

2015

SAINT BARNABAS MEDICAL CENTER
Nursing Annual Report



Nursing Leadership



Jennifer O'Neill,
DNP, APN, NEA-BC

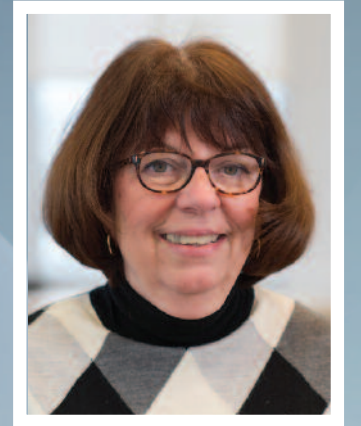
Vice President and
Chief Nursing Officer,
Saint Barnabas
Medical Center



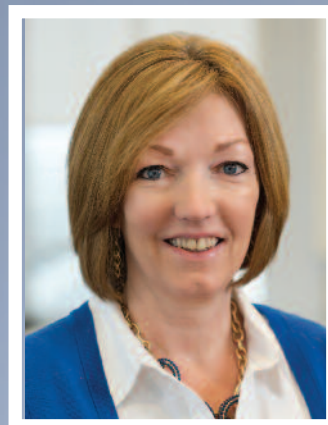
Caroline Kornutik, MSN/ED, RN,
CNOR, Director of Perioperative Services



Maggie Lundberg-Cook, MPA, RN,
CCRN, Director of Cardiac, Critical Care
and Wound Care Services



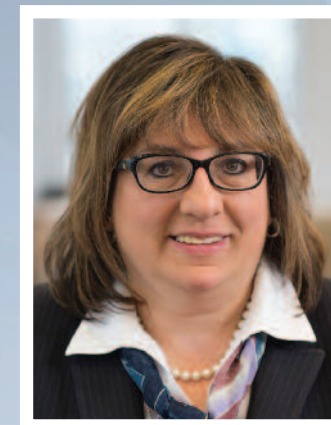
Karen Panka, BSN, MAS, RN,
Director of Nursing Administration



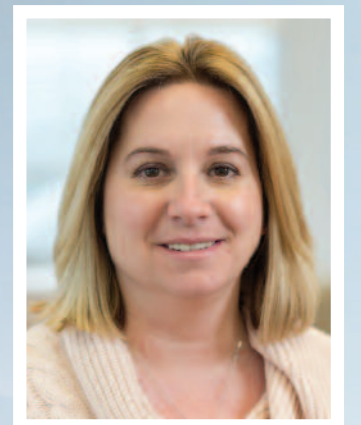
Sheila Collier, BSN, RNC,
Director of Maternal/Child Services



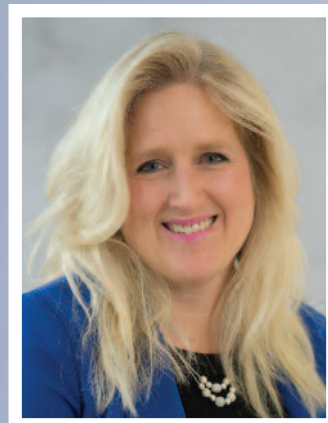
Deanna Paxos, MSN, RN-BC, CNL,
Director of Clinical Excellence
and Innovation



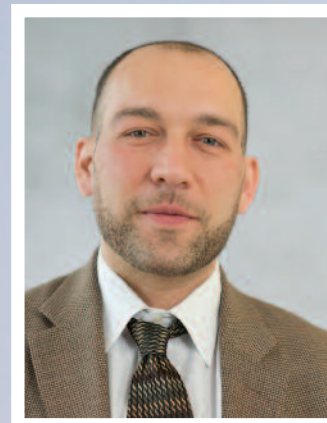
Mary Beth Russell, PhD,
Director, Nursing Education



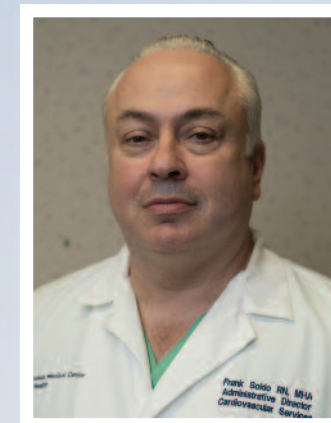
Leanne Sanabria, BSN, RN,
Director of Medical/Surgical



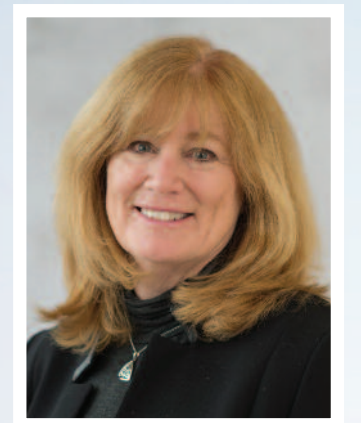
Patricia Drabik, MSN, RN,
Administrative Director,
Nursing Finance and Resources



Vince Silvestri, MSN, RN,
Director of Emergency Services



Frank Soldo, BSN, MHA, RN,
Admin. Director, Cardiac
Diagnostics and Intervention



Ginger Weatherston, BS, MAS,
Director of Unit Management

Jennifer O'Neill, DNP, APN, NEA-BC

Chief Nursing Officer's Message



As Chief Nursing Officer for Saint Barnabas Medical Center (SBMC), I am so pleased to present you with our 2015 Nursing Annual Report. I am confident you will enjoy reading about the accomplishments of our outstanding team of professional nurses and patient care staff.

As an important part of our health care team, it is our nurses who take the lead in ensuring the delivery of our mission to each and every patient by providing compassionate care, healthcare excellence and superior service. Time and time again, I am delighted to hear from our patients and their families who say they felt like they were cared for like family.

This year, we continued to prepare for the financial impact of health care reform with programs aimed at ensuring that we can achieve the triple aim of better health, better care and lower cost. Our staff and leaders pulled together to maintain our focus on providing safe and effective care, and exceptional service to our patients and families. Through bedside report and rounding with intention, we have reinforced the concept of patient-centered care, improved the patient experience and made real progress in decreasing hospital acquired conditions such as falls and CLABSI. We were honored to achieve national recognition as one of only 98 hospitals to be named a Top Hospital by The LeapFrog Group for our focus on safety.

In 2015, we began an exciting journey towards Magnet® designation – a challenging process, but one that will showcase the great work happening at Saint Barnabas Medical Center. With the development and implementation of Shared Governance and our unit-based teams, we have empowered our nurses to bring change to the bedside using evidence-based practice. Unit-Based Practice Councils instituted a clinical ladder, which supports our efforts to reward and recognize, encourage professional growth and development, enhance employee engagement and improve quality outcomes.

