kathie Jose, RN, MSN, Chief Nursing Officer

It is truly an honor and a privilege to contribute to this first edition of *Notes on Nursing at Lahey*. The nursing community at Lahey is composed of individuals who provide exemplary patient care in a myriad of settings. Lahey nurses represent the best in our profession. They are thoughtful, caring, compassionate and committed to excellence in patient care.

My vision for nursing at Lahey is to be able to unite the community of nursing so that, as a group, we can continue to develop even better patient care modalities. The initiation of *Notes on Nursing* has provided us the opportunity to share our ideas with one another and meet our challenges in a collective spirit.

My congratulations to the nurses whose names are listed on the advisory and editorial boards for their creativity and initiative in bringing this endeavor to fruition. I hope each of you will take time to participate by reading the information included in the newsletter, sharing your comments with one of the council or committee chairpersons, or sending your comments to members of the advisory board.



NEWSFLASH

◆ The Infection Control Committee reports that after two months of promoting handwashing, environmental cleanliness, staff education, and timely isolation of patients, tremendous progress has been made in the reduction of hospital-acquired cases of Methicillin-Resistant *Staph Aureus* (MRSA) and Vancomycin-Resistant *Enterococci* (VRE). A hospital-wide handwashing campaign is being planned.

◆ Methylene Blue or blue food coloring is no longer to be used in tube feedings.

◆ REMINDER: Nothing smaller than a 10 cc syringe can be used on a PICC line.

COUNCIL REPORTS

Continued from page 1

revising the RN evaluation form and beginning a review of the patient assessment form. The council hopes to review administrative policies as well, and is actively recruiting new members, especially inpatient staff nurses.

Contact Sheila Cunniff, ext. 2737, or Debra O'Donnell, ext. 8898, to participate.

—C. Horlitz, RN

Professional and Education Council

The mission of the Professional and Education Council is to increase the self-efficacy and professional advancement of the nursing community of Lahey Clinic. The first goal is to increase communication among nurses, and it is through the support and direction of the

“P&E” council that *Notes on Nursing* is being distributed to all Lahey nurses.

This council will continue to develop ways of increasing the visibility and promoting the self-efficacy of nurses.

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“Self-efficacy is the belief in one’s capabilities to organize and execute the sources of action required to manage prospective situations.”

—Bandura, 1986

For more information, contact Judith Evans RN, EdD, ext. 8515.

—N. Rainier, RN

Nursing Quality and Safety Council

The Nursing Quality and Safety Council meets monthly to discuss issues relating to basic patient safety and general quality of care concerns. The council collaborates with other institution-wide committees, such as Risk Management, Infection Control, and Adverse Drug Events.

Recent discussions were devoted to the new incident report and how to best get information to the nurses regarding its use. The new report contains information that will eventually be transferred to a computerized database. Having many of the variables involved in patient incidents electronically stored will help identify patterns and trends common to patient incidents. Once patterns emerge, systems and practices can be changed to reduce similar incidents.

The committee also reviewed the new patient medication cards. All Lahey patients will be encouraged to use the new card to list their current medications with their doses and bring the information with them when coming

for appointments, diagnostic testing or hospitalization.

For more information, contact Cynthia Fiekers, ext. 8758, or Carol Martel, ext. 8540.

—M. Catman, RN

Clinical Practice Council

The goal of the Clinical Practice Council is to establish mechanisms that develop, maintain and evaluate systems to assure the delivery of superior quality care. Priorities include reviewing and developing “Pathways” and reviewing and developing nursing policies and procedures to increase the standardization of care throughout the facility.

There is much work to be done, and additional nurses are needed to work on specific task forces to accomplish our goals. Please join us; we need you.

Call either Janet Habeshian, ext. 8536, or Jean Brown, ext. 2542.

—N. Rainier, RN

Notes on NURSING at Lahey

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September/October 2001

ADVISORY BOARD

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DESIGN

Susan Dunne

Notes on Nursing at Lahey Clinic is a newsletter for and by nurses at Lahey. We hope to improve communication among nurses and bring you information you need. Let us know what changes can be made to make this serve you. Call us, send e-mail to Notes.on.Nursing@Lahey.org, or write to us care of Notes on Nursing, Nursing Administration, Lahey Clinic, 41 Mall Rd., Burlington, MA 01805.

EDUCATION CALENDAR

September	M	T	W	TH	F		
	3	Journal Club	4	5	BCLS Nursing Research	6	7
	10	ACLS +	11	12	Preceptor Workshop +	13	14
	17	18	19	20	21		
	24	25	26	27	28		

See below for details.

+ = MNA contact hours applied for

October	M	T	W	TH	F		
	1	Journal Club	2	3	BCLS Nursing Research	4	5
	8	9	10	11	12		
	15	16	17	18	19		
	22	23	24	25	26		
	29	30	31				

SEPTEMBER

4 Leadership Journal Club
Time: 12 noon
Place: Nursing Conference Room
◆ Open to all. A copy of the article to be discussed is available in Nursing Administration.

6 BCLS (CPR)
Time: 1:15-3:15 pm
Place: Auditorium
◆ Recertification only. Preregistration is required. Call ext. 8725 or 8552. Also offered October 4.

6 Nursing Research Series
Time: 4-5 pm
Place: 5C (Clinic)
◆ Presentation of a nursing research project.

10-11 ACLS Two-day certification+

11 ACLS Recertification
Time: 7:30 am-4:30 pm
Place: Auditorium
◆ Preregistration is required in person in Nursing Administration. For additional information call Stella Peters, ext. 8725.

