

Better Together



2023

Providence Holy Family Hospital Annual Nursing Report





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The Mission



THE MISSION

AS EXPRESSIONS OF GOD'S HEALING LOVE, WITNESSED
THROUGH THE MINISTRY OF JESUS, WE ARE STEADFAST IN
SERVING ALL, ESPECIALLY THOSE WHO ARE POOR
AND VULNERABLE.



The Great Rebuild: Following the Pandemic

The tears streaming down our faces were genuine, the fear palpable, the compassion authentic. The daunting task of holding an iPad for the family of a dying patient to say goodbye never seemed to end. We did not leave these patients alone. We sat with them, held their hands, wiped their tears, and prayed. As we navigated these difficulties, the narrative shifted from being hailed as heroes to being engulfed by the ever-evolving policies, procedures, and guidelines spawned by the pandemic. We feared for our families, our community, and for the world. We controlled what we could by leaning on what we do everyday as nurses in our acts of caring and empathy, and just doing what was needed. We isolated ourselves from our families trying to alleviate the trauma and guilt of wondering if more could have been done. Throughout the challenges, we continued to show up with unwavering dedication.

Now we must rise from the ashes as we find ourselves amidst the remnants of chaos. The once bustling hallways of the hospital, haunted by the memories of countless battles fought against an invisible enemy, now bear witness to the resilience of those who faced the storm head-on. As the world around us slowly regains its balance, we set out to rebuild not just healthcare but also the shattered spirits of those who suffered. The pride we feel for each other, for having weathered the storm together, can renew our sense of purpose. The tears we once wiped away now becomes the catalyst for shared healing.

-Providence RN Spokane, WA. November 2023



Providence Vision

**“Health for a
better World”**

Providence Promise

**“Know me, care
for me, ease my
way”**

Providence Core Values

**Compassion
Excellence
Dignity
Integrity
Justice**

MESSAGE FROM ADAM RICHARDS, PHFH CHIEF NURSING OFFICER

“It is my honor to have served as the Chief Nursing Officer at Holy Family Hospital for the past 3 years. I have nothing but sheer appreciation for the caregivers that serve our hospital. The past several years have been an incredible challenge for everyone. We have emerged from the-years of COVID and have begun the process of healing and rebuilding. There have been new opportunities and challenges, but our team rose to them. Demonstrations of our excellence are displayed on every unit. Our Progressive Care Unit has been **Hospital Acquired Pressure Injury free** for over 3 years, our ICU reduced Hospital Acquired **Catheter Associated UTI’s** and hasn’t had a CAUTI since 2022. All our inpatient units have exceeded national benchmarks in patient satisfaction for two consecutive years!! These results demonstrate how we maintain the highest quality of care for the patients we serve. We were able to make several key capital infrastructure investments and continue to make smart investments in technology and equipment. Our dedication to education, training, and certification is demonstrated by our financial support of these endeavors. We are blessed to be able to support many nurses and leaders attending several conferences including the Magnet conference in 2022 and 2023.



As your nursing leader it is my privilege to serve and represent Holy Family Hospital. The work that is done here each day is truly remarkable. Carrying out the mission of our founding Sisters of Providence we are truly “serving all, especially the poor and vulnerable.” Whether it is through our school supply drive, STEM fair, participation in first aid stations at Bloomsday, or the ever-important health care that we provide inside of the hospital. I am blessed to be part of this “Family.”



The PHFH Nursing Strategic Plan guides our goals and drives empirical outcomes.



MISSION
As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.



VALUES
Compassion • Dignity • Justice • Excellence • Integrity

Holy Family Nursing Strategic Plan 2023-2026

"Strengthening our workforce and caring for our community to provide the best outcomes"

<u>Empowered Decision Making</u>	<u>Inspirational Leadership</u>	<u>Professional Development and Collaboration</u>	<u>Evidenced Based Innovation</u>
<p>To support participation in shared governance (UBC, PNC, interdisciplinary committees) by:</p> <ul style="list-style-type: none"> Creating a paid opportunity to participate Ensuring that time is made available on the schedule for staff to be involved Encouraging participation through guidance provided during our annual evaluation process and development goal planning Highlighting successes of these committee's by promoting the outcomes 	<p>To support leadership visibility throughout the hospital by:</p> <ul style="list-style-type: none"> Maintaining and increasing accessibility to our leaders Being present and approachable Through mentorship Having authentic relationships with our caregivers Promoting culturally sensitive and inclusive interactions 	<p>To promote growth and development opportunities for our caregivers by:</p> <ul style="list-style-type: none"> Supporting reimbursement for certification Creating financial support for tuition costs and encouraging continuing education Promoting internal and external educational content Work with our hospital system in the development of learning opportunities and classes 	<p>To foster the opportunity for caregivers to make a positive change by:</p> <ul style="list-style-type: none"> Promoting research Encouraging evidenced based practice Committing to new evidence Committing to new technology Cultivating new ideas Creating an environment that inspires new models of care Frequent monitoring and sharing of our key quality metrics

Created in partnership with all nurses at Holy Family Hospital- 2023

Ways we carry out the goals of our strategic plan

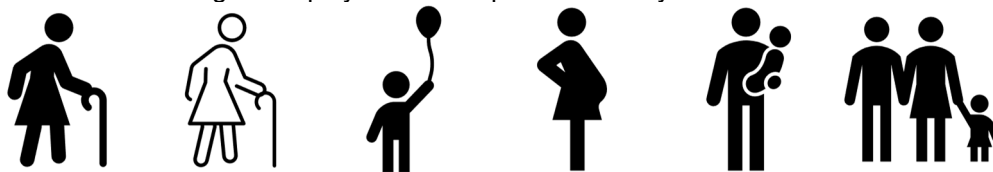
<u>Empowered Decision Making</u>	<u>Inspirational Leadership</u>	<u>Professional Development and Collaboration</u>	<u>Evidenced Based Innovation</u>
<ul style="list-style-type: none"> Active promotion and engagement of our unit - based councils Incorporation of our UBC's with our Professional Nursing Council Support for participation in the compensation of hours 	<ul style="list-style-type: none"> Starting each orientation week with introductions to the leadership team Open door policy for all leaders Leader rounding at all levels Active participation in awards and recognition events as well as specialty weeks 	<ul style="list-style-type: none"> Pathways for reimbursement of certification classes and exams Active promotion of free opportunities for education, certification and other opportunities Tuition reimbursement at all levels Support and awareness of educational opportunities internal and external 	<ul style="list-style-type: none"> Participation in multiple research studies Promotion of evidence -based innovation on each unit through unit performance improvement projects Increased awareness of our quality metrics through our sharing boards



