As nurses, we are committed to taking care of others, but we must also take care of ourselves. That’s why I’m so excited about the work of the Nurse Wellness Committee and its new Recognition Award that spotlights great nurse wellness efforts. The first award went to the Trauma Unit for their innovative use of a Facebook-like website that promotes physical and mental wellbeing. In a profession that takes a toll on the body and spirit, it is important to take time to practice good health and connect with your colleagues. I encourage you to read about their project and think of ways your unit or clinic could win the next award.

This issue also highlights two Workflow Redesign projects: 5S Lean Organizational Training and Anticipatory Orders. 5S is an effort to declutter, reduce hunting and gathering and eliminate waste. It ultimately aims to make organization and cleanliness a firm part of our nursing culture. The Anticipatory Orders project is piloting advance orders to reduce unnecessary pages and let nurses practice at the top of their license. These are two very exciting projects.

Enjoy this issue,
then we come together for challenges,” Hobt-Bingham said.

There’s a golden Spire Cup trophy that goes to the unit who wins the challenge, and competition is fierce. Past monthly challenges have included plank- ing, taking the stairs, doing wall sits, drinking more water and trying a new recipe.

“Then there are random challenges for other days. One was ‘celebrate the colors’ and people posted pictures of vegetables or their painted toenails at the pool,” Hobt-Bingham explained.

“It’s not all physical. There is emotional, mental and spiritual support too.”

On a nursing unit like the Trauma Unit, where compassion fatigue and burnout are common, Spire has helped the nurses focus on their health and feel more engaged with their colleagues.

“We care for challenging families who don’t always have good coping skills and take it out on our nurses, and we sometimes have violent or aggressive patients. I’m always looking for things to put a little sunshine in their day,” Hobt-Bingham said.

Nurse Rachel Owens, BSN, RN2, said there are different bands of nurses who excel at push-ups, nutrition challenges or posting photos of their outdoor activity.

“This does not separate us but instead it helps us all band together. All of these different ways we show our individuality on Spire helps us grow as one unit and bands us together so we get the mission done to serve our patients,” Owens said.

Care Partner Angie Lankford said using Spire has upped her activity level, especially with her son.

“When you post something and someone gives you points or a high five, it’s like a job well done,” Lankford said.

Hobt-Bingham now has an IRB-approved study underway to evaluate the impact of Spire on nurse wellness. The Trauma Unit, Neuro ICU and Pediatric ICU are serving as intervention groups, while the SICU and Pediatric Cardiac ICU are the control groups.

After using Spire, 75 percent said they received increased support and encouragement to be healthy and active, and 67 percent said that they felt closer to co-workers. 72 percent indicated that their department culture was healthier, and 65 percent said Spire had a positive impact on their emotional wellbeing.

Hobt-Bingham will do the post-survey Aug. 1.

The Nurse Wellness Committee hope to give its new award twice per year.

“There is no formal application process. We’re just always hearing about good work and want to more formally recognize it,” Hasselblad said.

“We have goals to improve nurses’ physical and psychological wellbeing. The Trauma Unit’s project fit it so well with both of those goals that we felt compelled to recognize their efforts.”

To see a video of the award presentation, visit http://www.youtube.com/watch?v=OjwzELyi63s.
One of the major complaints during Workflow Redesign focus group sessions was that nurses could not find the supplies and equipment they needed.

Part of Wave III of the Workflow Redesign effort is a project called 5S Lean Organizational Training.

“Lean means eliminating waste so there is more time to do your actual job. We want to eliminate hunting and gathering and adjust par levels, organize and declutter. It’s like that old saying, ‘A place for everything and everything in its place,’” said Ashley Davis, MSN, RN, clinical operations systems engineer.

5S was coined in Japanese manufacturing to maximize efficiency on assembly lines. It translates to English as Sort, Straighten, Shine, Standardize and Sustain.

The first step, Sort, involves taking an inventory to determine what supplies a unit has and what it needs.