We look forward to an exciting 2016, as we continue our success with a focus on safety, providing exceptional care for our patients and their families and continued growth of our clinical services to meet the needs of the communities we serve.

Saint Barnabas Medical Center has a strong future because of our nurses' talent and dedication to our patients and our organization, and I am extremely appreciative.

Jennifer O'Neill, DNP, APN, NEA-BC
Vice President and Chief Nursing Officer, Saint Barnabas Medical Center

EXTERNAL ENVIRONMENT



Population Health

Health care in America is experiencing a rapidly evolving landscape, where health care services are moving from inpatient to outpatient settings and providers are taking responsibility for the health of large populations, with the goal of keeping people well. As part of Barnabas Health, SBMC is preparing for this transition and embraces the belief that “Life is better healthy.”

Transitions of Care

Health care professionals strive every day to provide patients with the most effective, safe and beneficial care possible. The health care industry, SBMC included, works hard to create the best care delivery within each practice setting and area of responsibility. However, it is when patients transition between these settings that dangerous situations may arise — not through any fault of the professionals involved, but because the system is very complex with no clearly defined specific responsibilities for effective patient hand-offs.

To reduce transitional problems and ensure patient safety, SBMC developed the Transition of Care Program in 2014 to provide patients with the tools and support to promote confidence, knowledge

and self-management of their condition as they move from the hospital to their home.

Staffing

In 2015, the debate regarding revising minimum nurse-staffing Laws for New Jersey hospitals continued to be debated in Trenton. A coalition of labor unions is pushing the state to revise mandates and penalize hospitals that don't follow the rules. Hospital representatives from across the state argue that that patient safety could be harmed by reducing hospitals' flexibility to adjust nurse staffing levels to meet patient needs.



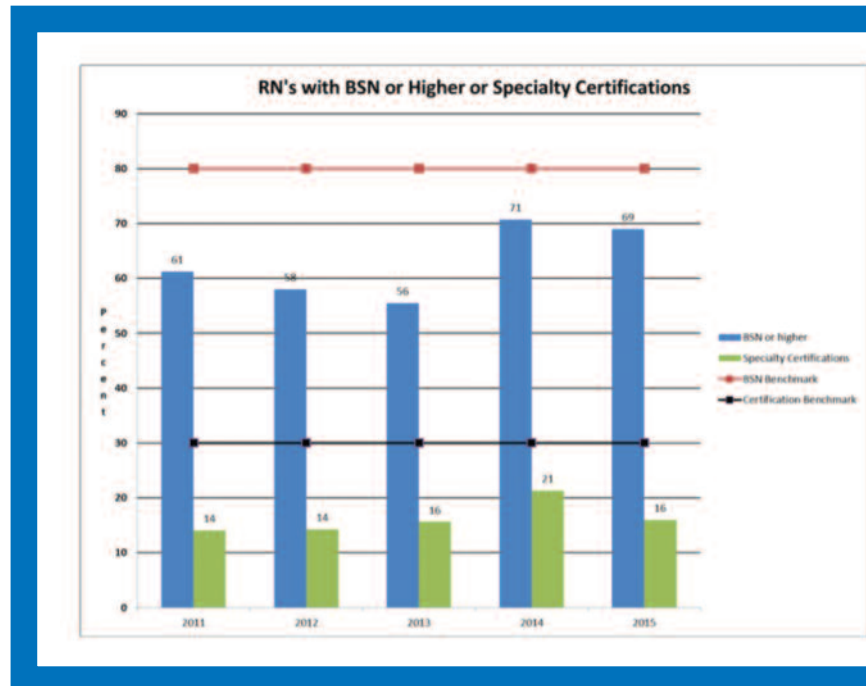
Ethel Arnaldo, RN,
Emergency Department

PEOPLE



Highly Qualified Nursing Workforce

Quality patient care hinges on having a well educated nursing workforce. Research has shown that lower mortality rates, fewer medication errors, and positive outcomes are all linked to nurses prepared at the baccalaureate and graduate degree levels. In support, SBMC's goal is to achieve 80 percent of nurses with BSN certification and 25 percent with specialty certification.



Unit-Based Practice Councils

In 2015, under the leadership of the Shared Governance Team, SBMC developed Unit-Based Practice Councils. These hospital-wide councils, comprised of bedside nursing staff, helped establish a collaborative group for determining evidence-based, best practice standards of care. Participation provides the nursing staff with opportunity to offer input and get involved in providing the best possible care for patients.

As part of 2015 Nurses' Week, a day-long educational symposium was held for Unit-Based Practice Council members. Topics included how to review quality and safety outcomes, write attainable goals, and utilize research to ensure successful implementation of new policies and procedures.

Nurse Residency Program

The American Organization as Nurse Executives (AONE), and the American Association of the Colleges of Nursing (AACN) have encouraged organizations to standardize the transition from academia to practice via programs like a Nurse Residency. A Nurse Residency is a post-graduate experience designed to support the development of competency in nursing practice.

SBMC's Nurse Residency Program, begun in 2013, is intended to retain, support, and provide professional development for newly licensed nurses during their first post-licensure year. Building this foundation is critical to being successful in today's challenging environment.

In 2015, SBMC's second group of nurse residents, who began the program in 2014, worked in float positions on the Medical/Surgical, Telemetry, and Maternal Child divisions. At the completion of the program, many were interested in moving into staff positions and others are choosing to remain in the Float Pool. In addition to the Residency Program in our Medical/Surgical and Telemetry units, SBMC introduced a Residency Program in the Emergency Department and Critical Care units.

DAISY Award Arrives at SBMC

During Nurses' Week 2015, SBMC presented the first DAISY Award. At SBMC, honorees' clinical skills and their compassionate care exemplify the kind of nurses that SBMC's patients, their families, and staff recognize as outstanding role models. Thanks to the generous support of Janice M. Gamper, SBMC was able to present the award to 12 deserving members of its nursing team.

All SBMC DAISY Award winners receive an "Extraordinary Nurse" certificate, a DAISY Award pin to wear on their ID badge, a unique, hand-carved serpentine stone sculpture from Zimbabwe, entitled "A Healer's Touch", a spotlight page on The DAISY Foundation's website, and a congratulatory banner hung on his/her unit for a month. In addition, all the nurses and staff on the winner's unit are treated to Cinnabon® cinnamon rolls!



Pictured, from left, are Maria A. Brilhante, MSN, FNP-BC, CMSRN, 4700 Nurse Manager; Jennifer O'Neill, DNP, APN, NEA-BC, Chief Nursing Officer; Eduard Agapay, RN, SBMC's First DAISY Award winner; and Janice M. Gamper.

