Implementing Evidence-Informed Practice: Our Ethical Imperative

PURPOSE
The purpose of this project was to inspire nurses to implement evidence-based practices through aligning their practice with the Kaiser Permanente Professional Practice Model, the ANA Scope and Standards of Practice and Code of Ethics, the Theory of Human Caring, and the specialty practice competencies. The study of nursing phenomena and the resulting nursing science has evolved tremendously over the past several decades. We now have a body of evidence for practice to prevent harm to our patients and provide outstanding service to our patients and families. The American Nurses Association’s (ANA) Code of Ethics for Nurses articulates what society should expect from nurses and the nursing community with regard to professional practice. This includes Provision 4: “The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.” In addition, nurses are guided by the ANA’s Scope and Standards of Practice in clinical decision-making, which includes Standard 7 (The registered nurse practices ethically) and Standard 13 (The registered nurse integrates evidence and research findings into practice). It is an ethic of nursing to do what is best for the patient. Nursing practice that is informed by evidence fulfills this responsibility.

PROCESS
Quality and Safety
- We integrate the Kaiser Permanente Professional Practice Model, the ANA Scope and Standards of Practice, the ANA Code of Ethics, the Theory of Human Caring, and the specialty Core Competencies during a discussion at the beginning of Skills Days.
- We educate our staff on the publicly reported data and build pride in how this reflects upon the care they provide.
- We integrate the Caritas Processes™ into all projects.

Professional Development
- Staff participate in continuous process improvements and are accountable for their practice via the Unit Quality Council and in leading projects.
- Skills Days include a discussion of our ethical imperative to adhere to practice that are evidence-based.
- We inspire nurses to build upon their knowledge, skills, and judgment to practice to the highest standards of excellence in industry leaders.
- Nurses are mentored to present our industry-leading quality and care experience outcomes at national conferences.

Leadership
- We share data with clarity of purpose to help our nurses understand how their role as a professional nurse is tied to patient clinical outcomes and experience of care.
- Huddle messages include the evidence-based practice of sharing information/learnings from recent events.
- Leaders remove system barriers to implementing EBP (e.g., ensuring have access to batteries for wheelchair alarms).
- ANMs/Managers provide oversight to practice aligned with evidence-based initiatives.
- We value the aesthetic and empirical ways of knowing.

Research & Evidence-Based Practice:
- We host a forum after our national nursing conference for participants to share key learnings with colleagues and identify new programs to implement.
- We emphasize many key clinical outcomes are nurse-sensitive measures, and the importance of basing practice on empirical evidence.

RESULTS
KFRC’s care experience scores are routinely above the national 90th percentile.

CONCLUSION
We have achieved best-in-class health care quality, safety, and care experience, through our evidence-based nursing practice. We accomplished this through framing the ethical imperative to practice according to the evidence. We have not had a CAUTI, HAPU, CLABSI for over a 1½ years. Providing this reference for nurses can transform clinical practice.

This provides an environment where staff thrive: our People Pulse Work Unit Index was 86 in 2018.

FUTURE PLANS
Rehabilitation nurses will continue to consult with our nursing colleagues in other settings across the continuum on how to reduce catheter-acquired urinary tract infections, hospital acquired pressure ulcers, patient falls, and providing patient- and family-centered care. They will continue to apply their expertise in helping to establish the plan of care for patients with complex conditions, such as behavioral challenges, consultation on bowel management, and other clinical challenges for patients with complex neurological conditions.

References

Michelle Camicia, MSN, CRRN, CCM, NEA-bc, FAHA
Michelle.Camicia@kp.org
Carrie Maloney Roberts Shaw, MSN, FNP, CRRN
Carrie.J.Maloney@kp.org
Northern California/Vallejo Medical Center