Changing the Climate: Creating a Culture of Safety

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April 9, 2016
Florida Nurses Association South Region
Introducing 2016: Culture of Safety
What is a “Culture of Safety?”

CORE VALUES and BEHAVIORS resulting from a COLLECTIVE and SUSTAINED COMMITMENT by organizational leadership, managers, and health care workers to EMPHASIZE SAFETY OVER COMPETING GOALS.

What are Key Components of a Culture of Safety?

✓ Using **QUALITY MEASUREMENT** to improve patient outcomes

✓ **TAKING ACTION** to make positive safety changes for patients

✓ **LINKING** individual, team and organizational safety

✓ Implementing **TECHNOLOGY** to improve safety

✓ Ensuring safe levels of **NURSE STAFFING** and **SKILL MIX**

✓ Establishing **ZERO TOLERANCE** for workplace violence, incivility and bullying

✓ Fostering **ETHICAL** practice environments
RNs: 3.6 million strong
A Force for Health
National Patient Safety Efforts Bearing Fruit

2.1 MILLION FEWER HOSPITAL-ACQUIRED CONDITIONS

87,000 SAVED LIVES

$20 BILLION IN SAVINGS

from 2010 to 2014

Source: ahrq.gov
Estimated Deaths Averted by Hospital Acquired Condition, 2011 - Interim 2014

Total: 86,668 deaths averted

Source: ahrq.gov
Why Are We Here?

“Deaths from Medical Errors are Equivalent to 10 Jumbo Jets Crashing Each Week”

“Patients frequently experience harms that could have been prevented or mitigated”
What can I do to foster a culture of safety?
#1 START THE SAFETY CONVERSATION WITH YOUR TOP NURSING LEADER
#2 LAUNCH A QUALITY-IMPROVEMENT PROJECT
#3 SUMMON COURAGE TO GIVE FEEDBACK
#4 LEARN FROM PATIENTS & FAMILIES
#5 UNDERSTAND THE LINK BETWEEN PERSONAL SAFETY & PATIENT SAFETY

SAFE PATIENT HANDLING & MOBILITY

NURSE FATIGUE

WORKPLACE VIOLENCE, INCIVILITY & BULLYING
Defining a “Healthy Nurse”

A “HEALTHY NURSE” is one who actively focuses on creating and maintaining a balance and synergy of PHYSICAL, INTELLECTUAL, EMOTIONAL, SOCIAL, SPIRITUAL, PERSONAL AND PROFESSIONAL WELLBEING.
Welcome to ANA’s HealthyNurse™ Health Risk Appraisal (HRA)
Nurse Stress & Fatigue

Nursing can be a high-stress job. Heavy workloads, fatigue and stress can impact registered nurses’ self-care.

82% believe they are at significant risk for workplace stress

Compared with 41% of the general population*

*American Psychological Association Stress in the Workplace survey.
RNs frequently encounter physical assaults and bullying behavior in the workplace.

Up to half have been bullied in some manner in the workplace:
More than half experience musculoskeletal pain at work.
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2016 National Nurses Week

May 6–12

NursingWorld.org/NationalNursesWeek