Lessons Learned from Approved Plans of Correction for Meal/Rest Break Practices

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Plans of Correction (POCs) approved to date

- For this presentation, all approved POCs were reviewed in reference to meal/rest break processes
  - What’s the secret sauce?
By the Numbers....

- 25 hospitals have approved POCs
  - 13 small/rural or CAH
  - 12 other hospitals
Key Themes from POC review

- Nurse Staffing Plans (NSPs) revised to include a meal/rest break process for the specific patient care area
- Meal and rest breaks being assigned at the beginning of a shift with charge nurse having the ultimate responsibility breaks being taken
Key Themes from POC review

- Meal/rest break coverage
  - Some hospitals have a dedicated break nurse
  - Others use charge nurse (CN), nurse manager (NM), or other nurse staff member (NSM) who have no assignment or a partial assignment
    - number of patients to be covered during break time is equivalent to one patient care assignment for a total assignment
Key Themes from POC review

- NSM responsible to
  - Alert supervisor if unable to take break
  - Attest that break was taken
  - Both manual and electronic systems being used for documentation
Key Themes from POC review

- Monitoring
  - Daily by CN and/or house supervisor per assignment sheets
  - Every 2 weeks by NM per timecard process
  - Quarterly review reported to CNO
  - Quarterly review at HNSC
  - Annual review of policies, NSPs and use of mock surveys
Summary

- Overall, variable processes noted
- Not one right answer
- Important to identify specific roles & responsibilities
- Takes a village to plan, execute and monitor
- Monitor frequently until compliance consistent
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