2015 DAISY Award Winners

- Eduard Agapay, RN, 4700
- Stephanie Zelinskie, RN, Intensive Care Unit
- Laura Rodriguez, RN, Operating Room
- Susan DiRocco, RN, Family Centered Care
- Yedah Desir, RN, 2200
- Steve Puchalksi, RN, 2400
- Edgar Roque, RN, 5700
- Debbie D'Angelo, RN, PACU
- Jean Sisto, RN, PICU
- Nicole Scalifini, RN, ED
- Chris Fasolas, RN, Radiology
- Ray Cheng, RN, 2300

Celebrating 150 Years of Nursing Excellence

As part of Nurses' Week 2015, SBMC held its annual Excellence in Nursing Awards. The afternoon was a tribute to SBMC's esteemed 150-year tradition of providing the community with compassion, expertise and dedication. The following awards were presented:



Pictured at the 2015 Nursing Excellence Awards are, from left, Jennifer O'Neill, DNP, APN, NEA-BC, Chief Nursing Officer; Marcia Reinfeld Samuels and Morton Abraham Samuels Nursing Excellence Award honorees Kristine Shondel, RN, Martin Ramirez, RN, Edsel Ompok, RN, Ali Schwartz, RN, Jenna Arena, RN, and Maureen Dunn, RN; and Gail and Ben Lobel members of the Samuels Family who generously make the award possible.

31st Annual Marcia Reinfeld Samuels and Morton Abraham Samuels Nursing Excellence Award in honor of N. Peter Zauber, M.D.

- Jenna Arena, RN, Burn Intensive Care Unit
 - Maureen Dunn, RN, Neonatal Intensive Care Unit
 - Edsel Ompok, RN, 2700/Orthopedics & Neurosciences
 - Martin Ramirez, RN, Emergency Department
 - Ali Schwartz, RN, 5200/Pulmonary
 - Kristine Shondel, RN, Pediatric Health Center
- ### Joi Mann Mentorship Award
- Prescila O'Donnell, RN, Cardiac Catheterization Lab
- ### The Kathleen "Katy" Hanf Making a Difference Award
- Sandra Ataides, RN, 2300/Cardiac Telemetry
 - Lovely Beauchluce, RN, Cancer Center
- ### Jane Benjamin Memorial Scholarship/Award
- Mary Murray, RN, Hospice
 - Angeline Charles, RN, 5300/Oncology

The Lizbeth and David Straus Caring Hands Award

- Maritess David, 4700/Surgical Telemetry
 - Alice Richardson, Emergency Department
 - Ivy St. Hilaire, 2100/Burn Step Down Unit
 - Rosalind Thomas, 5700/Renal Transplant
- ### Susan Governale Emergency Department Nurse of the Year
- Mary Jane Hartwick, RN, Emergency Department
- ### George H. Steisel Pulmonary Fund Award
- Michelle Hemberger, RN, 5200/Pulmonary
- ### The Girard J. Spiegel Memorial Scholarship
- Daniel Kistner, RN, 5200/Pulmonary
- ### The Janice M. Gamper, RN Nursing Scholarship
- Lauren Brown - Fairleigh Dickenson University
 - Christina Davis, RN - Thomas Edison State College
 - Eileen Loma, RN - William Paterson University

SERVICE



In alignment with the organization's goals, Nursing introduced several initiatives to ensure that SBMC is providing patients with high quality care, a safe environment and an outstanding patient experience. As shown in Graph A, the inpatient nursing areas have shown strong improvement in 2015.

Multidisciplinary Patient Centered Bedside Rounding

At SBMC, our patients are an integral part of the health care team. In 2015, a Multidisciplinary Patient Centered Bedside Rounding pilot was initiated on 2300 with the intention of keeping our patients better informed of their condition and involved in their care. Through this process, patients receive a daily visit from all of their health care providers as a team. Doing so allows for a real-time, in-person exchange of information regarding the plan of care. Discussion can include a patient's progress, medications, tests, discharge planning, nutrition, pain medication, among other things. It also allows time for patients and their loved ones to share questions or concerns.



Matthew Thomas, RN,
Operating Room

Rounding With Intention

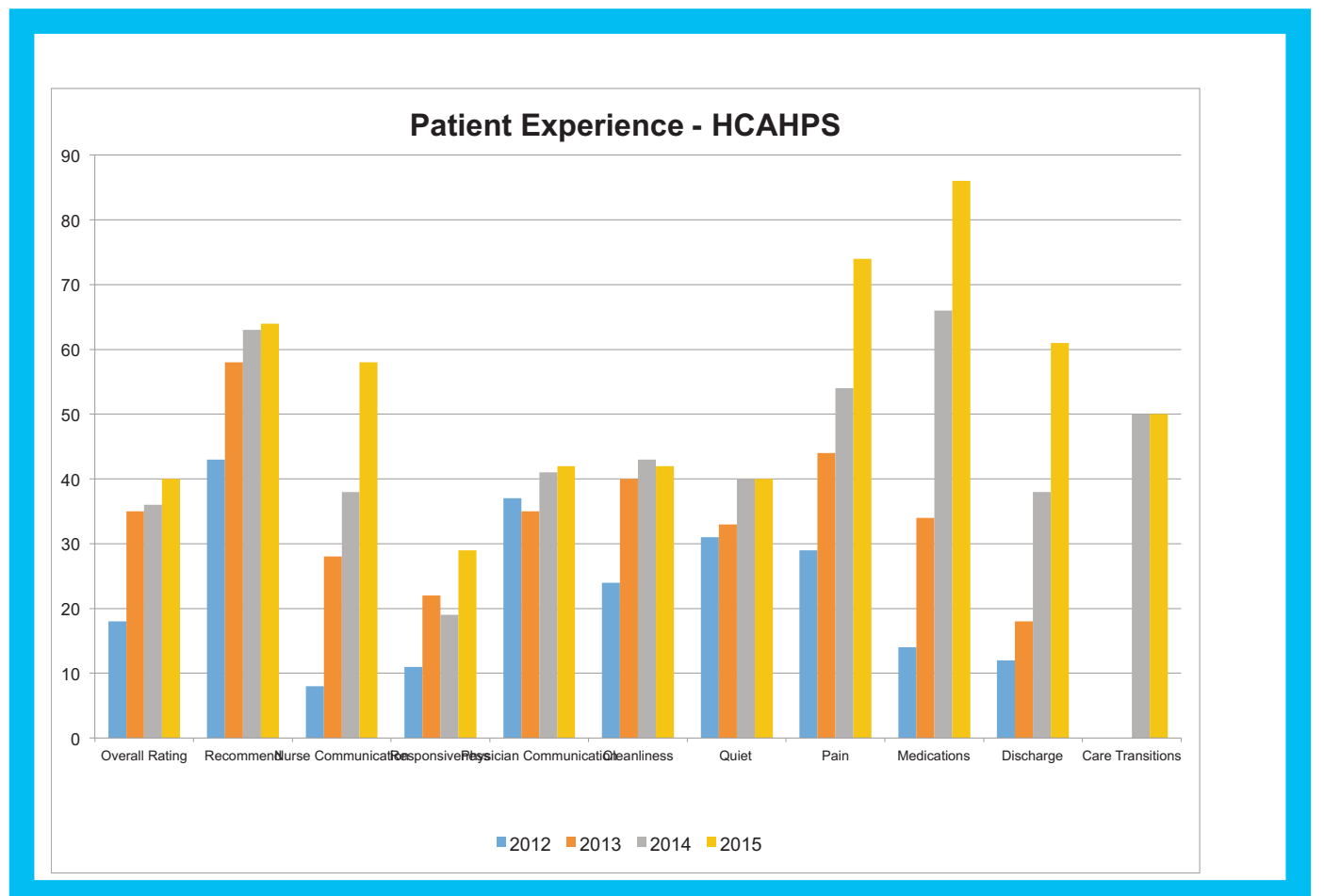
Beginning in June, SBMC launched education and implementation of Rounding with Intention, or hourly rounding, to help improve the quality of care SBMC provide to its patients. Current evidence demonstrates a clear decrease in patient falls, hospital-acquired infections, call bell use and pressure ulcers when Rounding with Intention is in place. Rounding with Intention provides an opportunity for the nursing team to proactively interact with patients at every encounter using key words to assess needs.

