

Nursing update



Huddling with purpose

During recent rounding at Via Christi Rehabilitation Hospital, Carla Yost learned that the huddle board in the break room had been turned backwards – but not because daily huddles and sharing information with the team wasn't important.

“They did so because while the daily huddles were considered vitally important, the information on the boards wasn't what was their team needed to ensure the safety and quality of care for their patient population,” says Yost, system chief nursing officer.

So they adapted the board to include information that better served that purpose – embracing the goal of engaging their team in the effort to look at what may have placed patients at risk in the past 24 hours and what could possibly do so in the next 24 hours.

“The boards now give all the staff on our team – including float help, our physical therapy partners and even me as the manager – a single location to find the information they need a glance,” says nurse manager Amanda Hebb, RN.

Says Hebb: “From fall risks to max transfers to DNRs, we update the huddle boards twice a day so that each shift has the information they need to safely provide care.”

30 by Thanksgiving recruitment challenge success

Working with recruitment partner Cielo, Via Christi's hospitals will be heading into the holidays and flu season with 55 additional nurses, thanks to a focused campaign to hire at least 30 experienced nurses by Thanksgiving.

As of Oct. 28, 55 had been recruited, including 28 for St. Francis, 10 for St. Joseph, 11 for Manhattan and six for Pittsburg.

“That's nearly double the goal we set when we established the challenge in early September!” says Kris Hill, chief nursing officer at St. Francis. “That's amazing given that for every nurse candidate, there are 14 other potential employers trying to be the one chosen.”

The nurses were recruited through a concentrated effort that utilized both social media and face-to-face recruitment fairs where experienced nurses and upcoming nursing graduates could interview with the hiring managers for their areas of interest.

“We've done a tremendous job in recruiting new members to our team,” says Carla Yost, system chief nursing officer for Via Christi. “It's now up to all of us to maintain the safe, patient-focused environment that allows us to retain great nurses.”