ABOUT HOLY FAMILY HOSPITAL

History

In 1925, a group of Dominican Sisters traveled from Germany to Spokane Washington. The sisters were driven by faith and a vision for a healthcare ministry to “restore and maintain health, promote wellness, prevent illness whenever possible with a person-centered environment which fosters the healing process.” In 1945, the Dominican Sisters purchased a 40-acre site for future use in North Spokane. Then, in 1964, the sisters opened Holy Family Hospital on the North Spokane site. Holy Family Hospital became a Providence ministry in 2009. Today, the hospital is licensed for 197 beds and is one of the largest employers in the Spokane County.



Patient Demographics	
Spokane Population	228,978
Proportion without health insurance	6.6%
Proportion living below the poverty line	15.6%
Median household income	\$56,977
Proportion of Racial Groups	
<i>White</i>	83.1%
<i>African American</i>	2.4%
<i>American Indian/Native Alaskan</i>	1.4%
<i>Asian</i>	2.9%
<i>Native Hawaiian/Pacific Islander</i>	1.0%
<i>Hispanic/Latino</i>	6.8%
Proportion of Veterans	7.7%

Note (Census, 2020) <https://www.census.gov/quickfacts/fact/table/spokanecitywashington/PST045222>

Nursing Workforce and Hospital Demographics

2023 Statistics of Interest to Nursing Values are annualized	
Caregivers	1,073
Registered Nurses	461
Licensed Beds	197
Inpatient Admissions	7,164
Emergency Room Visits	34,980
Inpatient Surgeries	2,072
Outpatient Surgeries	7,254
Endoscopy Procedures	5,024
Infusion Visits	9,116
Live Births	1,039
Average Daily Census	107



Nursing Excellence at Providence Holy Family Hospital and in the Community

Magnet®-recognized	Awards and Recognitions	Outcomes
<ul style="list-style-type: none"> • Awarded by the American Nurses Credential Center in 2022 • Re-designation will occur in 2026 • Honor bestowed on less than 10% of hospitals across the United States 	<ul style="list-style-type: none"> • Five-Star Rating for Heart Attack treatment • Healthgrades: Patient Safety Excellence Award • AHRQ Data top 5% of all Hospitals • Five-Star Treatment of Sepsis • 2023 Environmental Excellence Award 	<ul style="list-style-type: none"> • High nursing satisfaction • High patient satisfaction • Improved patient quality outcomes • Low impact of healthcare emissions on environment



Here are just some of the ways nursing excellence champions promoted health and teamwork within our local Spokane community this year:

- Annual Bloomsday Run – Caregivers volunteered at the event
- Lidgerwood Elementary School – Caregivers volunteered in the STEM Fair, art contests, science project, teacher appreciation, school supply drive
- Breath of Life Campaign – Family Maternity Center RNs
- Relay for Life – Medical Oncology nurses D'lane Skinner & Amber Wolf
- Pride Parade – Caregivers supported LGBTQ+ population
- Summer Softball Team and Trivia Nights – Unit-specific team building
- Habitat for Humanity – Surgical service teams
- Annual Christmas Bureau – Caregivers volunteered time at the event



STRUCTURAL EMPOWERMENT

Providence nurses are recognized for their commitment to a lifetime of professional development and learning. PHFH nurses are supported to attain professional accomplishments such as specialty certification, continued education, and participation in professional nursing organizations. Nurses are viewed as experts on the healthcare team, who clearly contribute to excellent patient outcomes within the ministry and the surrounding community.

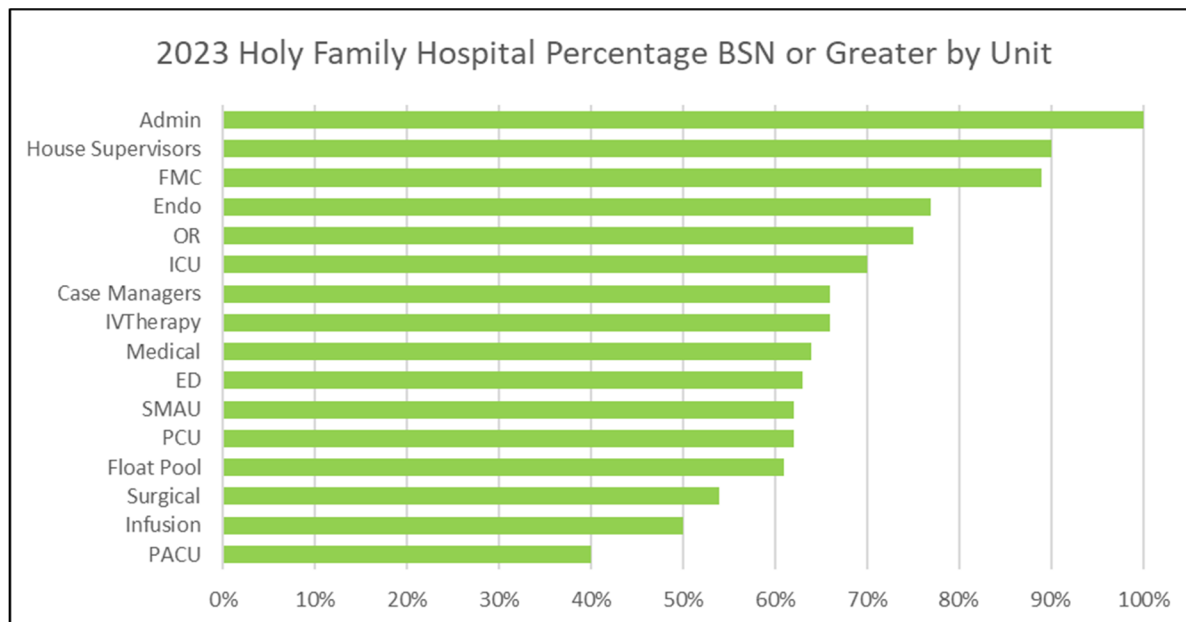
Nursing Education and Specialty Certifications

In 2023 68% of all RN's had a BSN degree or higher and 26% of all eligible RN's had specialty certifications.




