

Staff Engagement Achieves Zero Defect of Hospital Acquired Pressure Ulcers

Sara Monahan, RN, MSN, NEA-BC, Director of Medical-Surgical Services

Structure

- Wound Care Priority Team established in response to pressure ulcer rates.
- Wound Resource Nurses implemented on each inpatient unit to increase engagement of bedside nurses.

Principles

- Peer education and review support professional practice and accountability.
- Wound Resource Nurses communicate the vision and support sustained evidence-based strategies for attaining zero defect to their peers at the unit level.

Units with Zero Defect

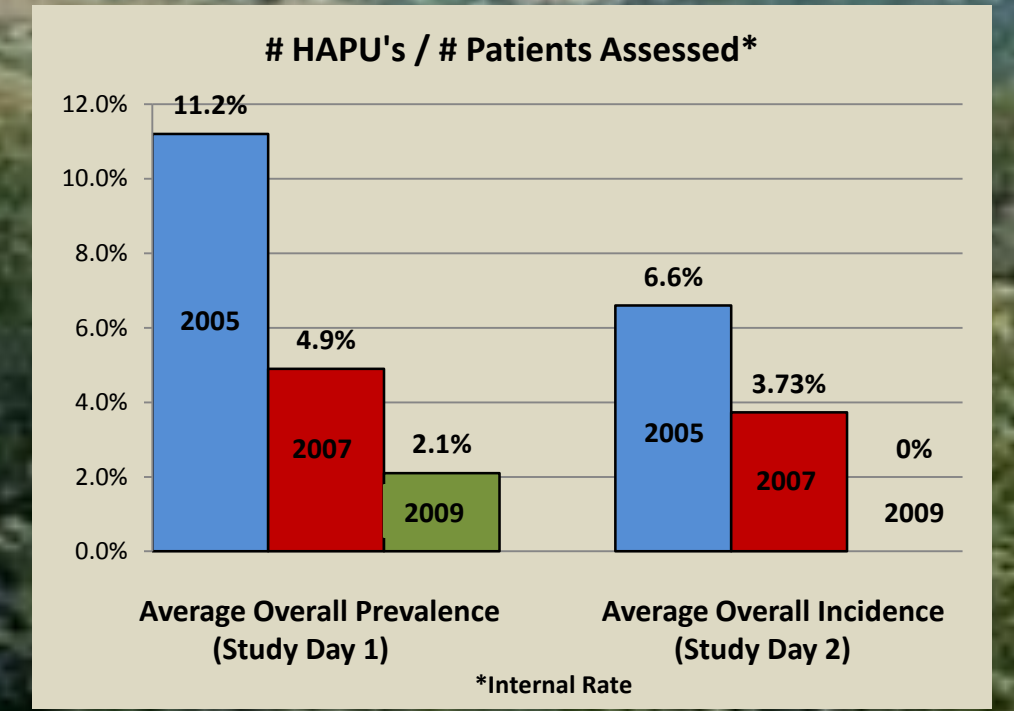
- Neurosurgical Intensive Care
- Intensive Care
- Cardiac Care
- Progressive Care
- Oncology/Respiratory
- Endocrine/Renal
- Internal Medicine
- Acute Physical Rehabilitation
- Pediatrics

Strategy and Implementation

- Recruitment**
Wound Care Priority Team recruited 26 Wound Resource Nurses representing all inpatient units and the ED on all three shifts.
- Training**
Four hour didactic and four hour practicum with a Wound Care Center Nurse.
- Role**
 - Wound Resource Nurse serves as a unit based consultant to the bedside nurse.
 - Assesses staff competencies.
 - Participates in Hospital Acquired Pressure Quarterly Prevalence and Incidence studies.
 - Conduct document review the day following the study with focus on:
 - Present on Admission vs. HAPU
 - Risk Assessment
 - Subscale Intervention Compliance
 - Diaper Prevalence
 - Device Issues
 - Peer Review**
Bedside nurses present HAPU cases to peer review team to identify barriers to care and opportunities for system improvements.

