



NURSING NOTES^{at} CHC

~ *Communicating Helps Caregivers* ~

March 2013

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Commonwealth Health Corporation's nursing mission is to care for people and improve the quality of life in the communities we serve through our practice, education, research, innovation, and collaboration.

Welcome New Graduates of 2013 by C. Alice Kirby, MSN, RN

Let the Adventures Begin!

Welcome to the CHC family of healthcare professionals. As a Registered Nurse at The Medical Center, you are part of a large group of healthcare providers who strive for excellence within our profession and seek out opportunities for evidenced-based practice. As new graduates, you have the expertise to share knowledge with your peers. You have spent the last few years researching many topics. Now you will be given the opportunities to put those skills to work. Are you excited? Scared? Don't be! We have your back!

Nursing is a wonderful profession because it allows each nurse to find their individual area of strengths and

joy. As you embark on this journey you will encounter many "firsts." Starting your first IV (with only one attempt), putting down an NG, calling your physician at midnight for orders, and getting your first payroll check. Yes, you can finally start paying back those school loans or make those payments on the convertible you just bought!

The nursing profession is constantly evolving. This is an exciting time to be a part of the changing face of healthcare. Enjoy each day of your orientation. AND....Buy a great pair of shoes! Nursing is a very rewarding career but it is also extremely fast paced. So get on board for the most wonderful adventure of your life!

Show Your Pride: Get Certified!

A Look at CPAN and CAPA By Erika Ratliff, RN, BSN

You might ask, "What are CPAN and CAPA certifications?" These are the two certifications offered by the American Society of Peri-Anesthesia Nurses Association (ASPAN). Each has a special focus. The Certified Post Anesthesia Nurse (CPAN) is geared toward nurses who care for patients in the Post-anesthesia Phase I setting, or the PACU, as many of you know it. The Certified Ambulatory Peri-Anesthesia Nurse (CAPA) focuses more on the Ambulatory Surgery Setting, or Phase II and Pre-operative needs.

Each test consists of 175 multiple choice questions. Candidates have up to three hours to complete the exam. Candidates have two opportunities to take the exams. Exams are offered in the

spring and fall, for a window of 60 days during each time period.

To take the exam, candidates must have an unrestricted registered nurse licensure in the United States. They must also have worked a minimum of 1,800 hours in a direct peri-anesthesia clinical setting.

For those anxious about taking the exam, the American Board of Perianesthesia Nursing Certification, Inc. (ABPANC) has provides many study tips and support from certified nurses. The program sponsors a coach program and has recently set up a three month study program. For more information about certification, visit the ABPANC website: www.cpancapa.org. Good luck!

Betsy's Corner



Betsy Kullman
Chief Nursing Officer

February was Heart month and we celebrated our successes in our door-to-balloon times on dayshift on Thursday, February 14 and on February 21 for the night shift. These successes are a testament to the power of teamwork not only within our four walls but throughout our communities. Thanks to everyone who has worked hard over the past several years to improve our DTB times to below 50 minutes. That is awesome!

It is that time of year again for Nurse of the Year and Clinical Support

Person of the Year. We will announce the winners at our annual celebration during hospital week.

Please join me in welcoming our new graduates to your units. Think back to the time when you were a new employee and strive to make their transition to their new positions as smooth as possible. Each of you has a great deal of knowledge that you can impart to them during their orientation process. Our goal is to make their transition from student to nurse a smooth one. A new CNA class started at the beginning of this month, so they will also be on your units.

Thanks for everyone's support during our recent high census times and illness among our work force. Everyone's willingness to pick up extra shifts and hours has been greatly appreciated. Hopefully we are at the end of the flu season and that our cold weather helped to kill some of the bugs.

Betsy

Congratulations!

The following are recognized for their recent accomplishments:

Dana Clark, RN

passed her certification exam for Inpatient Obstetrics

Christie Hoffman, RN

graduated with her BSN from Kaplan

If you or someone you know should be recognized for an accomplishment, contact C. Alice Kirby or Nancy Evanoff, *Nursing Notes* editors.

Attention!

Calling All Staff Nurses!!

Join us the **first Tuesday of every month at 10:00 a.m. for Research Council Meeting** in The Medical Center Auditorium! Contributing to care through exploring and sharing Evidence-Based Practice will give us the advantage of the latest and best care practices!

Welcome to Leslie Rossetter New Critical Care Clinical Educator

We would like to welcome, Leslie Rossetter, as our new Clinical Educator. She started on 4A as an SNR and then was an RN in the ICU and Emergency Room. She received her Associate from WKU and then continued to study for her BSN while she worked at the hospital. She anticipates going for her Masters at WKU. While missing the work in the ICU, she is excited about taking this position in education. She has a lot of energy for the job and plenty of plans.