University of Providence, ADN to BSN Nurse Experience-2023 :

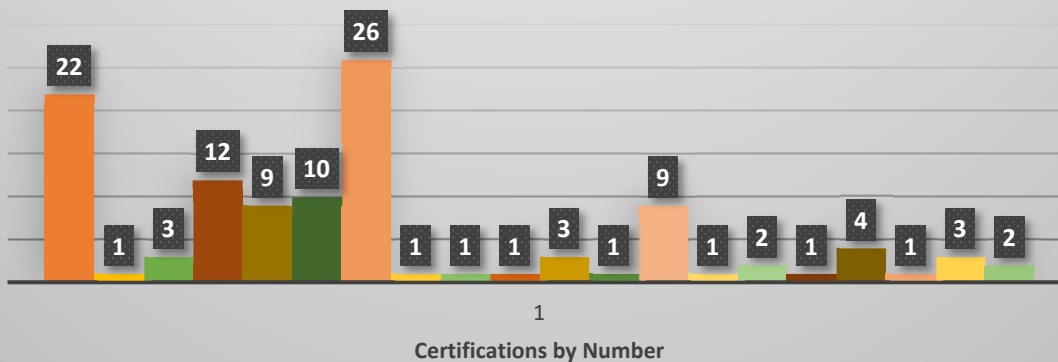
"I found the instructors very supportive and the content overall enjoyable. There were a few classes I struggled with like statistics and theology and philosophy which felt unrelated to nursing but got through it. Definitely recommend the program to anyone who is interested!"

Lindsey Kerper BSN, RN PACU



2023 Holy Family Hospital Speciality Nursing Certifications

 CMSRN & MSURGRN-BC (Certified Medical Surgical RN)	 PMH-BC Certified Psych Mental Health RN
 ONC Certified Oncology RN	 CCRN Certified Critical Care RN
 PCCN Certified Progressive Care RN	 CEN Certified Emergency RN
 RNC-OB Certified Obstetric RN	 Lactation Certified Lactation RN
 CWON Certified Wound/Ostomy RN	 VA-BC Certified Vascular Access RN
 NE-BC Certified Nurse Executive	 CNE Certified Nurse Educator
 CNOR Certified Operating Room RN	 CRNI Certified Infusion Nurses



PHFH supports nursing professional development in many ways:

- Tuition reimbursement - In 2023 caregivers were awarded a total of \$84,204.94.
- Support for nurses to obtain a baccalaureate degree at reduced cost.
- Nurse residency program supports acculturation for new graduate nurses.
- Transition into practice (TIPs) programs equips new-to-specialty nurses for success.
- Nurse Manager Leadership Development program offered to nurse leaders at all levels.
- Unit-specific and ministry-wide nursing shared governance committees available to all.
- Nurse community involvement through local and international volunteer opportunities.

Thank you to our amazing Professional Development Team!



“As a new Professional Development Generalist, I have had incredible support and opportunities to effect real practice change on the units I serve. In my first year, I developed and implemented interdisciplinary Postpartum Hemorrhage Drills for both OB unit staff and ED staff. I felt a wonderful sense of satisfaction,

witnessing the engagement and interest from nurses, providers and other staff involved in the simulations. The sessions inspired rich discussions around best practice, teamwork, dignity, and ethics. I loved getting to see nurses problem-solving and increasing their confidence in real time.” - Chelsea Stone, FMC PD

Abby Lust MSN, RN, NPD-BC, CMSRN

Tobi Bryan RN, MSN, CCRN

Karin Kloppel BSN, RN, CCRN, CEN

Chelsea Reilly Stone BSN, RN, -C OB

Alison Smock MSN, RN CAPA

Teresa Rangel PhD, MSN, RN, CNL





Nurse participation in professional development classes and conferences in 2023:

Emergency Nurses Association (ENA) - San Diego, CA Miles McAdams, Karin Kloppel



Oncology Nurses Society Congress – San Antonio, TX D'lane Skinner & Amber Wolff



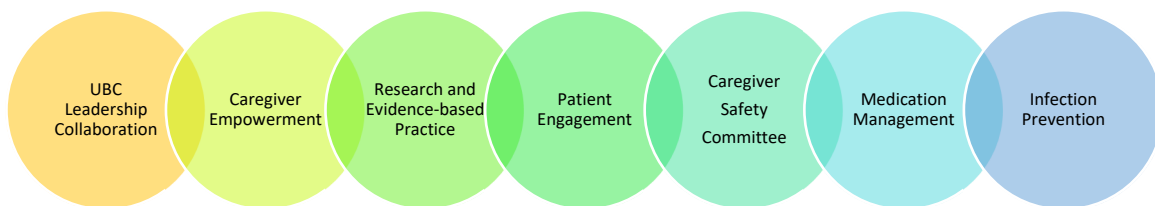
ANCC Magnet Conference – Chicago, IL



Professional Governance at PHFH

A big shoutout to all those who participated in Shared Governance opportunities this year! The councils and committees were active in promoting nursing mentorship, Magnet designation, patient safety & satisfaction, nurse wellbeing, nurse sensitive quality indicators such as CAUTI/CLABSI, & SSI's, research & EBP, and leadership to name a few.

