HOUSEKEEPING ITEMS

- Please enter your AUDIO PIN
- To communicate with speakers, please use the “chat” function;
- Ask questions at any time.
- Webcast will be recorded.
TODAY’S SPEAKERS

 Doreen Blanchard RN, MN is a Nurse Manager at Oregon Health & Sciences University on the Emergency General Surgery Acute Care Unit. She has 24 years’ experience as a registered nurse. Doreen is a member of the OHSU Hospital-Based Nursing Staffing Committee representing the Acute Care Cluster since 2013.

 Molly Blaser RN, MN is a Nurse Manager at Oregon Health & Sciences University on the Labor and Delivery Unit. She has 19 years’ experience as a registered nurse. Molly is also a member of the OHSU Hospital-Based Nursing Staffing Committee representing the Women’s and Infant unit since 2014.
Process - How did we get here?

- Background
- Literature Search
- HBNSC Task Force
- New Staff Schedule Guidelines for Fatigue Management
- Looking back…
- Next Steps
September 2014 - Dana Bjarnason, CNO, approached Staffing Committee and asked that they develop a policy and guidelines to address scheduling practices that contribute to fatigue.
• ANA (2014) Addressing Nurse Fatigue to Promote Safety and Health: Joint Responsibilities of Registered Nurses and Employers to Reduce Risks: [Addressing-Nurse-Fatigue-ANA-Position-Statement.pdf](249Kb)

• ANA. (2006) Assuring Patient Safety: The Employers’ Role in Promoting Healthy Nursing Work Hours for Registered Nurses in All Roles and Settings: [assuringpatientsafety2006.pdf](79Kb)


• [Senate Bill 469 Oregon Staffing.pdf](60Kb)


A Shift in the Right Direction…
Hospital Based Nurse Staffing Committee (HBNSC).
Ensuring safety and quality for our patients and our nurses

Problem: Working long or consecutive shifts with insufficient sleep puts patients, nurses and the general public at risk. (Roger, et al 2004a)
Consequences of Fatigue and sleep deprivation:

- Diminished memory
- Diminished motivation
- Slow reaction time
- Slowed information processing
- Irritability
- Compromised problem solving and critical thinking
- Lapse in attention to detail
- Decreased concentration and judgment

Summary of Recommendations:

- Limit Scheduled shifts to 12 hours or less in a 24 hour period (ANA)
- Limit working over 60 hours in a 7 day work period (IOM, ANA)
- Nurses have the professional responsibility to consider his or her fatigue level when accepting an extended shift and a fatigued nurse could place both the patient and nurse in jeopardy (ANA)

Fatigue Countermeasures:

1. Sleep 7–9 hours within a 24-hour period (National Sleep Foundation), and consider implementing the following strategies to improve quality of sleep:
   - Adjust the sleep environment so it is conducive to sleep (i.e., very dark, comfortable, quiet, and cool in temperature) (National Heart, Lung, and Blood Institute, 2011).
   - Remove distractions, bright lights, and electronics from your sleep environment (such as television, tablets, cell phones, computers) (National Heart, Lung, and Blood Institute, 2011).
2. Rest before a shift in order to avoid coming to work fatigued.
3. Be aware of side effects of over-the-counter and prescription medications because they may impair alertness and performance (Smolensky, Di Milia, Ohayon, & Philip, 2011).
4. Improve overall personal health and wellness through stress management, nutrition, and frequent exercise.
5. Use related benefits and services offered by employers, such as wellness programs, education and training sessions, worksite fitness centers, and designated rest areas.
6. Take scheduled meals and breaks during the work shift.
7. Use naps (in accordance with workplace policies).

“Staying awake for 17 hours is the functional equivalent of having a Blood Alcohol Concentration (BAC) of 0.05%; 24 hours awake equates to BAC of 0.10% (US Army)
So why are we doing this?

- Establish guidelines for the scheduling of shifts of patient care staff
- Create and sustain a culture of safety; to be ethically and morally responsible for the safety of our patients and our staff.
- Uphold the Oregon Nurse Staffing Law
- A healthy work environment and a work-life balance.
Who will this impact?

- Our Patients
- All employees, especially night shift, who have direct contact with patients within Patient Care Services
- Families of healthcare workers
- Managers and the Organization
The Heart of the Policy

- The direct patient care staff is responsible and accountable for individual practice and understanding the effects of fatigue in preserving integrity and safety. Parts of the Oregon nurse staffing law used in this policy will be designated by **

A. Employees will not be scheduled to work:
   - Greater than twelve (12) consecutive hours in a twenty-four (24) hour period.**
   - Greater than forty-eight (48) hours in a hospital work week.**
   - Greater than sixty (60) hours in a rolling seven (7) day period.
   - Greater than three (3) consecutive twelve (12) hour shifts.
   - During the 10-hour rest period immediately following the 12th hour worked in a 24h period*
B. Must disclose outside employment which could impact fatigue status (OHSU Conflict of Interest Policy; ORS 44.192)

C. Time spent in required meetings or receiving education or training shall be included as hours worked for the purpose of this procedure.**

D. Units who require on-call staffing are encouraged to limit call assignment that would create shifts greater than twelve (12) hours.

- Time spent on call but away from the premises of the employer may not be included as hours worked for purpose of this procedure.**
- Time spent on call or on standby when the healthcare provider is required to be at the hospital premises shall be included as hours worked.**
What doesn’t this policy do

• This policy does NOT impact people volunteering to work outside the hours of their regular schedule.
• Managers should take into consideration the staff’s fatigue level when approving overtime and extra shifts
• Fix your staffing issues
Timeline for OHSU Fatigue Policy Roll-out

- Dana approached HBNSC to create policy around scheduling 9/4/2014
- Literature Review completed by all members of HBNSC 2/27/2015
- Subcommittee starts meeting to develop policy 8/31/2015
- Dana reviewed 1st draft 1/28/2016
- Shared draft with HBNSCM 2/3/2016
- Fatigue Policy approved by ONEC 05/27/2016
- Policy review at ONOC 7/14/2016
- Drop in Sessions (8/8/16-9/5/16) 8/8/2016
- Email to leadership to postpone rollout until January 9, 2017 9/1/2016
- Go Live 1/9/2017

- Oregon Legislature passes Senate Bill 469 6/26/2015
- Governor signs SB469 7/6/2015
- New Staffing committee formed (SB 469) 1/1/2016
- AURN/OHSU meeting - Fatigue concerns 9/7/2016
- ONA files grievance 9/29/2016
- Oregon Staffing law requirements can be audited 7/1/2016
Looking Back…

- Ensuring the pre-policy work is actually being discussed at unit levels
- How many people is this really going to affect?
- Consider the bargaining unit perspective
- Sponsorship and HR
- Going to the Experts
- FAQ’s
Next Steps?
Questions?
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