2013 Nurses Walk

By Natasha Winchester, RN/4D



May 6 at 3:30 p.m. will mark the date for our annual Nurses Walk! Please mark your calendars and join us in showing our appreciation for all nursing staff at CHC and worldwide. Families and friends are welcome and refreshments will be provided. You will find the refreshments under the tent across from the Outpatient area.

If you would like to participate in our walk please meet under the tent at 3 p.m. We will walk a loop around the MCBG facility. Leading the walk will be our Nurse and Clinical Support Employee of the Year finalists. This will officially kick off Nurses week! Please contact Faye White for more information.

Notes From Shared Governance

by Betsy Kullman, Executive Vice President and Chief Nursing Officer, and Kevin J. Ribby, Director Med/Surg Services

Nursing Development Council:

Lisa Cox accepted the co-chair position and Ginger Turner accepted the secretary position for the coming year.

There are several upcoming trainings available:

April 17 – Pharmacology Class

July 15 and 16 – PCCN review

July 16 and 17 – CCRN review

Competencies for 2013 are to be completed by all units for your nurses from June to October. Carolyn Burton suggests that October is used only for those employees that have been out on leave. Education will be educating managers and one nurse from each unit on how to enter competencies into the computer through Net competencies in mid-April. Each unit must have three competencies written by April with the validators identified.

Nursing Clinical Ladder Committee:

Stephanie Gregory accepted the secretary position for the coming year.

Clinical Ladder binders are due in the nursing office by April 1 to be included in the Spring approval process.

The committee has set April 17 as a tentative date to review the binders.

The nursing Clinical Ladder committee will be reviewing the clinical support binders for the first applicants.

Policy and Procedure Committee:

This committee continues to review policies. Please watch for any revisions in your e-mails in the coming weeks.

Recruitment, Retention and Recognition Council:

Old Business:

Nursing Satisfaction for March: Natasha Winchester, Anne Afton and Vicki Mullins went around again with a cart on March 21 with handouts.

New Business:

Chair: Natasha Winchester, RN

Co chair for committee will be Candace Perry, RN.

Michelle Mefford, HR, reported that there are currently 21 RN and 7 CNA vacancies corporate-wide. Interviews will begin in April for RNAs. Michele handed out a Nursing recruitment calendar with upcoming

dates for CNA classes, SNR programs, Externs, and RNAs.

Nurse and Clinical Support of the Year: Memorandum was sent to all staff. March 18 all finalized from the individual units sent to nursing administration. March 25 completion of the spreadsheet for the selection committee to review will be finished. Subcommittees with the roster of names from both Recruitment and Retention and the Clinical Support Ladder committee were handed out. The sub-committees were food, decorations and programs/pictures.

Research Council:

Old Business: No old business to report.

New Business:

Both chair and co-chair unavailable. Nomination for new co-chair will be at April's meeting.

Carolyn Burton, RN Education, discussed the 2013 evidence-based poster presentation along with a handout.

M. Flener, RN PACU, presented a chapter from the National Cancer Institute titled "Theory at a Glance. A Guide For Health Promotion Practice."

Nursing Quality Improvement Council:

New Business:

Anne Afton, RN from ED: reported on ED's PI on IARs which are 85–100% compliant for 2012. She also went over Acute Coronary Syndrome and chest pain accomplishments. Anne reported that the processes for chest pain are improving. Also, Anne reported that the ER has remodeled some areas for patient flow and that the RNs have had shift modifications.

Courtney Calloway, RN from ICU reported VTE prophylaxis and pressure work being done for PI. They are also working on dysphagia screening in the ICU for patients with strokes.

Elections: New Chair of Nursing Quality Improvement Council will be Mary Ford, RN from 4A. New co-chair will be Shawna Miller, RN from Cath Lab. Secretary will be Amy Kline, RN from 5A.

Old Business:

Bill Singletary, RN – Stroke Core Measures. Deficit free total is 84.8%, up from 72.7%.

Kevin Ribby/Betsy Kullman CHF – 92.3%

Pressure Ulcers – Sheila Frank reported the next prevalence study for The Medical Center will be March 15.

Standards and Practice

New business:

Erica Ratliff, RN, PACU Charge Nurse: brought new preoperative checklist with the changes that were proposed in February's standards and Practice Council meeting. It was approved by the committee.

Election of new officers for Standards and Practice Council as follows:

New Chair: Jeanice Sanders, RN Endo.

Co-Chair: Daniel Rogers, RN renominated

Secretary: Pam Cofoid, RN nominated for another term.

Old Business

Willa Anderson, RN reported IAR results as 81%

Bill Singletary, RN – Primary Stroke Center – Deficit free as 84.8%, up from 72.7% Bill also handed out the PI plans for many of the areas that are involved with stroke to the committee.

Kevin Ribby/Betsy Kullman CHF update: 92.3%.

Mary Basham – reported Beta Blocker compliance at 94.87%.

