Re-engineer Healthcare
Managing and Creating Evidence Based Practice in a Time of Crisis
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Forecast
- Over 126,000 nursing positions are unfillled in hospitals
- 2015 it is estimated the U.S.A. will be short 500,000 nurses
- By 2020, 65% of the population will be 65 or older
- Chronically critically ill population
- Shortage 800,000 nurses by 2020
- The need for healthcare workers will triple by 2050
- The average age of the nurse today is 46
- Of the 2.7 million RNs in this country, 83% are employed in nursing
- 30% of nurses under the age of 30 plan to leave the jobs within the next year
- 41% of nurses are dissatisfied with their current jobs, mostly due to poor staffing ratios.

Sequelaes
- Thousands of hospital deaths every year can be blamed on a nationwide nurse shortage, according to JCAHO
- Nursing staffing issues account for
  - 50% of ventilator-related deaths
  - 42% of surgery-related deaths
  - 25% of transfusion errors
  - 19% of medicine errors
  - 14% of patient falls
  - 14% of patient suicides.
- For every patient over four that a nurse has to care for, patients face a 7% greater risk of dying
- Nationwide there is one school nurse for every 3521 students
- The incident of asthma and juvenile diabetes continue to climb

Experience and Education
- Surveys prove nurses would prefer more help to more pay
- Promote patient safety
- Rescue nurse
- Boot camp
- Versant program
- Decrease low retention rates
- Evidence based training

Evolution
- New Class of patient: the chronically critically ill
- More patients living longer with chronic disease, immunosuppression, life prolonging therapies
- Reduced RN care, increased home care
- Increase in invasive medical devices

SICU RN Experience Mix

Mentor and Preceptor Models
- Offer insight
- Observation
- Listen then provide feedback
- Stimulate ideas
- Encourage autonomy
- Meaningful interactions
- Optimistic
- Focus on achievement
- Empower nursing

Role Responsibilities
- Critical patient care and management
- Respond to patients deteriorating in other areas of the hospital
- Evaluate and determine patients to be admitted
- Perform procedures
- Coordinate and develop practice protocols
- Facilitate and develop advancing nursing practice at the bedside
- Role models nursing excellence

NP Responsibility and Integrative Functions
- Develop process and procedure to improve patient outcomes
- Perform procedures
- Develop research
- Educate nurses, interns, residents, and fellows
- Communication and continuity of care
- Order and interpret laboratory and radiological tests
- Discharge planning

Role Development
- Ethical, moral, and professional conflicts
- Legal battles over acceptance of the various roles
- RN’s and APRN’s scope of practice
- Impact of societal forces
- Federal government funding and legislation
- Economic conditions
- What other issues impacted development?
- Organizational efforts
- Certification at the national level
- Move toward graduate education

ACNP Innovation
- Evolution of the ACNP role included providing care for patients with:
  - An increase in the severity of illness of hospitalized patients
  - Shorter hospital length of stay
  - An increase in the aging population with chronic conditions
  - Increased demands for care
  - Access to care issues
  - Changes in medical residency coverage in the hospital setting

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Clinical Simulation Laboratory
- Provided at clinical classes in Universities
- Provided on site at simulation laboratory
- Clinical case scenarios
- Cardiac arrest
- Respiratory arrest
- Intubation, chest tubes
- Septic shock
- Central line placement
- Percutaneous tracheostomy

Goals for Innovative Staffing
- Collaboration with interdisciplinary team
- Continuous and comprehensive care
- Holistic model
- Inpatient focus
- Acute episodic critical conditions
- Facilitate communication with teams
- Patient and family liaison
- Staff education
- Quality improvement Initiatives
- Advancing nursing focus
- Prepare experts in specialized advanced nursing practice
- Innovative and evidence-based practice
- Application of credible research findings

Comparison of Staff Mix

ACNP Residency Program
- Near graduation
- Post clinical completion
- Hire into residency
- Goal
  - Full education as ACNP in SICU
  - Patient care management
  - Ventilator management
  - Procedural management
  - Pharmacological management