M in the Box™

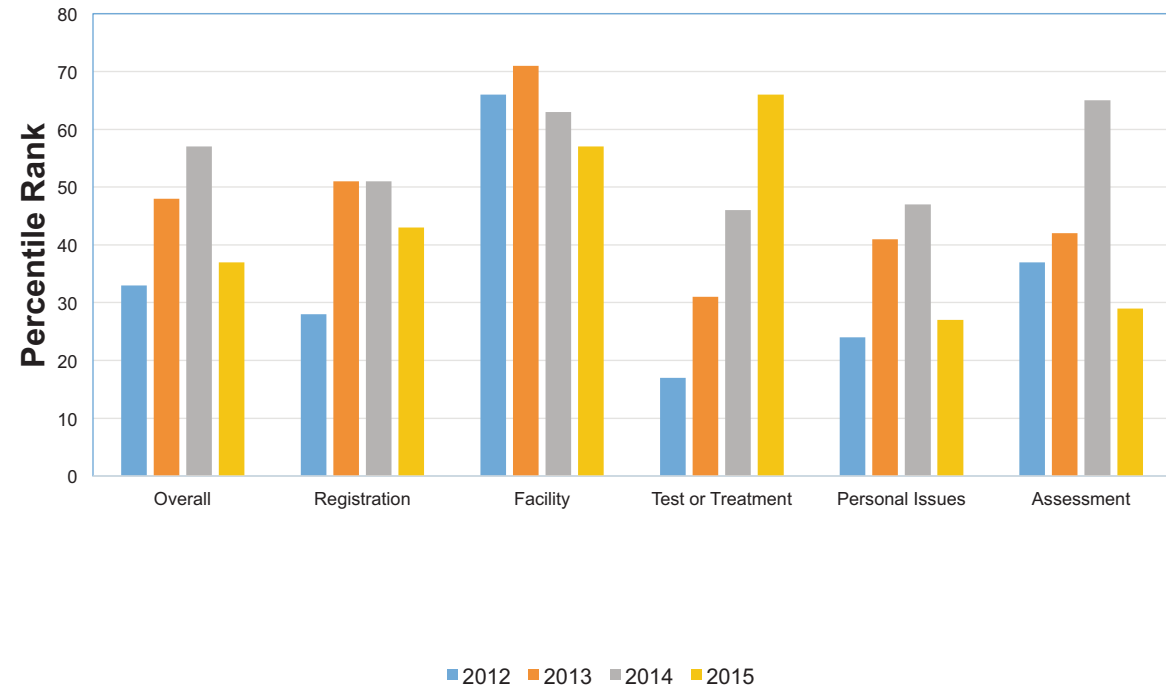
M in the Box is a medication teach-back initiative that has had a significant, positive impact on patient safety and nursing communication at SBMC. During bedside report, the nursing staff engages the patient to recall the information they have been taught about what their new medication is for and what potential side effects they may experience. Research shows that when patients understand their medications, their compliance with taking their medications as prescribed increases. In turn, this reduces the need for readmission to the hospital.

PCM

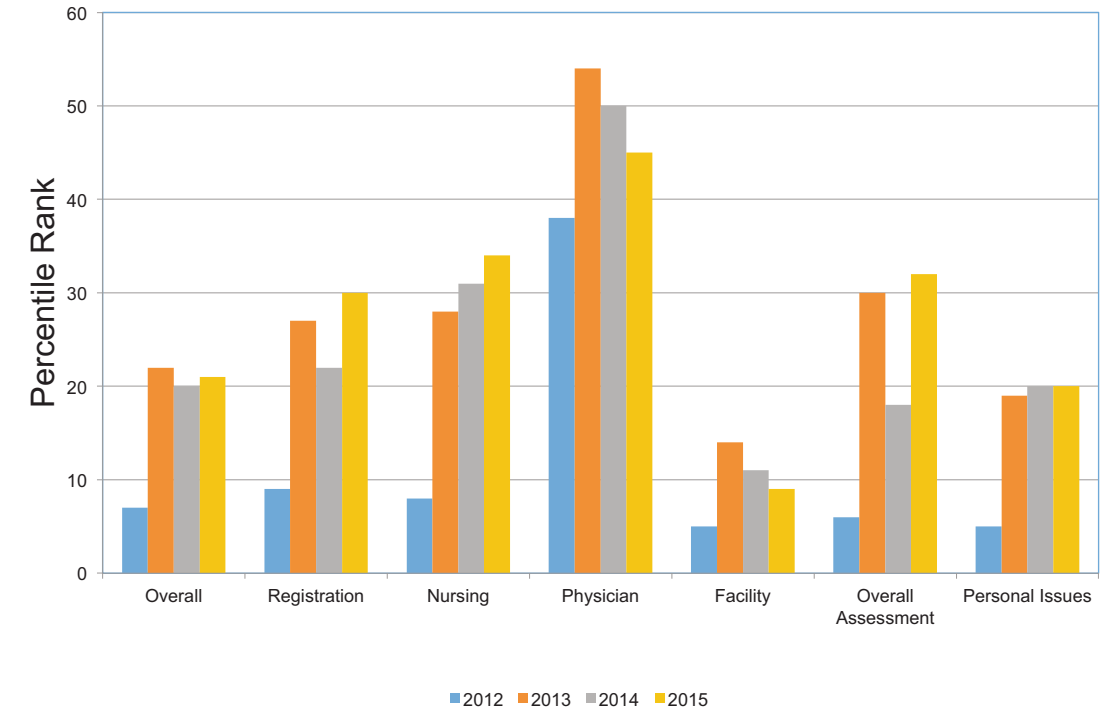
Patient Call Manager is a clinical call system that SBMC has implemented to improve the quality of care delivered to our patients. By calling all discharged patients within 48 hours of leaving the facility, we are able to facilitate a smooth transition to the home environment. Through standardized questions based on patient diagnosis, we also assess compliance with the discharge plan, thus improving clinical outcomes and avoiding unnecessary patient readmissions.