12 Preceptor Workshop+
Time: 8:30 am-4 pm
Place: 5-301 (5C Clinic)
◆ Designed to help develop the skills needed to be effective preceptors. Also offered October 10.

13 Pain Assessment & Management+
Time: 8 am-4:00 pm
Place: Auditorium
◆ New JCAHO standards require routine assessment and documentation of pain and pain management. Speakers will address topics such as basic pain management and assessment, complementary and alternative pain therapies, and managing pain in the elderly. All direct patient caregivers are encouraged to attend.

18-19 Skills Fair
Time: 7 am Sept. 18 through 10 am Sept. 19
Place: Alumni Conference Room
◆ All inpatient staff nurses must attend one of three yearly sessions to complete their mandatory competencies.

OCTOBER

2 Leadership Journal Club
◆ Open to all. See September 4.

3, 10, 17, 24 New Graduate Course
Time: 8:30 am-4 pm
Place: Varies
◆ Open to all new nursing graduates. Preregistration is required. Call ext. 8725.

4 Nursing Research Series
Time: 12 noon-1 pm
Place: 5C (Clinic)
◆ See September 6.

4 BCLS (CPR)
Time: 1:15-3:15 pm
Place: Auditorium

9 & 16 Basic Dysrhythmias, Parts I & II+
Time: 10 am-2:30 pm
Place: 31 Mall Rd, Training Center
◆ Intended to help beginning critical care/telemetry nurses develop an understanding of basic dysrhythmias. Open to any RN.

10 Preceptor Workshop+
Time: 8:30 am-4 pm
Place: Alumni Conference Room
◆ See September 12.

15, 17, 22, 24, 29 Critical Care Course+
◆ Covers basic theories fundamental to critical care nursing. Each day may be taken as a single module or the series may be taken in its entirety. Open to any RN. Prerequisite: Basic Dysrhythmias or clinical competency. Preregistration is required. Call ext. 8725 for location and information.

23 Clinical Updates+
Time: 8 am-4 pm
Place: Auditorium
◆ Speakers will present current practice issues based on the results of the Continuing Education Survey. Open to all.

30 Quality Day+
Time: 8 am-4 pm
Place: Auditorium
◆ Nursing will have a strong presence at Lahey's fourth annual Quality Day. Oral and poster presentations will depict the quality initiatives nurses have been engaged in over the past year. Open to all. Come for the day or for any part.

COMMITTEE ROUNDUP

The Recognition and Retention Committee

The "R&R" committee (formerly Retention and Recruitment) is headed by Ann Killilea, RN, nurse manager of 6 East. The group's main focus is finding ways to retain experienced Lahey nurses and to recognize their enormous contribution to patients and to the Clinic. The meetings are open to all and have a diverse representation of the inpatient, outpatient, OR and ED areas.

The next meeting is

September 12 (Wednesday) at 7:15 am in the ED conference room. Everyone is welcome and encouraged to attend.

—C. Ong, RN

Research Committee

The recent research lecture series sponsored by the Research Committee has been a very exciting introduction to nursing research at Lahey. During the past year, five nurses, four of whom are Lahey colleagues, presented research findings at one-hour lectures.

The lecture series will be continued this fall and next winter to provide nursing colleagues with exposure to new nursing research findings and to strengthen understanding of evidence-based practice. The committee is currently developing guidelines for nurse researchers at Lahey Clinic. If you or a colleague has done research as part of your master's work or independently and would like to present, please call Judy Evans at ext. 8515.

—K. Deleskey, RN

Nursing Leadership Journal Club

The Nursing Leadership Journal Club is a monthly, hour-long, lunchtime session devoted to discussion of the research related to nursing leadership, administration, job satisfaction and hospital systems. Articles are selected by the group for discussion at the next month's session. Copies of the selected articles are available in the Office of Nursing Administration or the library.

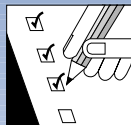
These lively discussions are open to any nurse interested in nursing administration, leadership or research. There are no prerequisites and no preregistration is required.

The group always meets at lunchtime so people can either "brown-bag it" or bring lunch from the cafeteria. The only essential elements missing from several of our discussions are more representatives of the front-line nursing line staff!

Please join us on the first Tuesday of the month at 12 noon in the Nursing Conference Room.

—M. Catman, RN

BOARD OF REGISTRATION IN NURSING



Many nurses have misconceptions about the Board of Registration in

Nursing and its role. This column will address issues relevant to nursing licensure and regulation and attempt to debunk some of the myths. Our hope is to give all nurses here at Lahey a clearer picture of what the board is all about.

For starters, below are the mission and goals of the board.

You can access detailed information on the board's web site: www.state.ma.us/reg/boards/rn/

Mission Statement

The mission of the Board of Registration in Nursing is to protect the health, safety and welfare of the citizens of the Commonwealth through the fair and consistent enforcement of the statutes and regulations governing nursing practice and education.

Goals

The goals of the Board of Registration in Nursing are to

- Ensure that persons licensed as nurses are qualified to provide the citizens of the Commonwealth with safe and effective nursing care
- Lead in state government and the public arena in the promotion of safe and effective nursing practice

—M. Flynn, LPN
Member, Board of Registration
in Nursing

Notes on NURSING

Lahey Clinic
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