Magnet Champions	PNC Representatives	UBC Chairs & Co-chairs
Martha Goodall ICU Rachel Tommeraasen OR Molly Toner Med/Onc Katie Hoffmann PCU Kari Moore FMC Kara Ruepell SMAU/PACU Kimberly Stock Infusion Paula Stenson-Atkinson Endoscopy	Barb Nguyen ICU Rachel Tommeraasen OR Stephanie Perreiah Med/Onc Leanne Wood Med/Onc Jenna Vansanford Med/Onc Elizabeth Labella PCU Crystal Maxey PCU Brenda Hoyer FMC Madison Klicker Surgical Trinity Thompson SMAU/PACU	Barb Nguyen ICU Rachel Tommeraasen OR Anna Tabor OR Stephanie Perreiah Med/Onc Leanne Wood Med/Onc Jenna Vansanford Med/Onc Crystal Maxey PCU Shelby Clemet FMC Madison Klicker Sugical Anna Myer Surgical Teresa Wood – PACU/SMAU



Professional Nursing Council



Thoughts from our newly developed UBC Leadership Council Co-Chair

“I am proud to have helped lead the Professional Nursing Council's, Unit Based Council Leadership Collaboration Committee during its formative and fledgling stages. It has been a delight to have co-chaired this committee with Crystal Maxey, who has demonstrated incredible fortitude and leadership during this early phase. These roles have involved nurturing the fundamental aspects of our shared governance model, which has seen many successes and faced challenges. Central to our ethos is the promotion of a paradigm that encapsulates transformative leadership and structural empowerment, underpinned by a commitment to exemplary professional practice. A key aspect of our work is ensuring that our approaches are backed by empirical, quality results.

Looking ahead, I am excited to continue guiding this committee's progress over the next year. We intend to collaborate intimately with an interdisciplinary team of seasoned professionals, focusing on achieving seamless horizontal integration. Simultaneously, we aim to bolster our connection with the upper echelons of management and administration. This approach aligns with the American Nurses Credentialing Center's principles of shared governance, promoting a harmonious and effective working relationship across all levels of the organization.

Though we are in the early stages, I see immense potential for furthering professional development and modeling. I have great faith, confidence, and enthusiasm in my fellow PNC leaders and all our committee members as we strive to enhance our collective culture.” *Tristan Twohig BSN, RN, CEN Emergency Department*



Crystal Maxey
 BSN, RN PCU



Transformational Leadership

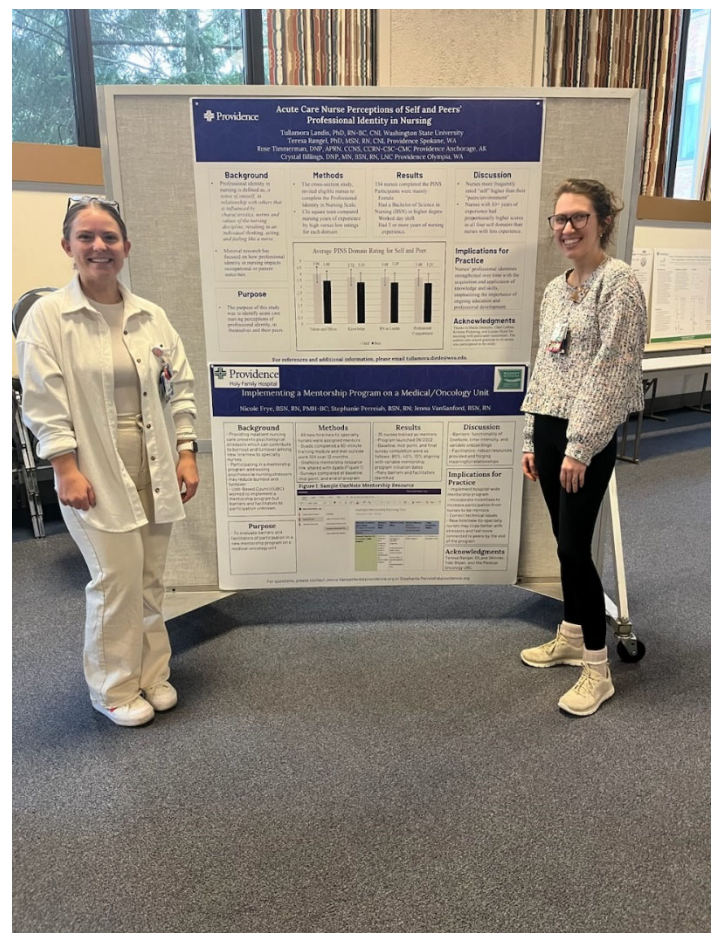
PHFH nurses are empowered to take a leadership stance in their work. With the expert leadership of our Chief Nursing Office, and our vision “Health for a better World”, nurses at all levels of the hospital play important roles in planning and executing organization initiatives. PHFH nurses are equipped with the professional knowledge and opportunities to deliver excellent patient care within a culture of safety.

Spotlight on Clinical Nurse as Leader: Medical/Oncology Mentorship Program

Jenna VanSanford, BSN, RN

Mentorship Ambassador, HFH Med/Onc & Float Pool, UBC Co-Chair

“I think for me it (leading implementation of a mentorship program on our unit) has led me to reflect on the more informal mentorship I received when I was new, and how that support helped me through the challenges of being new to where I am now. I have loved watching our mentees become confident and then themselves be resources to new hires. It makes me reflect on how important it is to promote a culture of support early on so that new nurses know we want them to succeed.



PHFH Nursing Awards & Recognition

PHFH as an organization honors our nurses and teams for their excellence, professionalism, compassion, and integrity.



Brenda Hoyer FMC: System Women's and Children's Nurse Excellence Award
Caleb Boyd Medical/Oncology: HFH Nurse Excellence Award





Values in Action

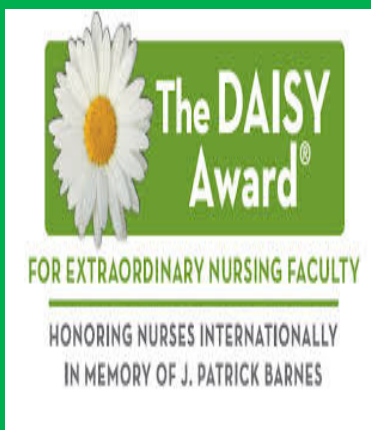
This is the highest honor we give at Providence. This annual recognition program celebrates caregivers who go above and beyond to model the five core values: Compassion, Dignity, Justice, Excellence, and Integrity.

