Unit Practice Councils Utilize Evidence Based Practice to Improve Patient Care in a Shared Governance Environment

**Journey to Nursing Excellence**

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**Purpose**

To determine the effect that the Unit Practice Council (UPC) has on patient care outcomes throughout JHS

**Method**

- Eighty-six UPCs have been established over a 3 year period.
- Health Foundation of South Florida provided a grant to support the UPC program.
- Structured data base
- Projects, performance, outcomes
- Resources:
  - Education/Mentoring
  - Evidence-based Practice facilitators
  - Dedicated UPC coordinator
  - Steering Council support and guidance
  - Support from leadership/administration

**Findings**

- Projects to improve practice/patient care
- 198 UPC projects
- Estimated cost savings: $972,516.92
- Intangible cost savings
- Projects to improve practice/patient care
- Resources and mentors are essential to a UPCs success.
- Support must be customized to facilitate each UPCs individual growth and success.
- Performance variations are expected among the UPCs in an organization.

**What We Learned about Successful Unit Practice Councils**

- When provided with the environment to make decisions nursing staff will be engaged, enthusiastic and successful in improving practice.
- Resources and mentors are essential to a UPCs success.
- When provided with data about the unit, UPCs will identify appropriate projects for practice improvement.
- Performance variations are expected among the UPCs in an organization.
- Support must be customized to facilitate each UPCs individual growth and success.

**Practice Improvement Projects**

- Use of EBP guidelines (RNAO): Teamwork improves Patient satisfaction
- Decrease patient waiting times, improved patient throughput
- Hand off tools to increase communication/improve quality
- Monthly nurse recognition program
- Float service ambassodor
- Decrease re-admits (bounces-backs in the ER)
- Fall prevention
- Pressure Ulcer prevention
- "Scrutin the Hub" bloodstream infection prevention
- Weaning patients from enteral tube feedings
- Decreasing work related injuries
- Improving pre-procedure documentation and consent process
- Decreasing IV infiltrations
- Improving communication in a culturally diverse environment
- Group practice model implementation
- Diabetes management
- Improving call light response time
- Hand-washing technique and compliance
- Open visiting
- Newsletter to promote communication
- Improve recruitment and retention
- Effectiveness of 8 hour vs 12 hour shifts
- Effective patient education
- Conflict resolution
- Promoting autonomy

**JHs Shared Governance Model**

- Nursing Practice Model
  - Evidence-based practice has provided a process for changing practice to improve patient care. There are models, tools, and empirical support to assist clinicians in more easily living the EBP process in their environments; however, for health care to be transformed from the inside out, all clinicians must join together with the common goal of advancing EBP in their practice, academic, policymaking, or science-generating worlds to bring about best practice.
  - Unit Practice Councils utilize the EBP model to improve practice.

**Jackson Health System Nursing Model Evidence-based Practice**

- Adapted from Rossuwum ML and Lambert ML. Image J Nurs Sch 1999: 31:317-22. Hamilton Health Sciences nursing model for implementing Evidence-Based Practice

- **ASSESS** need for change in practice
- **DEVELOP** an answerable research question
- **CONSULT** best evidence resources (Cochrane Collaboration, National Guideline Clearinghouse, RNAO Best Practice Guidelines)
- **SYNTHESIZE** best evidence
- **PROPOSE/DESIGN** change in practice/policy
- **IMPLEMENT** practice/policy change
- **EDUCATE**
- **EVALUATE** practice

- **Purpose**: To determine the effect that the Unit Practice Council (UPC) has on patient care outcomes throughout JHS

**UPCs are the Shared Governance Structures located directly on the patient care unit, providing clinical staff with the ability to make decisions about nursing practice and patient care**

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