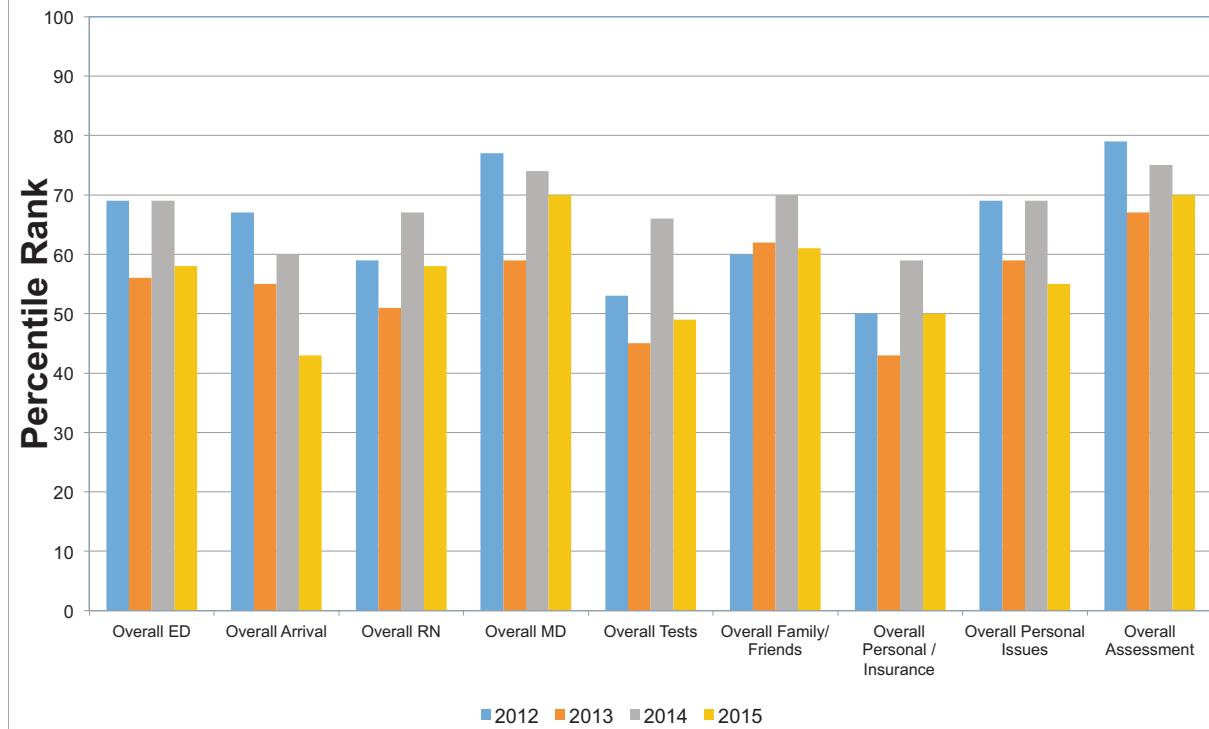
Outpatient Services: ACC Overall



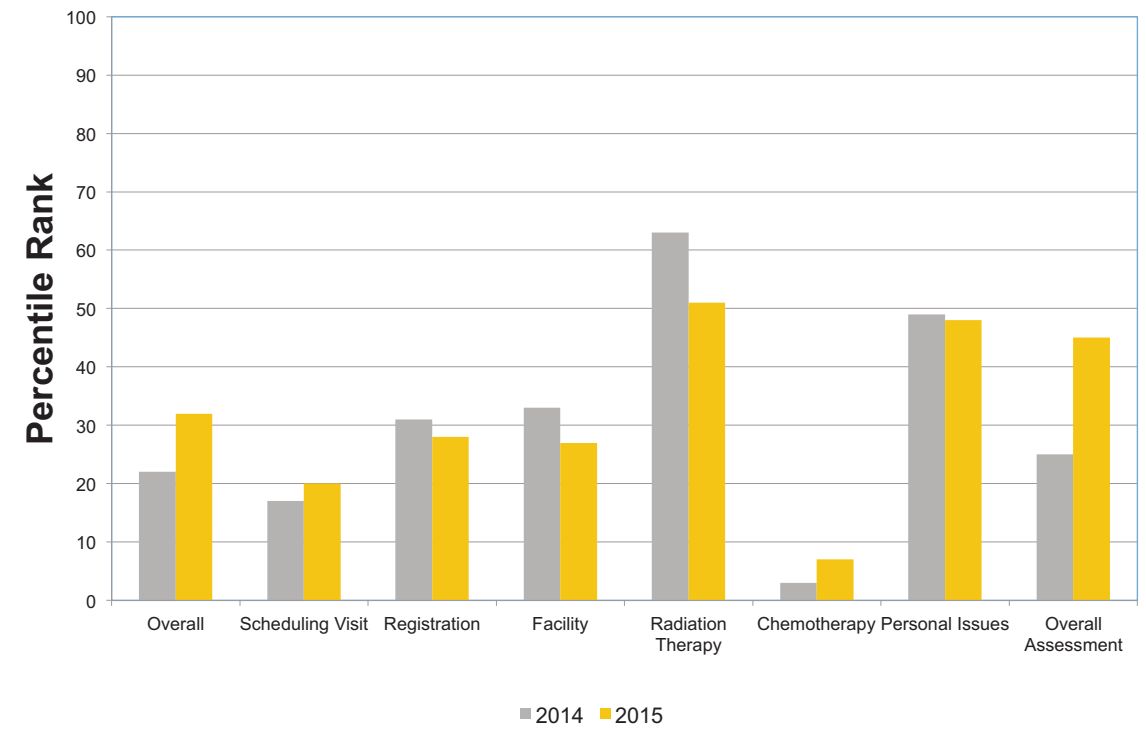
Outpatient Services: Same Day Surgery



Outpatient Services: Emergency Department

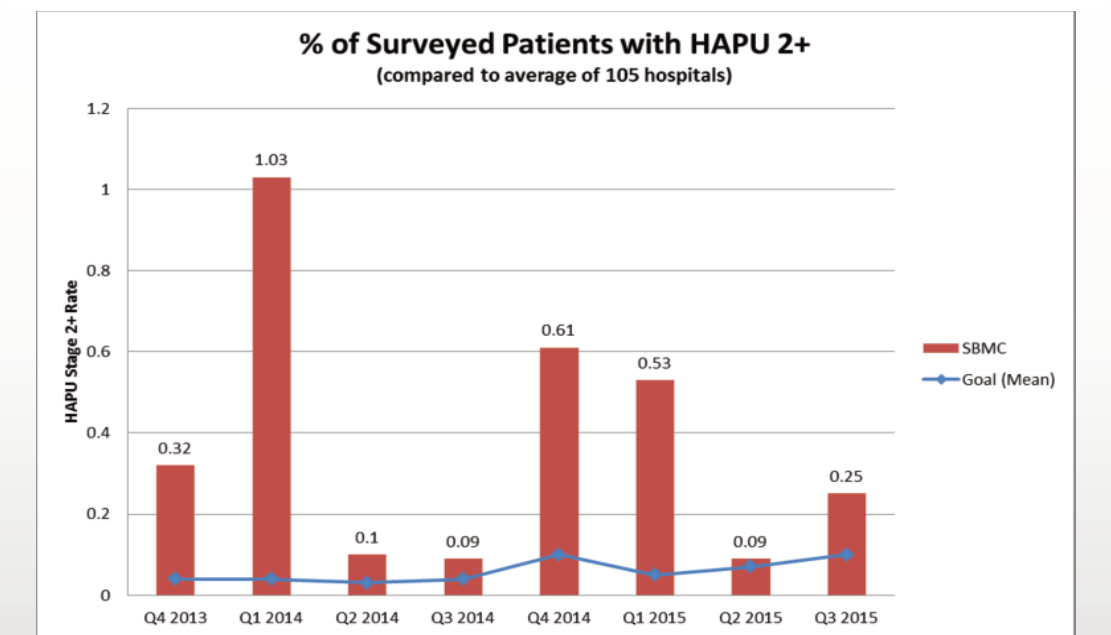


Outpatient Services: Oncology

