High Quality and Low Cost: Evidence Base Nursing Workshops in a Large Health Care Organization

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The vision

A process of change should be implemented in order to move nursing systems away from traditional, ritualistic practice to practice that is based on sound scientific evidence.

dú wàn juàn shū bù rú xíng wàn lǐ lù—(Chinese Proverb)

It is better to travel ten thousand miles than to read ten thousand books.
How to start a change?

• The **second** largest health organization in the **world**
• **12,000** nurses are working in the “Clalit” Health services organization
• **A wide range** of health services: community-primary care, general hospitals, psychiatric hospitals, geriatric and rehabilitation hospitals
• **Above 4,000,000** customers
• Hundreds of thousands of **diverse nursing work routines**
• An **intense and complex** work environment
How can we instill the language of questioning?

- Nurses in the clinical field are engaged in providing treatment
- Managers are focused in achieving quality goals
- The language of research is spoken and tucked in nursing academia

A gap between the clinical field and the research field
Nursing decision making in the clinical field in most cases is not evidence-based.
Practical Model for Promoting Nursing Research

- World Trends
- Other Professions
- Nursing Division
  - Supportive research division in Clalit nurse’s director’s office
  - Health policy department
- Foundations
  - Human Resources
  - Professional Union
- Ministry of Health

Academic R.N.
- Research units
- Nursing managements
- Nurses with PhD, Thesis, MA
Directions of Implementation

- Establishing Evidence Based Practice Workshops
- Conducting Research Courses
- Providing Statistical Support
- Formulating Research Guidelines Booklet
- Building a Research Web site
- Supervising Nurse Research
Structure of the workshop

• Selecting candidates – staff nurses from different clinical fields who are working in the same hospital or region
• Four formal meetings
• Identifying a clinical question
• Instructions of lecturers
• Presenting the integrative evidence to nursing managers
Throughout the country

- Haemek hospital
- North region
- Carmel hospital
- Haifa region
- Rehabilitation hospital
- Centre region
- Geha hospital
- Rabin hospital
- Jerusalem region
Examined 70 nursing routines

Neonatal intensive care unit
Emergency room
Adult intensive care
Medical department
Pediatric department
Genecology department
Psychiatric department
Primary care health services
The journey begins

• Why are we doing

• Why we do it this way?

• Whether we can produce better results consistently?
ER nurses

• In babies who are obese, are estimated dosage of medication and adjusting the size of the equipment during CPR by using a Breslau scale is accurate than using a weighted index of the length and weight?

• The nurses felt that for obese children the equipment does not fit.
NICU nurses

• Among infants and babies on respirators, does suctioning through the endotracheal tube as needed, compared to suctioning at regular intervals, will reduce complications?

• Nurses didn’t thought to stop the routine
Surgery nurses

• Is telephone support of nurses within 24 - 48 hours after ambulatory surgery under general anesthesia, ensures stability in physiological and psychological analyzed and prevents calls to the emergency room and hospitalization?

• Patients are discharged to their home a few hours after an anesthetic without any monitoring of a nurse.
Eye clinics

• Is it possible to reduce the dose of the eye drops that cause dilatation of the pupils and as a result reduce the risk to the patients?

• Over the years, patients receive high dose of the eye drops and are required to wait a few hours at the clinic until the dilatation of the pupils occur.
Primary care

• Focused training and **sms messages** for influenza vaccine for **pregnant women** compared to verbal guidance.

• Only 25% of pregnant women were vaccinated
Outcomes
We began to change routines

• Nurses in the NICU perform suction as needed.

• In the emergency room they are using beds with digital scales.

• In the NICU they are using eye drops in a lower dose only.
Staff nurse began to initiate nursing research

- Is the use of a cold pad to treat women after labor with perineal tear is preferable than using gauze with magnesium?

**RCT**

- Group receiving no treatment
- Group receiving cold pad therapy
- Group receiving gauze with magnesium
Summary

- Quality of care
- Professional development
- Financial