

## Creating Healthy Work Environments VIRTUAL 2021

### Creating a Strong and Healthy Work Environment During a Pandemic Through Shared Governance

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**Purpose:** During extraordinary times of the COVID-19 pandemic, shared governance meetings were temporarily shut down in efforts to provide care and life saving measures to the growing number of critically ill patients. Given these extenuating circumstances, there was a need for shared governance leadership to re-focus their efforts to ensure nurses continued to be represented and to have a voice during these stressful times. In an effort to engage with nurses at the bedside and throughout the organization, weekly rounding was implemented by the President of the Shared Governance structure. The purpose was to leverage this as a supportive structure during the pandemic so that the nurses' voices were heard, and concerns were clearly communicated to the shared governance President.

**Methods:** The President, in addition to being connected and working side by side with nurses on COVID units, conducted extensive weekly walking rounds covering all in-patient units of the hospital. The President connected with nursing and unit-based employees. Following rounds, the President communicated common themes and concerns brought up by nursing staff and employees to the Chief Nursing Officer (CNO). Together they strategized to provide a response to the concerns raised.

**Results:** Through rounding the Shared Governance organization was able to build and strengthen trusting relationships among nursing staff that contributed to a healthy work environment for staff at a time of need. Some important outcomes that were achieved by the weekly rounds and follow up with the CNO included: COVID crisis pay, extra PTO day, recognition/appreciation pay, maintaining LEAP funds, scrubs, unit wellness rooms and wellness ambassador rounds, asymptomatic COVID testing, free garage parking, housing and hotel accommodations, support of no visitor policy and implementation of virtual family visits, and food donations.

**Conclusion:** The impact of weekly rounding by the President of Shared Governance promoted a healthy work environment by leveraging the voice of nursing during the extraordinary times of a pandemic.

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#### **Title:**

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#### **Keywords:**

Shared Governance, pandemic and weekly rounding

### **Abstract Summary:**

Importance of shared governance presence with rounding to ensure a healthy work environment during a pandemic. The President of the shared governance council implemented weekly rounding in an effort to engage with the nurses at the bedside during the COVID-19 pandemic.

### **References:**

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