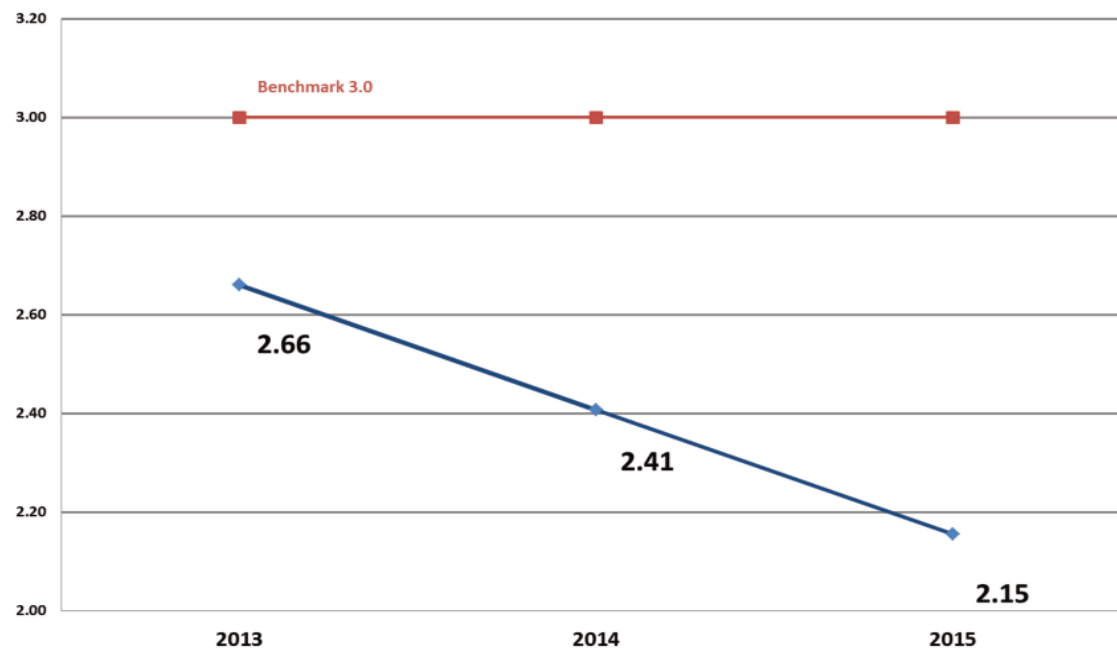




PRESSURE ULCERS



SBMC FALLS RATE (Scorecard) 2013 - 2015



EMERGENCY ROOM: LEAVE WITHOUT BEING SEEN

0.10% 0.25% 0.40% 0.55% 0.70% 0.85% 1.0% 1.15% 1.30%

2015
(0.90%)

2014
(0.53%)

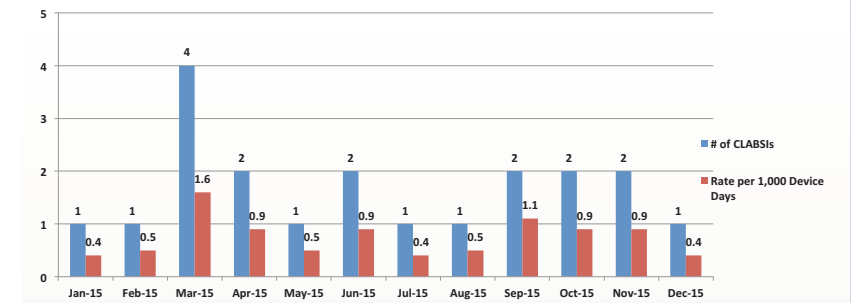
2013
(0.47%)

2012
(0.67%)

2011
(1.16%)