- Jesse Chapel RN, Jillene Beach RN, Ryan Pascal SP Lead Tech
- Exemplary Performance – Brian Baker Jr. BSN, RN CNOR



Unit Specific Awards

- SMAU - Quality Innovation Award: EHOP Pilot Program
- Surgical/Orthopedics Aaron McCarty Growth in Leadership
- ICU Beacon Award
- ICU - Life Center Northwest Award for Organ Donation Care
- FMC - Five-Star Recipient for C-Section Delivery
- ED – AHA Get with the Guidelines for stroke care award 2023
- OR – Prostate Surgery Excellence Award & Five-Star recipient



Daisy Winners – Honoring Extraordinary Nurses

- Quarter 1: **Marrisa Cutshall**
Quarter 2: **Emily Kariniemi**
Quarter 3- **Crystal Maxey**
Quarter 4- **Jason Lim**



Exemplary Professional Practice Model (PPM) and Empirical Outcomes

At PHFH, we believe that nursing care can be distilled in our Providence promise to “know me, care for me, and ease my way”. Providence nursing is grounded in teamwork, driven by our core values, delivered to community members, and executed through shared governance, professional nursing development, a culture of inquiry, and leaders who inspire and involve nurses to practice at the top of their scope. Our core belief regarding how nurses in our ministry uniquely care for our patient community and one another is outlined in our professional practice model below.

Our PPM gives us a visual framework to guide professional practice.



Professional Practice Model



★ Nursing Satisfaction ★



In May 2023 we completed the Nursing survey administered by Willis Towers Watson

	Adequacy of Resources and Staffing	Autonomy	Fundamentals of Quality Nursing Care	Interprofessional Relationships	Leadership Access and Responsiveness	Professional Development	RN-to-RN Teamwork and Collaboration	# Outperformed	
3043 CASE MANAGEMENT WA PHFH SPOKANE BASEMENT	3.80	3.84	4.32	4.42	4.04	4.17	4.35	7 of 7	
3043 EMERGENCY SERVICES*	3.06	3.48	3.94	4.07	3.01	3.77	4.19	5 of 7	
3043 ENDOSCOPY 1ST FLR*	3.13	3.25	3.52	3.54	2.88	3.33	3.48	1 of 7	
3043 FLOAT PERSONNEL BASE*	3.73	3.83	4.09	4.04	3.56	3.71	4.28	6 of 7	
3043 MEDSURG 3RD FLR*	3.39	4.03	4.04	4.28	3.68	3.87	4.27	6 of 7	
3043 MEDSURG 4TH FLR*	3.75	4.00	4.27	4.24	3.76	4.01	4.37	7 of 7	
3043 MEDSURG ICU 1ST FLR*	3.28	3.49	4.14	4.42	3.35	3.69	4.33	7 of 7	
3043 NURSING ADMIN BASEMENT*	4.11	4.26	4.34	4.38	4.25	4.38	4.46	7 of 7	
3043 OBS ACUTE 2ND FLR*	4.10	4.05	4.36	4.25	3.74	4.02	4.42	7 of 7	
3043 OP INFUSION 1ST FLR*	3.33	3.27	4.19	4.11	3.11	3.77	4.30	4 of 7	
3043 PROGRESSIVE CARE 5TH FLR*	3.78	4.10	4.20	4.29	3.64	4.07	4.37	6 of 7	
3043 RECOVERY SVC 1ST FLR (PACU/Recovery)	3.08	3.06	3.86	3.50	2.56	3.67	3.68	0 of 7	
3043 SURG AND RECOVER 1ST FLR (SMAU)*	3.93	3.98	4.29	4.26	3.44	3.89	4.47	7 of 7	
3043 SURG GEN 1ST FLR (Operating Room)*	3.57	3.78	4.13	4.09	3.47	3.91	4.18	7 of 7	
IV Therapy n=4	NA	NA	NA	NA	NA	NA	NA	NA	
	11 of 14	10 of 14	11 of 14	12 of 14	11 of 14	11 of 14	13 of 14	12/14 = 85%	



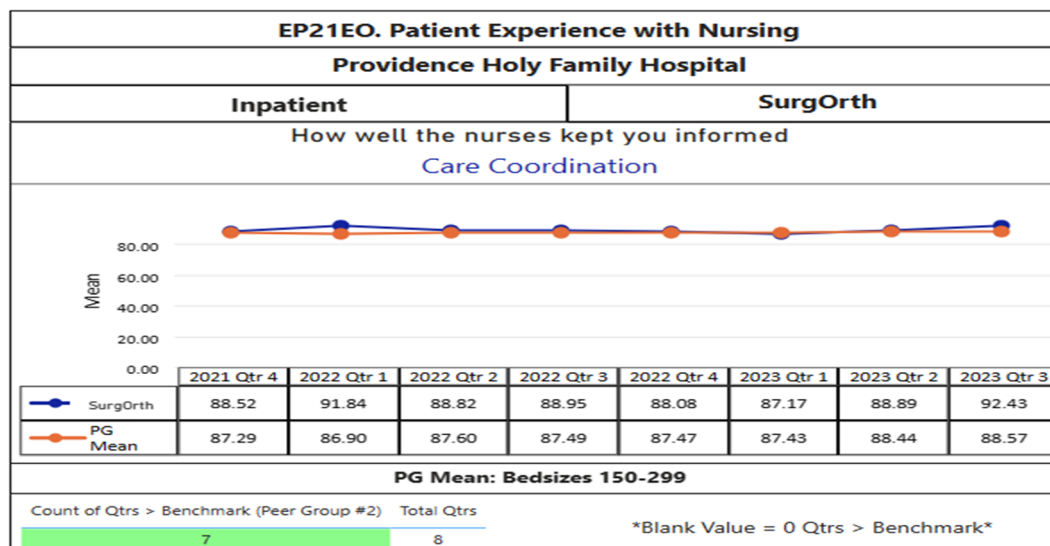
Providence Holy Family Nurses proudly provide high levels of safe and effective patient care on all units.

