



2016 American Nurses Association Annual Conference  
 Connecting **Quality, Safety** and **Staffing** to Improve Outcomes



**Safety as the End Game: Connecting Quality of Care and Supportive Staffing to Safety**

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MARCH 9-11, 2016 LAKE BUENA VISTA, FL [www.nursingworld.org/ANAConference](http://www.nursingworld.org/ANAConference)




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**Objectives**

1. Discuss current environmental forces impacting nurse staffing
2. Compare and contrast alternative strategies to nurse staffing

Outline:

- Review the state of the science on staffing levels and patient safety presented at this conference
- Discuss environmental forces impacting nurse staffing
- Compare and contrast alternative strategies for the future
  - Applying current science to nursing operations
  - Exploring the promise of Big Data Science
  - Letting go of ritual
  - Embracing technology
  - Optimizing team-based care where every team member operates at the top of their skill and ability
  - Making the direct caregiver roles the most exciting and rewarding roles in the organization

Leaving in Action

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**Our Journey**



- New Horizons for Health Care: Tapping **Creative Thinking** for Practical Innovation - Jost, Linkner
- Education** and Nursing Care: What Would Florence Say? - John Walton, PhD, RN, FAAN & Ellen Harper, DNP, MBA, RN-BC, FAAN
- Better Support, Better Outcomes: A Conversation on the **Value** of Staffing - Leah Curtin, MA, MS, RN, SCD(h), FAAN
- Improving **Quality** of Care: Best Practices for Building Patient Satisfaction - Dairde E. Mylod, PhD
- Safety** as the End Game

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**Our World**

The diagram shows 'Nursing Operations' at the center, surrounded by eight interconnected circles: Clinical Outcomes, Patient Experience, Cost PPD, Physician Satisfaction, Throughput, Growth, Workforce Engagement, and Regulatory Compliance.

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**Our Goal**

The Triple Aim diagram consists of three interconnected circles: Improve Health, Improve Care Experience, and Reduce Cost of Care.

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**Our World**

**Patients:**

- Healthy People 2020
- Empowered patient



**Nurses:**

- 80,000 baby boomer nurses retiring each year
- Nursing workforce growing: from 2.7 million RN FTE in 2013 to 3.3 million in 2030
- Nursing workforce getting younger

• Auerbach, DI, Buerhaus, PI & Staiger, DO (2015). Will the RN workforce weather the retirement of the baby boomers? *Medical Care*, 00(00)1-7.

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**Our Response**

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**Ethics**

Values: What matters, to whom  
Decision-making

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**Quality**

Patient perspective  
Evidenced-based care

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**Big Data**

What works, evidence based management

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**Creative Thinking**

Creative Thinking

- Streamline nursing documentation
- Optimize technology
- Optimize assistive personnel
- Top of licensure practice to provide more timely and efficient care

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**What Nurses Do**

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**Safety . . . The end game**

The heart of nursing care . . . Patient surveillance

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**Our Response**



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**Our Changing View of Nursing**



From a **COST** to *Minimize* To an **INVESTMENT** to *Optimize*

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### References

Auerbach, DI, Buerhaus, PI & Staiger, DO (2015). Will the RN workforce weather the retirement of the baby boomers? Medical Care, 00(00)1-7.

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