“The idea is to take out things you don’t need to make more room for the things you do need. Create a list of what you need in each patient room or storage area and adjust the par levels,” Davis said.

The second step, Straighten, sets all the supplies in order.

“This is as simple as putting dividers in a drawer and making every drawer the same. Label closets where equipment should go and color code supply bins. Those visual cues are really helpful,” Davis said.

The third step, Shine, polishes all the new organization methods.

“Shine basically means to fix everything. Everything should be in good working order,” Davis said.

The fourth and fifth steps, Standardize and Sustain, make organization a habit.

“We want to create and keep a culture of being clean and staying organized. It’s not just nurses that are responsible; it’s a collaborative effort. It’s everyone’s responsibility to stay clean and organized,” Davis said.

5S will eventually be implemented in all inpatient areas in adult and children’s services. The process started in Surgery and moved through Vanderbilt University Hospital inpatient units and will continue to Children’s Hospital in July.

“It can be overwhelming. It’s like organizing your own closet at home. Where do you begin? So we broke the process down into its individual steps with a timeline for completion,” Davis said.

“This is a lot of work initially, but it is a good investment for the future. Everything will be in place and up to par.”

The 5S project is led by Matt Mulvey, operations systems engineer, Karen Morlan, administrative director of materials management, and intern Conner Lawrence.
8th FLOOR PILOTS ANTICIPATORY ORDERS

The Care Team Communication project found that there are 18,000-25,000 electronic pages sent every day at the Medical Center, and many of those are between nurses and physicians communicating about patient orders. An analysis revealed 30 percent of those pages were not necessary.

Out of that work came the **Anticipatory Orders** project during Wave III of Workflow Redesign.

It is testing the feasibility of creating patient orders for nausea, pain and bowel regimens when a patient is admitted.

Teams from Medicine, Surgery and Pediatrics collaborated to build order sets and get them approved.

“This work is harder because there are a lot of safety and quality concerns, but we think it is worth trying,” said Ashley Davis, MSN, RN, clinical operations systems engineer.

“We want to think ahead and anticipate care, not react to it.”

A weeklong pilot project will be conducted on 8 North and 8 South, and Megan Jones, BSN, RN2, said anticipatory orders show a lot of promise.

“It saves us time to page and the doctors to answer, and then the patients get the medications they need without delay. That’s important especially for patients with pain and nausea,” Jones said.

She hopes nurses will embrace having more autonomy and being able to practice at the top of their license.

“It’s great to be able to get things done and have satisfied patients,” she said.

“I hope nurses will take advantage of it. Flex your muscles and show you can handle the responsibility of more autonomy.”

MEDICAL CENTER JOB FAIR NETS 79 NEW HIRES

Vanderbilt Human Resources, Talent Acquisition and Nursing partnered to host a job fair May 29-30 in the Medical Center North Learning Center. During the two-day period, about 200 interviews were conducted and 79 RNs, LPNs, Medical Assistants, Care Partners, Patient Care Technicians, and Medical Receptionists were hired.

“Our purpose was to generate new applications and candidates for harder to fill areas, and it was a very successful event,” said Candy Lindsay, RACR, senior director of Talent Management & Operations.

“We had fantastic collaboration with the nursing leadership team. More than 50 managers participated in pre-scheduled interviews during the job fair.”

Vanderbilt has held job fairs in the past, but this event was unique in that it attracted candidates for areas throughout the hospitals and clinics instead of select units. Based on its success, Lindsay said VUMC will likely hold similar events on a quarterly basis in the future.

**Vanderbilt Farmers’ Market**

Every Thursday
3-6 p.m.
Medical Center Plaza

Stop by and shop for local fruits and vegetables, dairy products such as goat cheese, milk and yogurt, grass-fed beef and free-range chicken, eggs, pasta, honey, healthy baked goods and flowers.

Cash accepted at all vendors; credit cards and debit cards accepted at some.