Patient Experience Top Performers

PHFH Inpatient Experience: 5 **inpatient** units outperform the majority of national Press Ganey benchmarks for the following categories

	Patient Education (Instructions Care at Home)	Care Coordination (Staff worked together to care for you)	Courtesy & Respect (Friendliness/courtesy of nurses)	Careful Listening (Nurses listen carefully to you)
Medical Oncology	6 of 8	6 of 8	7 of 8	6 of 8
Surgical/Orthopedics	5 of 8	5 of 8	7 of 8	7 of 8
Progressive Care	3 of 8	6 of 8	6 of 8	5 of 8
ICU	5 of 8	7 of 8	7 of 8	6 of 8
FMC	8 of 8	8 of 8	8 of 8	8 of 8
	3 of 5 units	5 of 5 units	5 of 5 units	5 of 5 units

Surgical Orthopedics Outperforms in 7 of 8 Quarters for Care Coordination





"My nurses Hannah, Emily and Katie went above and beyond. They were so compassionate, and you can tell they love their job. They explained everything, were very gentle, listened, never judged, made me feel safe and comfortable enabling me to have the best birthing experience."

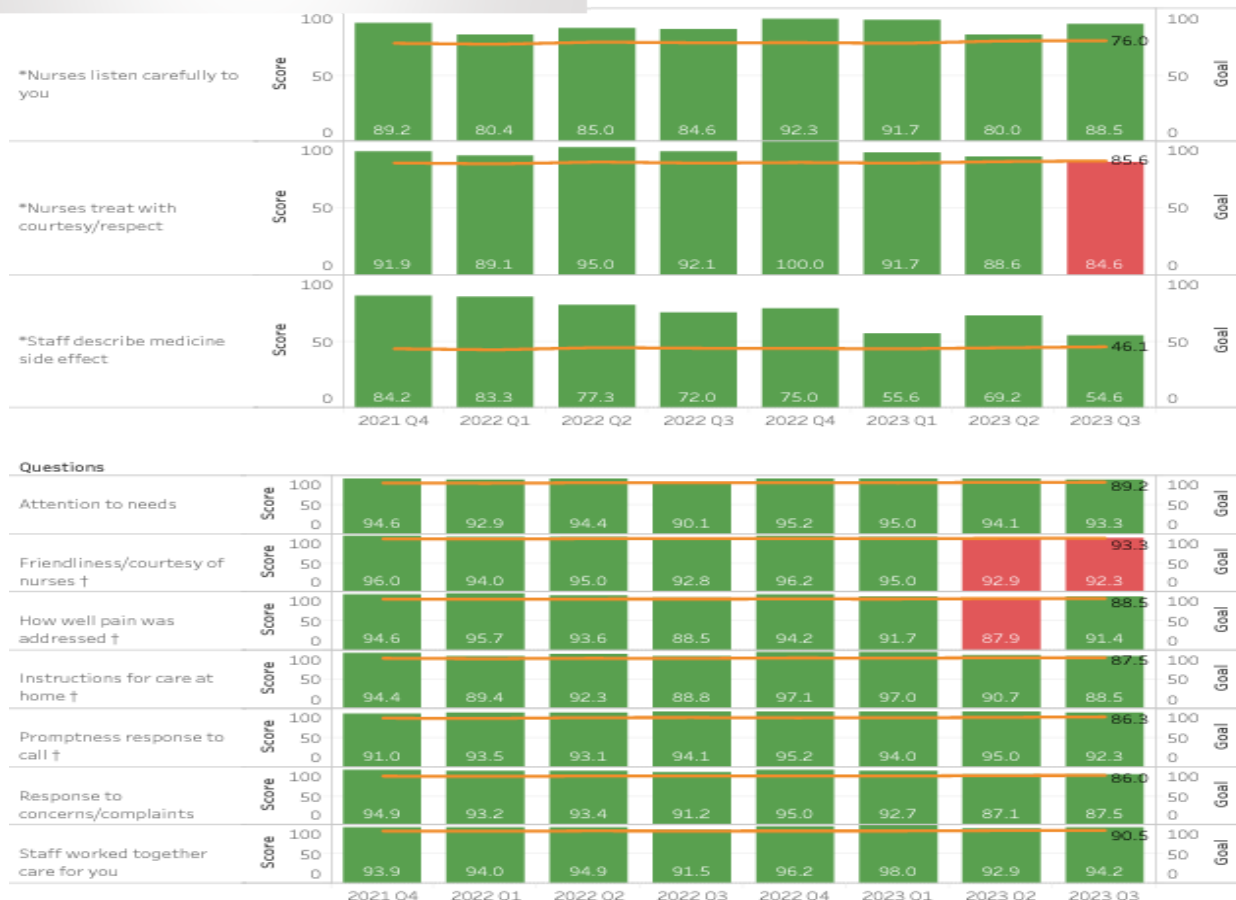
Patient, FMC

FMC: Nursing excellence exemplar

The Family Maternity Center (FMC) outperforms national benchmarks from Press Ganey, Willis Towers Watson, and NDNQI in patient and nursing satisfaction and nurse sensitive quality indicators.

"FMC is a unit that is a family! I believe success comes from our shared governance of the ability to work together to improve FMC on the daily. The comradery, compassion and, commitment to excellence each nurse has for their patients and teamwork shows in their work in and outside the walls of FMC.

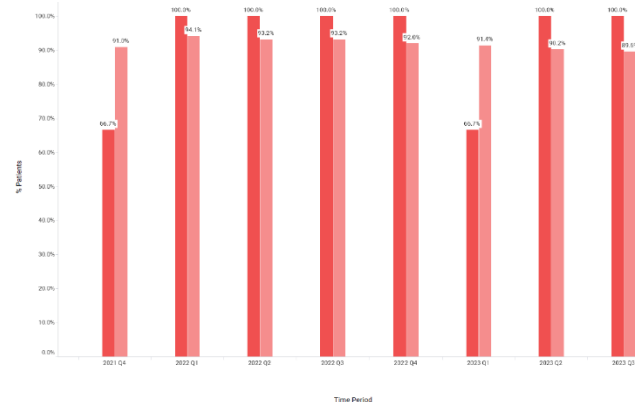
Deanna Conley, MSN, RNC-OB



Exemplary Teamwork in the Emergency Department

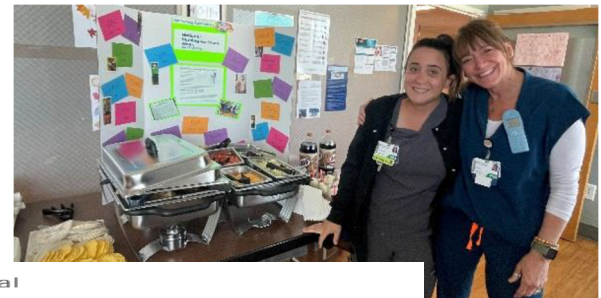
PHFH ED

Outperforms National Benchmarks in 6 of 8 Quarters for IV TNK Administration
Providing Outstanding care for Stroke Patients. ED nurses autonomy, clinical expertise, and excellent collaboration support these critical stroke patients.



