

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

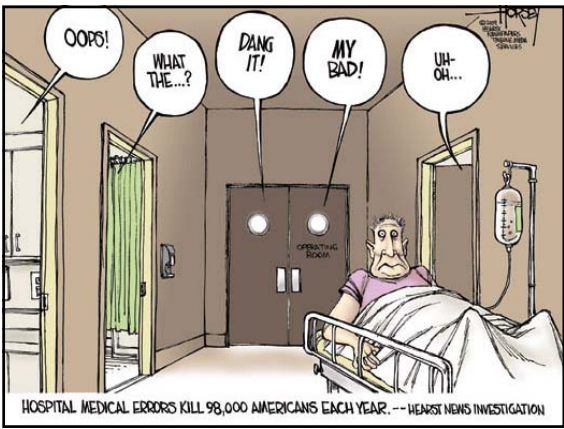


Enhancing Patient Safety:
 Examining Factors Associated with Recovery of Medical Errors by Medical Surgical Nurses

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- **98,000 deaths** result from medical errors
- **33% of hospital admissions** experience a medical error
- **70%** of these errors are preventable
- **\$37 billion** annually could be saved by preventing medical errors


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“ Human error cannot be completely eliminated. ”

James Reason

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Question

Co-existing health concerns were improperly addressed;
(long-standing and necessary psychiatric medications were not reordered or an unnecessary delay in ordering nutrition for a cachectic patient)

1. None
2. Once
3. 2 to 5 times
4. More than 5 times

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Medical Error Recovery Process





Question

Vital signs were interpreted incorrectly in guiding treatment decisions;
(e.g. not recognizing potential danger in a set of slowly changing vital signs; not interpreting changing clinical signs in the context of a potentially developing cardiac complication)

1. None
2. Once
3. 2 to 5 times
4. More than 5 times





Variables

IV

Nurse Characteristics

- Age
- Hospital tenure
- Specialty tenure
- Education
- Expertise
- Certification
- Personality

Organizational Characteristics

- Magnet designation
- Workload

DV

Recovered Medical Errors



Sample

Characteristic	No.	%
Female	168	91.3
Fulltime	154	83.7
Staff Nurse	96	52.2
12 hour	138	75
Certified	76	41.3



Magnitude

Population	Recovered Medical Errors
Critical Care Nurses	1 error /week
Perioperative Nurses	11 errors / case
Medical – Surgical Nurses	1 error per week



Results


Significantly associated with medical error recovery:

- **Education** ($p = 0.001$),
- **Expertise** ($p = 0.003$),
- **Workload** ($p = 0.028$)

Baccalaureate level nurses were 1.5 times more likely to recover errors than non-university prepared nurses.

Expert nurses were 4.1 times more likely to recover errors than novice nurses.

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Question

How do you identify an expert?

1. Years of nursing experience
2. Peer recognition
3. Seniority on the unit
4. Self-described



Take-Aways

- 1 Measure and articulate the hidden value of nurses
- 2 Consider nurse characteristics when staffing
- 3 Consider organizational factors when staffing
- 4 Create opportunities to transfer knowledge



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