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May 4, 2017
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Culture of Safety—It Starts with You!
National Patient Safety Efforts

- **21%** Reduction in hospital acquired conditions since 2010
- **3 Million** Fewer adverse events
- **125,000** Lives saved
- **$28 Billion** in savings


Publication Date: December 12, 2016
Why Are We Here?

The Washington Post

Researchers: Medical errors now third leading cause of death in U.S.

May 2016
NURSING IS DANGEROUS WORK
“The nurse owes the SAME DUTIES TO SELF as others”
What is a “Culture of Safety?”

CORE VALUES and BEHAVIORS resulting from a COLLECTIVE and SUSTAINED COMMITMENT by organizational leadership, managers, and health care workers to EMPHASIZE SAFETY OVER COMPETING GOALS.

“The nurse [...] establishes, maintains and IMPROVES the ethical environment of the WORK SETTING and conditions of employment that are conducive to SAFE, QUALITY HEALTH CARE.”
Healthy Work Environment

SAFE

EMPOWERING

SATISFYING
ANCC’s Pathway to Excellence: Safety, Well-being

STANDARD 3: SAFETY

“Protect the safety and well-being of nurses, staff, and patients through safety policies and processes.”

STANDARD 6: WELL-BEING

“Providing staff the opportunity to develop a balance between work and personal life is a core component…”
The Quadruple Aim

Care of the patient requires care of the provider
Action Collaborative on Clinician Well-Being & Resilience

How can we protect the health of the people who protect our own?

National Academy of Medicine
Action Collaborative on Clinician Well-Being and Resilience

Learn more at nam.edu/ClinicianWellBeing
Findings strongly support the connection between **STAFFING** and numerous **QUALITY & SAFETY OUTCOMES**
**Staffing Affects Patients**

**Optimal staffing:**

- Reduces medical and medication errors
- Reduces readmissions and decreases hospital length of stay
- Affects mortality rates
Optimal staffing:

- Impacts retention of RNs
- Affects nurse job satisfaction
- Affects overall level of nurse burnout
Nurse Stress & Fatigue

Nursing can be a high-stress job. Heavy workloads, fatigue and stress can impact registered nurses’ self-care.

82% believe they are at significant risk for workplace stress

Compared with 41% of the general population*

*American Psychological Association Stress in the Workplace survey.
Caregiver Suffering
ONE-HALF of nurses reported being bullied in some manner
MORE THAN HALF of nurse respondents experience musculoskeletal pain at work
SPH&M Self-Assessment Tool

ANAvip.SPMMassessment.com
Defining a “Healthy Nurse”

A “HEALTHY NURSE” is one who actively focuses on creating and maintaining a balance and synergy of PHYSICAL, INTELLECTUAL, EMOTIONAL, SOCIAL, SPIRITUAL, PERSONAL AND PROFESSIONAL WELLBEING.
When Nurses are Healthy…

They are more likely to counsel patients about healthy behaviors.

They are viewed as more credible by patients.
What can I do to foster a culture of safety?
#1 START THE SAFETY CONVERSATION ACROSS THE ORGANIZATION ENGAGING TOP LEADERS—INVOLVE EVERYONE
#2 LAUNCH A QUALITY IMPROVEMENT PROJECT
#3 SUMMON COURAGE TO GIVE FEEDBACK
#4 LEARN FROM PATIENTS & FAMILIES
#5 UNDERSTAND THE LINK BETWEEN PERSONAL SAFETY & PATIENT SAFETY
NursingWorld.org/HealthyNurse2017
HEALTHY NURSE
HEALTHY NATION
leading the way to better health
HealthyNurseHealthyNation.org
FREE WEBINAR
May 10th - 1 pm ET
Compassion Fatigue

AMERICAN NURSES ASSOCIATION

Nursing: The Balance of Mind, Body, and Spirit

NATIONAL NURSES WEEK 2017
It’s All Connected

Patient-Centered Outcomes

Healthy Nurse

Healthy Work Environment

Safe Staffing

Ethical Practice

Teamwork and Collaboration

Evidence-Based Practice

Nurse Satisfaction

Patient Satisfaction

SAFETY360

Taking Responsibility Together

AMA

AMERICAN NURSES ASSOCIATION
DISCUSSION

What **SAFETY** challenge keeps you up at night?

How are you **CONTRIBUTING** to a culture of safety?
THANK YOU!

@ANApresident