Working with Core Competencies in Orthopaedic Nursing

Ami Hommel RN Associate Professor,
Dep. of Orthopaedics Skåne University Hospital, Sweden
Carina Bååth RN Phd, Clinical lecture
Dep. of Health Sciences, Karlstad University and County Council of Värmland Sweden
Florence Nightingale - Mini Biography (TV-PG; 03:06) Crimean War nurse Florence Nightingale spent her night rounds giving personal care to the wounded, establishing herself as "The Lady with the Lamp." She established a nursing school and her writings sparked worldwide healthcare reform.

"...from an early age Florence... displayed an extraordinary ability for collecting and analysing data..."
"Every hospital should follow every patient it treats long enough to determine whether the treatment has been successful, and then to inquire ‘if not, why not’ with a view to preventing similar failures in the future.”

1917
Competency

Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care

(Cronenwett et al, 2007)
Core Competencies

PFCC

- EBP
- Teamwork & Collaboration
- Safety
- Quality Improvement
- Informatics
Patient /Person/ Family Centered Care

**Old** - Listen to patient and demonstrate compassion and respect

**New** - Recognize the patient as the *source of control and full partner* in providing compassionate and coordinated care based on respect for patient’s preferences, values and needs
Patient /Person /Family Centered Care

“- is providing care that is respectful of and responsive to individual patient preferences, needs, and values and ensuring that patient values guide all clinical decisions”

IOM
The difference

• patient as the **source of control** and **full partner**

• a **partnered** relationship with caregivers

• **equipped** with relevant information, resources, access and support

• **fully engage in and/or direct** the health care experience as **they** choose
Teamwork and Collaboration

• **Old** – Work side by side with other HC professionals while performing nursing skills

• **New** - Function effectively within nursing and interprofessional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care

(and include patient and family)
Teamwork is …

Team – “two or more individuals who have specific roles, perform interdependent tasks, are adaptable, and share a common goal” (Salas et al, 1992).

Teamwork – “a joint action by two or more people, in which each person contributes with different skills and expresses his or her individual interests and opinions to the unity and efficiency of the group in order to achieve common goals.” (Yrichis & Ream, 2008)
Collaboration is…

“- a process of joint decision making among independent parties involving joint ownership of decisions and collective responsibility for outcomes. The essence of collaboration involves working across professional boundaries”

(Liedtka & Whitten, 1998)
So what’s different with this competency?

• Within nursing *and* interprofessional teams
• Shared decision-making
• Nurse as leader of the team, when appropriate

• And the patient/family as active partners
Quality Improvement

• **Old** - Update policies and procedures, chart audits of documentation

• **New** - Use data to monitor outcomes of care processes and improvement methods to design and test changes to continuously improve quality and safety of health care systems
Small test of change
Patient Safety

- **Old** – Focus on individual performance, vigilance to keep patients safe

- **New** – Minimize risk of harm to patients and providers through both system effectiveness and individual performance
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Note that not all of the main causes of failure appear in every hospital. The chart above represents the validation of the root causes across hospitals. This underscores the importance of understanding hospital-specific root causes so that appropriate solutions can be targeted.
Evidence based practice

• **Old** – Adhere to internal policies and procedures

• **New** - Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care
Informatics

**Old** – Timely and accurate documentation

**New** - Use information and technology to communicate, manage knowledge, mitigate error, and support decision-making
Key Message

Safe, EVB, effective, satisfying patient care requires teamwork, collaboration with and communication among members of the team, including the patient and family as active partners.
How are you working?

Are you building your team’s COMPETENCIES? ... or just doing TRAINING?
Thank you!