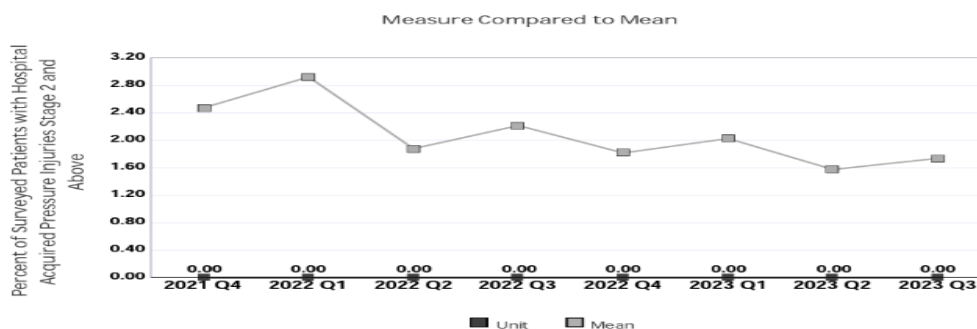
Focus on patient care: Progressive Care Unit (PCU)

Congratulations on no HAIs for 3 years!



Providence Holy Family Hospital

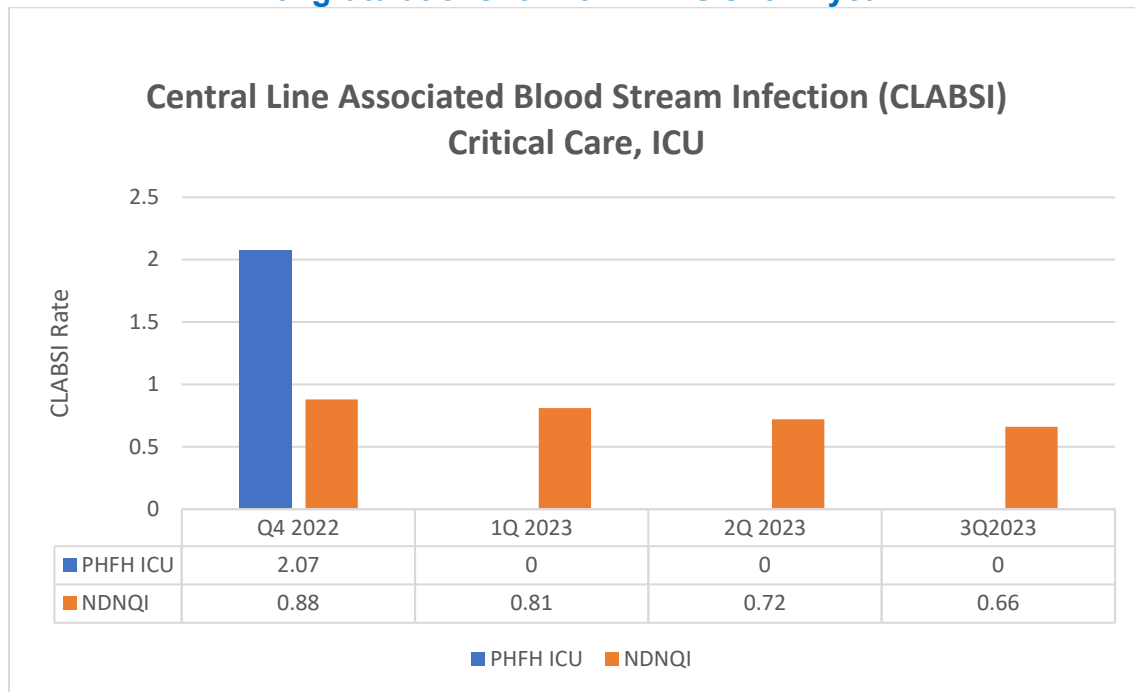
Compared by: Bed Size
Peer Group: Bed Size 100 - 199
Unit Type: Adult Step Down
Unit: Progressive Care Unit (PCU)
Measure: Percent of Surveyed Patients with Hospital Acquired Pressure Injuries Stage 2 and Above



Quarter	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3
Unit	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Focus on patient care: Intensive Care Unit (ICU) Congratulations for no CLABSIs for 1 year!



ENDOSCOPY

“ENDO HAD A BUSY YEAR IN 2023 WITH NEW SPECIALTY EQUIPMENT & PERFORMING ESOPHAGEAL MANOMETRY WITH IMPEDANCE. THEIR UBC HAS GROWN AND COMPLETED SEVERAL PROJECTS INCLUDING AROMATHERAPY OPTIONS FOR THEIR PATIENTS, INFORMATIVE BUDDY BUDGES & ALL WHILE ENJOYING KELLI'S GREAT SNACKS!” THIS TEAM HAS SUSTAINED AND CONTINUED GROWTH IN THE VOLUME OF PATIENTS THEY CARE FOR”

PICTURED KELLI CROFTS, BSN AND JENNA LYMAN, RN



INFUSION

OUR OUTPATIENT INFUSION TEAM HAS WORKED THIS YEAR IN REMODELING AND EXPANDING SERVICES TO PROVIDE THE BEST CARE FOR OUR PATIENTS. EXPANSION INCLUDED GROWTH FROM 10 CHAIR SPACES TO 26, 16 OF WHICH ARE DEDICATED TO ONCOLOGY PATIENTS. FURTHER, THEY HAVE REMODELED THE SCHEDULING AND ADMINISTRATION OFFICE AREAS. THE INFUSION NURSES ARE SO APPRECIATED BY THEIR PATIENTS.