Outcomes

- Wound Care Priority Team initiated
 - Quarter 4 2005:
 - Prevalence rate 11.3%
 - Incidence Rate 6.6%
 - Quarter 2 2009
 - Prevalence Rate 2.1%
 - Incidence Rate 0%



JOHN MUIR HEALTH
RN Competency Checklist
Walnut Creek Campus

Wound and Skin Competency Checklist

Skill	Competency	Comments
	Yes No	
Wound Assessment and Documentation		
1. Assessment of tissue in the wound bed		
2. Assessment of wound drainage: type and amount		
3. Assessment of condition of periwound skin		
4. Documentation of above assessment		
Wound Measurement		
1. Accurately measures the length, width and depth of the wound		
2. Accurately identifies and measures undermining and tunneling		
3. Documentation		
Pressure Ulcer Staging		
1. Accurately identifies a pressure ulcer		
2. Accurately identifies the stage of the pressure ulcer		
3. Accurately identifies an unstageable pressure ulcer		
4. Documentation		
Wounds not covered by pressure		
1. Assessment as partial thickness or full thickness		
2. Documentation		

Evaluator's Signature _____ Date _____

File completed form in SECTION 5 of your Education Binder (patient records)

JOHN MUIR HEALTH
RN Competency Checklist
Walnut Creek Campus

WOUND RESOURCE RN AGREEMENT

I, _____, am willing to serve as a unit based wound resource nurse. I understand that my training will include:

- Completion of Learning Point Modules on Pressure Ulcer Prevention and Treatment
- Completion of selected Healthpoint on the C.E. module
- Completion of four training at our local Wound Care Center

I understand the expectations of the role are:

- Resource for call lines regarding wound care issues
- Designing and encourage practice changes at the unit level
- Monitor the compliance of medical staff delegated by the clinical coordinator
- Participation in Performance Improvement activities related to wound care
- Peer review on patients with Hospital Acquired Pressure Ulcers and develop plan of action to improve care

Staff RN _____ Date _____

Clinical Coordinator _____ Date _____

Clinical Nurse Specialist _____ Date _____

JOHN MUIR HEALTH
Nursing Performance Improvement
PEER REVIEW
Instructions for Reviewer

Your Nursing Vision is to create an environment that generates outstanding patient outcomes and experiences through evidence based practice.

You are being asked to review the attached case as part of our obligation to provide nursing care according to standards of practice, standards of care, the full extent of our role and licensure as registered nurses, and the organization's commitment to patient safety. Our shared governance commitment holds us responsible for nursing practice and the work environment. Performing peer review is an opportunity to be accountable to evaluate patient outcomes and respond to opportunities for improvement of the nursing care provided to this patient population on our units.

Why ask a fellow staff nurse to do this review? As a peer, you are the expert for nursing care for your patient population. You have the perspective of how to meet expectations of the standards of patient care and can help problem solve the barriers that prevent nurses from meeting those standards in your unit. You are not being asked to judge or criticize your peers.

Nursing Peer Review documents are protected under Civil Code 1157. Your review of the case is also confidential and should not be shared outside of your role as the reviewer. You will be asked to discuss your findings and recommendations with your Unit Council.

Nursing Leadership and our STAR Councils support peer review and want to be sure you have the resources to complete your assignment:

- Please discuss the assignment with the nurse who asks you to do the review. Be clear on the issues identified that have led to the request for the review.
- Use resources available:
 - Your department manager, educator, clinical coordinator or our Chart Review Nurses will resources to you for how to complete the review of the medical record and available resources.
 - Use Care Manager to review nursing care (discharge patients are now available).
 - MAPs is your other medical record resource.
- Use the appendix as a way to organize your approach to the review.

The Unit Council will be responsible for developing an action plan, if needed, to address the findings where nursing care needs improvement.

Thank you in advance for your professional expertise and willingness to participate in improving the care we provide to our patients and our community.

Andrea P. Segura RN, BC, MSN
Director Nursing Practice Operations

Resources:
Chart Reviewers: x35457 and Andrea Segura, x34471

