



A PLACE FOR EVERYTHING, AND EVERYTHING IN ITS PLACE...PREPARING STAFF NURSES FOR TRANSITION

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Description: Preparing to relocate to a new hospital campus required years of collaboration and planning to ensure a successful move day. Multiple modalities were developed to prepare staff and ensure patient safety.

Old Hospital



- 100 year history
- 176 licensed beds
- ~300,000 square feet
- ~1800 employees
- All semi-private rooms

Planning: Nurse educators led the implementation of unit orientation and emergency preparedness to support organizational safety goals using the following approaches:

- Adult learning principals
- Interdisciplinary collaboration
- Staff nurse involvement
- Elements of fun and social connection
- Electronic, simulation, life sessions, games, and drills
- Change theory framework
- Mandatory and optional sessions
- Protected time frame for mandatory education

Website with Webcam



Provided employees 24/7 access to new hospital, Q&A, view of construction progress, and a virtual unit and room to tour

Day-In-The-Life Drill



Real-time simulation scenarios testing infrastructure, technology, and equipment process assumptions about the new hospital prior to move-in.

Mock-Up Room



The blueprints were brought to life in a completely furnished, outfitted, and decorated room to allow staff to test, trial, and select final products and workflow procedures.

Outcomes: Patient and staff goals remained in the forefront to guide these results:

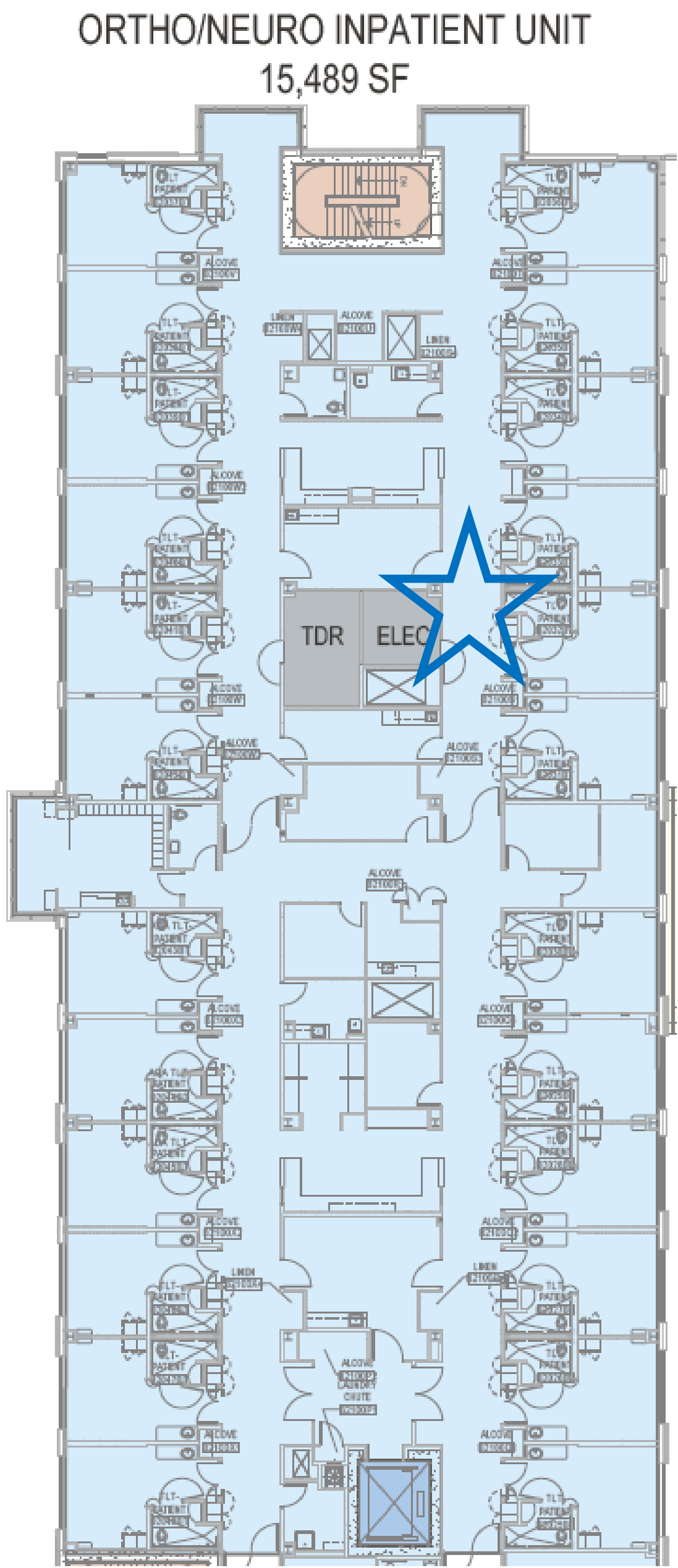
- ✓ 100% of staff, physicians, and volunteers would complete general and unit-specific orientation prior to move day
- ✓ Zero incidence of patient or staff injury on patient move day
- ✓ Staff sensitive indicators would improve or maintain performance levels
- ✓ Outperformance of NDNQI® mean on falls and falls with injury on all units since move (4Q2011; 1Q 2012)
- ✓ Outperformance of NDNQI® mean on majority of units for RN and UAP turnover since move (4Q2011; 1Q 2012)

Scavenger Hunt

Scavenger Hunt See Yellow Tr	
Basement	
Locations	
Dietary	
Pharmacy	
Lab	
Blood Bank	
Morgue	
Materials Management	
Loading Dock	
Security	
Facilities	
Environmental Services	
Clinical Engineering	
First Floor	
Locations	Answer to Q & A
Cornell 1 (Telemetry)	
Ward 1 (ICU)	
Surgical Admit/Recovery	
Post Anesthesia Care Unit (PACU)	
Staff Elevators	
Central Sterile	
Operating Room (OR)	
Cardiac Cath Lab	
Endoscopy	
Vascular Interventional Radiology (VIR)	
Procedural Admit/Recovery	

Self-paced guided trivia tour of the new facility based on military land navigation training techniques.

Code Blue Responder Way Finding



Guided tours by life support staff from a code response perspective

Mock Move Day



Table top and live practice moves involving key personnel in multiple scenarios.

Replacement Hospital



- 2 miles away
- ~ 500,000 square feet
- All private rooms
- 176 licensed beds
- No net increase in staff
- Increased number of ORs and L&D beds