Title:
Nursing Staffing and Technology: A Relationship Formed in the Electronic Environment Benefiting Patients and Nurses

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Session Title:
Staffing Strategies to Improve Outcomes
Slot:
H 05: Saturday, 18 March 2017: 3:00 PM-3:45 PM
Scheduled Time:
3:20 PM

Keywords:
Acuity, Nursing and Staffing

References:


Abstract Summary:
Learn how implementation of an electronic staffing and acuity system has improved the productivity, safe, equitable patient assignments, and desired patient outcomes on inpatient units.

Learning Activity:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tbody>
<tr>
<td>The learner will be able to understand the use of technology in nursing practice</td>
<td>Describe the effective use of technology to improve nursing practice</td>
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<tr>
<td>The learner will be able to understand how to make equitable patient assignments using the solutions.</td>
<td>Demonstrate the solutions usage in making equitable assignments and the benefits</td>
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Abstract Text:
The rising costs of health care are creating diminishing budgets for hospitals, impacting direct patient care hours. Previous versions of acuity systems were subjective and required additional effort by nurses. Innovative technological advances have led to acuity systems that retrieve data from the electronic medical record and generate an acuity score that is objective, valid and reliable. Acuity informed staffing is a benefit to patients, staff, and budgets.

The strategy was to implement a process by which a valid acuity tool could aid in the decision making of staffing and patient assignment. The goal was to leverage the latest technology, increase objectivity, and decrease the need for additional effort from staff in determining an acuity and staffing program that electronically calculates a patient’s acuity by pulling data from the electronic health record and mapping it
to thousands of data points associated with identified nursing outcomes met that goal. The implementation process included key stakeholders from multiple levels of the organization including directors, finance, nursing, and information technology experts. There were several training sessions for the nursing staff that would be impacted directly by the implementation of the system. A secondary process of implementation was the identification of super-users and acuity auditors whom meet on a quarterly basis.

Data was collected from each inpatient unit before and after implementation of the electronic acuity and staffing program which demonstrated improvement with the utilization of the system. The data showed an improvement in productivity, improved staffing at the bedside, a decrease in sick time, double time and overtime. Productivity percentages improved from 65-85% to 95-105%, the ideal outcome and realized cost savings.

Nationwide hospitals would like to achieve a goal of knowing the right number of nurses to have, how to efficiently manage their schedules, and optimize the resources available to meet the needs of the patient population. Technology allows for nursing and finance to collaborate to meet this goal.