0.10% 0.25% 0.40% 0.55% 0.70% 0.85% 1.0% 1.15% 1.30%

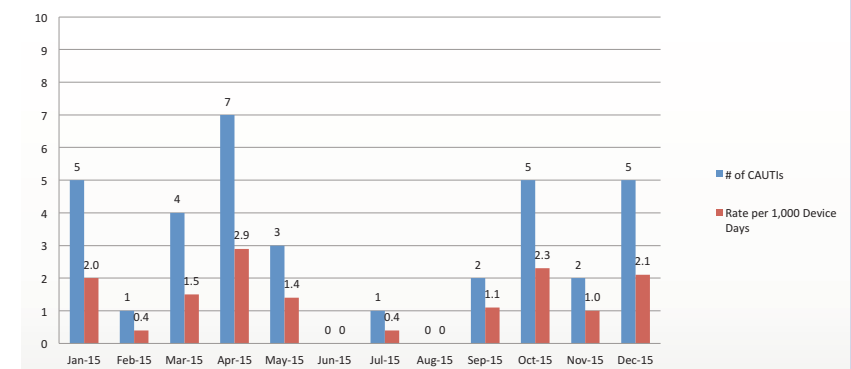
CLABSI 2015



UNITS with NO CLABSIs:

- ✓ ICU ✓ 2400
- ✓ CTICU ✓ 4100
- ✓ PICU ✓ 4300
- ✓ 2100 ✓ 4700
- ✓ 6700

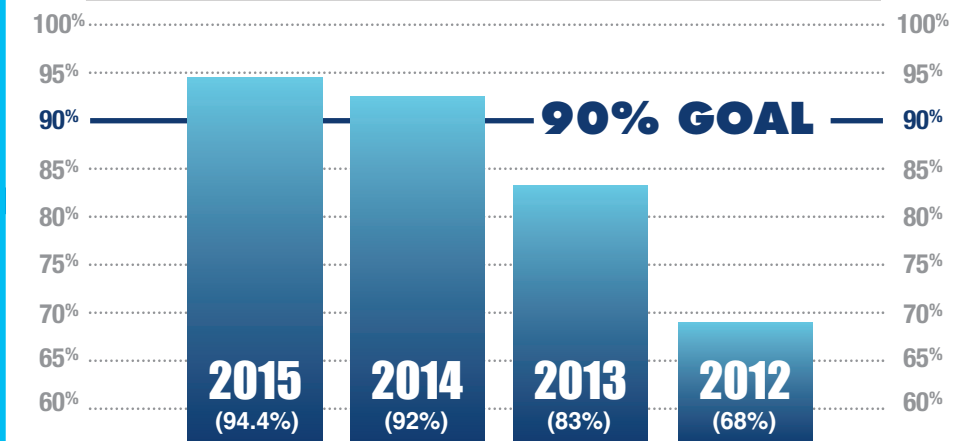
CAUTI 2015



UNITS with NO CAUTIS:

- ✓ CCU ✓ 4100
- ✓ PICU ✓ 4300
- ✓ 2300 ✓ 6700

HANDWASHING COMPLIANCE



HOUSEWIDE RATES

FINANCE



While the nursing turnover rate at SBMC did increase in 2015, SBMC continues to be below the national benchmark. The increased turnover rate at SBMC is attributed to retirements and nurses who have completed an advanced degree and taken Nurse Practitioner roles.

Cost-Saving Initiatives

Operating Room Instruments

In 2015, to best analyze what instruments were actually used during total hip replacement procedures at SBMC, a surveillance camera was installed in an operating room. Upon review of the footage, a collaborative team of operating room nurses, staff, leadership and physicians determined that 484 instruments could be removed which resulted in an annual savings of \$21,677.20.

Reprocessed Single-Use Medical Devices

The Operating Room continued to partner with the Catheterization Lab to reprocess single-use medical devices – a method that disables, sterilizes and repackages devices as opposed to simply throwing them away. By providing focused education throughout the year and on-site support, the program achieved its largest cost savings to date: \$324,759. This included \$217,164 in Electrophysiology Cables and \$83,685 in expired or unused items. In addition, by reprocessing the devices, SBMC reduced its medical waste by 7,640 pounds which provided additional savings.



Melanie Caldero, RN,
Pulmonary (5200)