PICTURED INFUSION RN'S KIM STOCK BSN, RN, MAGNET CHAMPION & PAM ABELL RN



OPERATING ROOM TEAM

- EXPANDED UROLOGY SERVICES AND ROBOTIC SURGERIES– RNS HAVE LEARNED NEW EQUIPMENT AND ENHANCED THEIR AUTONOMY IN THE USE OF NEW LASERS AND BK ULTRASOUND.



RN FIRST ASSIST (RNFA) –

THIS GROWING PROGRAM IS SUPPORTING NURSES IN THE COLLABORATION OF ASSISTING IN SURGERIES AND USING SKILLS SUCH AS SUTURING, WOUND MANAGEMENT, & PROVIDING SURGICAL SITE EXPOSURE

SARAH LATHIM BSN, CNOR, RNFA NEWLY ASSISTING IN MANY OR CASES

“In my opinion, being an RNFA is the best job. This certificate allows me to use my nursing degree to the highest potential while helping patients in one of their most difficult times - a lot of the time by removing cancer. I would not have been able to obtain this certificate and have my dream job if it wasn't for Holy Family's senior leadership and management. They allowed me the time I needed to complete the required education and learning opportunities and complete my clinical hours on site. Leadership and management see the great potential this RNFA program has to offer the hospital and community members. I am grateful to be in this position and to have the opportunity to work with amazing providers and caregivers.”

Sarah Lathim, BSN, RN, CNOR, RNFA

Providence Holy Family Hospital

Surgical Services

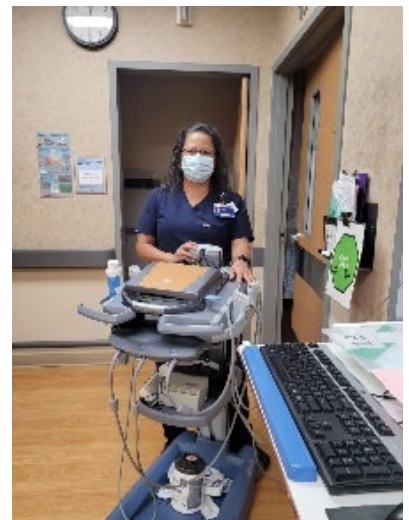


SMAU & PACU TEAM

NURSES HAVE WORKED HARD TO PROVIDE THE BEST CARE FOR ALL SURGERY PATIENTS. THEY HAVE BEEN SUCCESSFUL IN REDUCING THE AVERAGE LENGTH OF STAY (LOS) FOR SAME DAY TOTAL JOINT PATIENTS AND IN IMPROVING DISCHARGES. THESE NURSES ARE AMAZING PATIENT ADVOCATES AS THEY RECOVER FROM SURGERY.
PICTURED JAIME ABRAHAMSEN, PRE-OP



**JUST BREATHE
I'LL DO
EVERYTHING
ELSE**



NEW KNOWLEDGE, INNOVATION, AND RESEARCH. NURSES ARE INVOLVED AND PROMOTE EVIDENCE-BASED PRACTICE AND NURSING RESEARCH AT ALL LEVELS OF OUR ORGANIZATION



Providence Nursing Institute

The Providence Nursing Institute supports nursing education and clinical inquiry throughout all hospitals in the Providence system. The institute oversees programs such as the clinical academy which produces standardized curriculum for resident nurses and new-to-specialty nurses. Another program is the nursing research and clinical scholarship council which shares professional development resources and opportunities with nurses such as Providence-specific annual nurse research conferences.

Research and Clinical Scholarship Spotlights



2023 Central Division Presenters: Jenna VanSanford BSN, RN , Stephanie Perreiah BSN, RN, Angie Shemwell BSN, RN, CCRN, Tobi Bryan MSN, RN, CCRN

2023 Providence South Division: Moral Injury/Moral Resilience – Angie Shemwell, RN

2023 Providence System Conference Presenters: Daniel Davidson, RN

EBP Example: Team Birth 2.0 Project Evaluation - Emily Christie, RNC-OB

Research Example: Climate Health Awareness Among Health Professionals - site PIs Angie Shemwell, RN, and Barb Nguyen, RN

Innovative Education Example: Mini-sim - Alyson Willard MSN, RNC-OB



Looking ahead at Holy Family Hospital - 2024

The Nursing Strategic Plan will have an updated focus on aligning nursing care with the patient experience to enhance holistic support of our hospitalized community members and to align with Magnet® standards

Exciting Projects on the Horizon

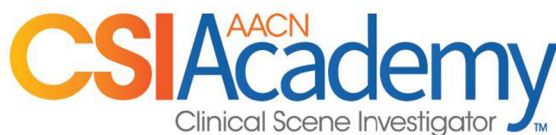
Quiet Time- EBP on FMC

Surgical Site Infection (SSI) Taskforce – OR UBC

Guardians of the CAUTIs – EBP on PCU

Co-caring Nursing Model - Surgical Orthopedics

Clinical Scene Investigation Cohort –Healthy Work Environment



The Standards

AACN's six essential standards provide evidence-based guidelines for success. The healthiest work environments integrate all six standards to help produce effective and sustainable outcomes for both patients and nurses.



Skilled Communication

Be as proficient in communication skills as you are in clinical skills.



True Collaboration

Be relentless in pursuing and fostering true collaboration.



Effective Decision Making

Be committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.



Appropriate Staffing

Staffing must ensure the effective match between patient needs and nurse competencies.



Meaningful Recognition

Be recognized and recognize others for the value each brings to the work of the organization.



Authentic Leadership

Fully embrace the imperative of a healthy work environment, authentically live it and engage others in its achievement.



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SPOKANE, WA 99208
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CREDITS

Thank you to every PHFH nurse for your commitment to providing sustainably excellent care to our Spokane community! Thank you as well to all the nursing leadership for empowering your nurses to be innovative and curious about how to improve upon the care experience, and for documenting the wins of your teams. The trust and respect of the nurses in every role at PHFH is palpable.

References

History of the ANCC Magnet Recognition Program (2022, September 13). *Wolters Kluwer*. Retrieved June 9, 2023 from, <https://www.wolterskluwer.com/en/expert-insights/history-of-the-magnet-recognition-program>



