



The Force

Our Magnet Journey



February 2009
Volume 2 Issue 2

St. Joseph Hospital 
ST. JOSEPH
HEALTH SYSTEM

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Future of Magnet Ambassador Meetings

March 17th, from 8-2 PM in
Mother Louise Building

May 4, 2009, from 8-10 am
in the SJO-NEB CRI

July 6, 2009, from 8-10 am
in the SJO-NEB CRI

August 31, 2009, am in the
SJO-NEB CRI

November 9, 2009, am in
the SJO-NEB CRI

Magnet Facility Updates

REDESIGNATED MAGNET

- ◆ University of Rochester/Strong Memorial Hospital, Rochester, NY (First Re-designation)
- ◆ Michael E. DeBakey Veteran's Affairs Medical Center, Houston, TX (First Re-designation)
- ◆ Methodist Medical Center, Peoria, IL (First Re-designation)
- ◆ Alaska Native Medical Center, Anchorage, AK (First Re-designation)

DESIGNATED MAGNET

- ◆ York Hospital, York, PA
- ◆ Good Samaritan Hospital, Dayton, OH
- ◆ Fairview Hospital, Cleveland, OH
- ◆ St. Christopher Hospital for Children, Philadelphia, PA
- ◆ Children's Medical Center, Dallas, TX
- ◆ Porter Adventist Hospital, Denver, CO

Meet your Fellow Ambassador

Wendy Escobedo has been at St. Joseph Hospital for six years. She has worked in three different departments since hiring on as a St. Joseph employee. She has experience in telemetry, critical care and renal transplant. Her current position is the Inpatient Care Coordinator for Kidney Transplant. She is the liaison between the hospital and transplant center. She is a nurse educator, patient and family educator, and a preceptor to nurses beginning transplant patient care at the bedside. The most memorable moment as an employee of St. Joseph Hospital was her first patient who coded. He was very sick, with an ejection fraction of <30%. "Though he did not survive, the support and care given to his family and me afterwards was phenomenal," Wendy recalls. "Fellow nurses were there throughout a very difficult time. This very difficult situation was made better with the true compassion and support of the staff."

Code of Ethics for Nurses

Provision six

The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action.

Case Example

Compassionate and Respectful Interactions with Students Mentoring, Role Modeling, and Modeling of the Profession's Core Values

A nursing school initiates a mentoring program whereby all undergraduate students meet in assigned groups with a faculty mentor each semester in their program. This mechanism is a way to provide students (and future nurses) with a sense of empowerment and a source of support, as well as permitting them to express themselves in a safe environment, without fear of reprisal. It is also a means by which the values of the profession can be transmitted. This mechanism provides students with a forum of trust and respect for expressing their feelings and preserving their dignity. However, one group of junior students is experiencing distress. Their mentor, a senior faculty member and department chairperson, has an outside business and asks for "volunteers" to work in his "community health center," predominately funded by federal grants, where they are expected to do unsupervised well child health assessments. The students believe that refusing to volunteer will have negative consequences, so they comply. The students feel inadequate to the task but the faculty person states that this is "related clinical experience that is supervised." In addition, one of the students found the grant proposal on the internet and discovered that it contains provisions in the budget for registered nurses to conduct these assessments. This is a powerful faculty member; other faculty refuses to discuss this with the students. What should the students do?

Case Example,

Collaborative Practice Relationships

A large academic medical center established a mechanism whereby nurses and physicians met regularly to discuss and plan the treatment goals and interventions for their patients. In this atmosphere of mutual problem-solving, communication, respect for each other's view points and sharing of observations and assessments, nurses felt they were an equal part of the patient care team. As a result of this collaborative mechanism of shared decision making, nurses also reported fewer instances of moral distress and outrage. Moral outrage is an emotional response associated with the inability to do what one perceives as the right thing to do as a result of organizational constraints. A collaborative and supportive environment is essential in order to effectively meet the needs of patients, families and the community. Three months ago a new, extremely well-known specialist physician was hired and brought a physician assistant with him. The medical staff is elated that this physician has agreed to join them and see him as both a clinical plus and public relations boost for the hospital. From the start, the physician made rounds with his physician assistant and asked that the nurses not participate because the physician "did not want to be delayed in his rounds" by the presence of nurses. Free communication exists between the physician and the physician's assistant, but not with the nurses. The nurses have been instructed that if they wish to communicate with the physician they must go through the PA. The nurses have become increasingly frustrated and feel cut out of patient care. They believe that the level of medical care remains high, but they also perceive that the goal of high-quality nursing care is being obstructed. Furthermore, they resent having to communicate with a physician assistant instead of the physician, and have proceeded to contact the physician directly. This has angered the physician and hardened the position he is taking. The nurse manager and the unit CNS have both spoken with the physician, but he will not budge. The second time they attempt to raise concerns on his behalf of the staff, they MD becomes imperious and demeaning. What, if anything, should be done, individually or collectively, by the nurses to remedy this situation?

Reminders

- Please submit your suggestions for the new Magnet slogan.