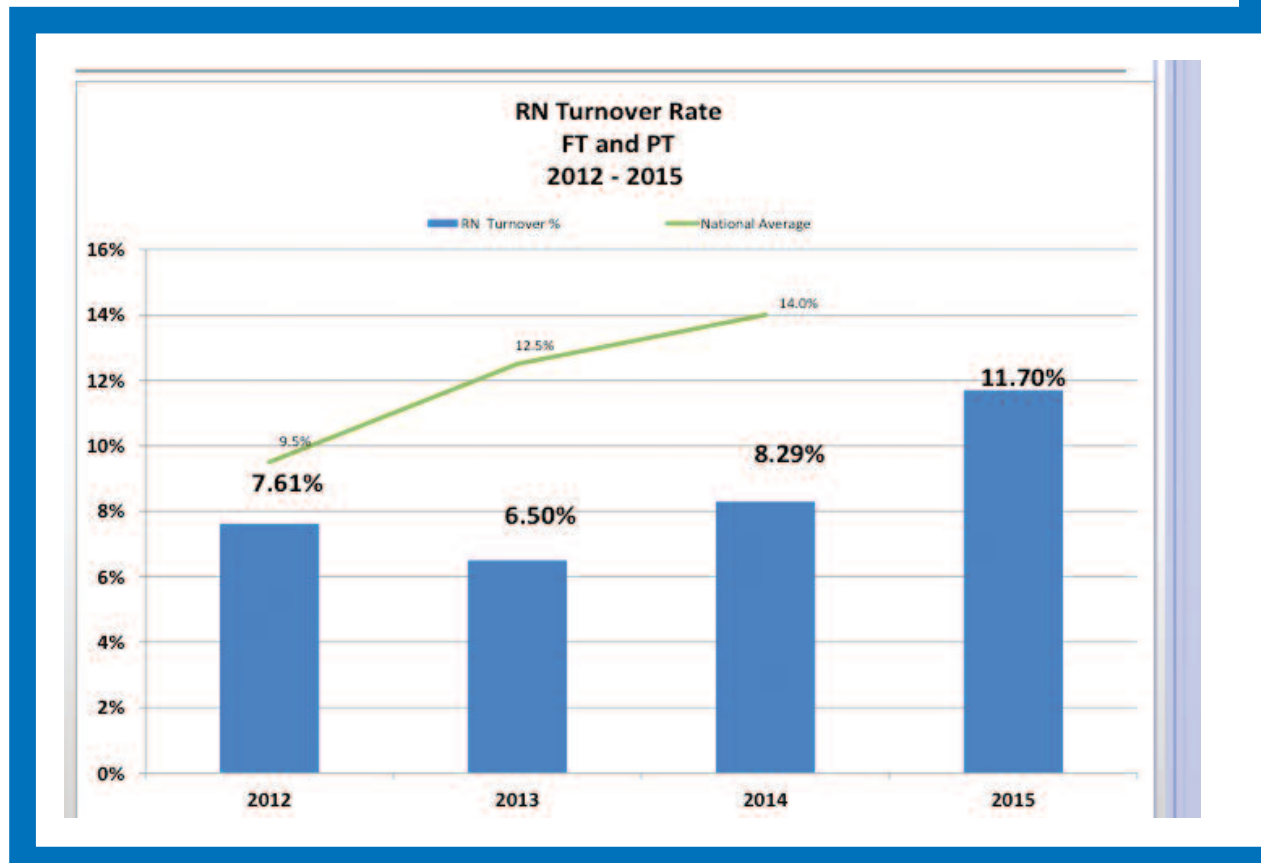
Medical Waste Disposal

PLACEHOLDER FOR COPY ONLY. NEED THIS....This is why it is in pink. The Operating Room continued to partner with the Catheterization Lab to reprocess single-use medical devices – a method that disables, sterilizes and repackages devices as opposed to simply throwing them away. By providing focused education throughout the year and on-site support, the program achieved its largest cost savings to date: \$324,759. This included \$217,164 in Electrophysiology Cables and \$83,685 in expired or unused items. In addition, by reprocessing the devices, SBMC reduced its medical waste by 7,640 pounds which provided additional savings.



Kim Weinstein, RN,
Labor & Delivery

RN Turnover Rate for Full-Time and Part-Time 2012-2015 SBMC RN rate compared to the National Average

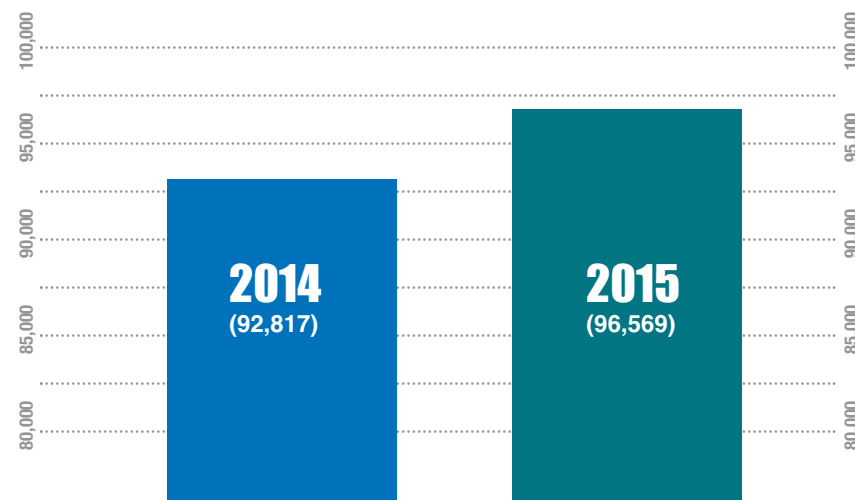


GROWTH

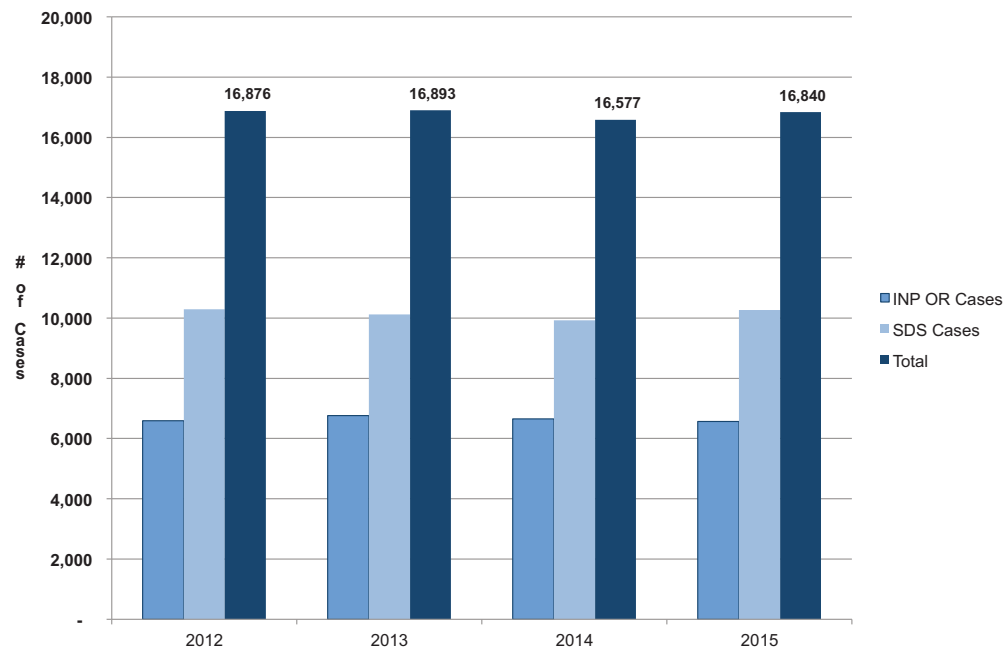


COMMUNITY

SBMC EMERGENCY ROOM VOLUME: Emergency Room Gross Visits 2014, 2015



SBMC Operating Room and Same Day Surgery Volume 2012-2015



Spreading Our Mission: Nurses Provide Aid Across the Globe

By taking part in medical missions during 2015 in the Dominican Republic and Philippines in support of life-changing initiatives, the following SBMC nurses dramatically improved the health and well-being of people across the globe and truly embraced Barnabas Health's mission that Life is Better Healthy.



Renegilde Romero, RN,
Infusion Center

Nurses Providing Medical Aid for International Missions

Marissa Abesamis, RN, Medical/Surgical

Steve Bartlett, RN, Post Anesthesia Care Unit (BHACC)

Kristina Barkey, RN, Labor and Delivery

Christine Blumber, RN, The Breast Center

Mary Veronica Feeley, RN, Post Anesthesia Care Unit (BHACC)

Irma Dumapit, RN, Operating Room

Jane Gensaya, RN, Cardio Thoracic Intensive Care Unit

Mayflor Grace Leysa, RN, Renal Transplant

Marie Louis, RN, Renal Transplant

Angiepaz Masalunga, RN, Operating Room

Patrice Newman, RN, The Breast Center

Henry Rodriguez, RN (retired)

Juliet Salas, RN, Cardio Thoracic Intensive Care Unit

Corazon Tolentino, RN, Operating Room

Ruby Agnes Vergara, RN, Neonatal Intensive Care Unit

Lea Visitacion, RN, Operating Room

Gesilda Wasserman, RN, Operating Room

Harmonia White, RN (retired)

Lorna Yap-, RN, Post-Anesthesia Care Unit



■ ■ **Saint Barnabas Medical Center**
■ ■ Barnabas Health

Life is better healthy.