Sub-Committee Reports:

Policy and Procedure Committee:

Lisa Hyman, RN, JD had a lively discussion on the updated conscious sedation policy and adverse drug reactions. Expect a CBL for the nursing staff on conscious sedation to be assigned soon.

Clinical Informatics Committee: No report.

VAT Committee: No report

Infection Control: No report

The Story Behind the Nurse and Clinical Support Employee of the Year *By C. Alice Kirby RN, MSN*

Many of you have had the pleasure to work and interact with Misty Hughes, RN, CCRN and Kim Gipson, CNA. What an absolute joy to spend time and work with both of these wonderful individuals. Being chosen by your peers to receive the designation of Nurse of the Year and Clinical Support Employee of the year is “such an honor” and “very humbling” said Misty Hughes. How did Misty and Kim achieve this status?

Many of you probably saw the very cool shirt that Jarrad Garret, RN CCRN from CCU had made. This was actually air brushed with pinks, blues, greens and said, “I work with the Nurse of the Year” How can you see this and not smile?!

Myra Sanders, RN CCRN who works with Misty in CCU, describes Misty as a “dependable and extremely knowledgeable nurse.” Myra went on to discuss how Misty is active in all aspects of healthcare and works to promote the profession of nursing. Misty has long been involved in AACN and holds office on her Shared Governance committee.

“Misty always has a smile and a kind word for her patients, families, and co-workers.”

Kim Gipson, Clinical Support Employee of the Year in Labor and Delivery, is also highly regarded by her peers and co-workers. When co-workers were asked to describe her, words were used such as dedicated, organized, team player, cheerful, keeps everything running smoothly, and many more fabulous adjectives. Stephanie Morrison, RN recalled working with Kim on 2B and reinforced Kim’s ability to “keep our unit running smoothly.”

How exciting to learn more about these Nurse and Clinical Support Staff of the Year of 2012.

The words I heard over and over again were “WOW! What a humbling experience” to be chosen by your peers for this honor. So, be sure to vote for those unique and well deserved co-workers! Maybe you will get a cool t-shirt!

The CNA Mentoring Program and Clinical Ladder Program

By C. Alice Kirby RN, MSN and Julie Burba, CNA

Many of you have heard your co-workers talking about the Clinical Ladder for the Support Staff as well as the “Buddy System” for the Certified Nursing Assistants Trainees. Courtney Calloway, Nurse Manager for ICU, is the Team Leader for the CNAs along with Natasha Winchester, RN. As a result of the new mentoring program, Courtney reports a positive experience for newly hired CNAs as well as a decrease in turnover. What is included in the mentoring program is a more personalized approach to employee recognition from an assigned peer. Personal cards are written, snacks of candy are provided as well as ongoing support by staff with more experience within the facility.

What an exciting way to recognize and provide education to our support staff. The role of CNA is very stressful and can be extremely physical at times. Take the time to say *thank you* and let the CNA staff know they are appreciated for all that they do for our patients, families and our units/floors.

Please read the following that was written by Julie Burba, CNA on 4C:

Hello everyone. My name is Julie Burba and I work as a CNA on 4C. I have been employed at CHC for over 13 years. During these years at CHC I have had the opportunity to work closely with the Education Department on getting the Clinical Ladder for clinical support staff up and running. It makes me feel wonderful knowing that there is a ladder to help further our education. Helping people other than just patients makes me feel good about myself. I am very grateful for having the knowledge and willingness to help teach someone about climbing up the Clinical Ladder. If you, your friends, or any employee needs help with the Clinical Ladder; please feel free to contact me any time. My extension is 4498. I would also like to inform everyone that we have a Clinical Ladder committee that meets every second Tuesday of the month in Classroom 2 at 11:00 a.m. I would love to see more employees taking an interest in becoming a member of our committee.

So...get involved!

Nursing Appreciation

In the month of December, members of the Nursing Recruitment and Retention Committee made their way around the hospital to show staff members how much they are appreciated. A cart was filled with all kinds of apple cider, hot chocolate, candy canes, cinnamon sticks, etc. to help spread cheer during the holiday season and bring a smile to as many faces as possible. According to committee chairman Natasha Winchester, “Sometimes it’s the small ways we show each other how much we appreciate one another that mean the most. This is what our committee is all about, and it was worth our time and effort to see smiles on everyone’s faces.” Due to the success of the event, the committee plans to do other similar activities in the future.

Do you have something you would like to write about?

Do you have a “cause” that you would like to share with your co-workers? Would you like to share with the other departments what life is really like in/on 4A, MRI, Cath Lab, Home Health, Blood Bank, etc.? Well, Nursing Notes is the place to put your thoughts into print. Just send your typed articles to Alice Kirby, RN (CA Kirby) and Nancy Evanoff, RN Nursing Resource Team. We look forward to hearing from each and every one of you. And don’t forget these articles will count toward your Clinical Ladder!