Dear Colleagues,

Welcome to the South Nassau Nursing Annual Report. I am excited to share the highlights of yet another exceptional and exciting year for our nurses. In 2011, South Nassau nurses played a pivotal role in effecting many positive changes that resulted in enhancements in the work environment, education of staff, safety of patients and patient outcomes.

Without question, I am most proud of the fact that our many successes in 2011 have improved patient care and advanced nursing practice. When you walk through the corridors at South Nassau, and talk with our nurses, doctors and staff, the excitement is palpable because opportunities for growth and advancement are being embraced and implemented every day.

Starting back in January 2011, we established 10 priority goals for 2011 and 2012. I am pleased to report that five of these goals have been attained. They are:
- Made on-site nursing certification review courses available
- Improved communication through a monthly newsletter and annual report
- Increased nursing certification, up to 16.5 percent in 2011 from 7 percent
- Defined salaries and benefits that are competitive
- Expanded recognition and rewards for nursing practice and patient care

Going forward, we plan to meet our remaining five goals in addition to setting and achieving others that are in line with the mission and values of our nursing department.

At South Nassau, nurses serve our patients, families and communities and provide them with excellent care. I am thankful to be working in a hospital that wholeheartedly supports nursing practice. The atmosphere at South Nassau is collegial and cooperative and there’s recognition that in 2011, nurses made South Nassau a better place to work and a better place to heal. I look forward to further achievements in 2012.

In good health,

Sue Penque, Ph.D., R.N., A.P.R.N.-B.C.
S.V.P./C.N.O. Patient Care Services
Leaders play a critical role in transforming an organization. With health care rapidly evolving, South Nassau nurses have stepped-up into leadership roles, identifying opportunities for growth, learning and development, all with an eye towards the future.

Our Chief Nursing Officer, Dr. Sue Penque, has played a pivotal role in encouraging and inspiring our nurses to pursue leadership opportunities that align with nursing’s vision to “practice innovatively” and “influence exceptional clinical outcomes.” She serves as a teacher and a coach, supporting nursing initiative and innovation. Dr. Penque is also a vocal advocate of participatory decision making, encouraging nurses to get involved in the process of shaping and advancing their professional practice to enhance patient outcomes. In this type of environment, our nurses are inspired to lead and to launch initiatives that improve the way South Nassau provides patient care.

Annual Nursing Retreat, “Leadership through Influence and Sharing”

On January 24th, 2011, 140 nursing staff and leaders came together to set goals for advancing patient care at South Nassau. “This retreat enabled us to discuss the role that nurses play as we transition into the future and prepare for the changes that come with health care reform,” said Sue Penque, Ph.D., R.N., A.P.R.N.-B.C., S.V.P./Chief Nursing Officer.

Throughout the day, Dr. Penque emphasized the importance of nursing input. Misako Miller, R.N., B.A., I.B.C.L.C., C.P.E., a South Nassau nurse since 1998, said the retreat was “highly effective, with tangible results. Decisions were made through hands-on workshops that encouraged staff to brainstorm and articulate the strengths and growth needs of our hospital.”

By the conclusion of the retreat, attendees had identified ten goals for 2011-2012 and defined themes that would be expanded into the South Nassau nursing mission, vision and philosophy.

Feedback about the retreat was unanimously positive. Attendees expressed high regard for our nursing leader, Dr. Penque. They praised her visibility and sincere interest in listening to staff concerns. The attendees also appreciated the clarity of Dr. Penque’s vision for South Nassau’s future and her commitment to providing professional growth opportunities for nursing.
Meeting Patient Needs Through Acuity-Based Staffing

Nurse staffing directly affects patient care. To ensure that staffing maximizes patient safety and quality clinical outcomes, nurse leaders and staff from the pilot units of G-2, F-1, and F-4 took on the challenge of developing nurse/patient assignments that go beyond nurse/patient ratios to account for the level of patient acuity and nursing intensity.

Ultimately, four levels of patient acuity were determined and these levels are now considered in all nurse/patient assignments. With this new methodology, high intensity patients can be given the care they require without leaving any one nurse overburdened. As part of this effort, the hospital’s Central Staffing Office has reorganized our float pool of per-diem, part-time and full-time nursing staff to help match the needs of each unit. Additionally, daily staffing huddles help to match staffing with patient requirements.

Following the introduction of this new staffing methodology, our nurses have commented that their assignments are more balanced and that they have a more global view of the unit, allowing them to work better as a team. Based on its success, the program was expanded to additional nursing units.

Improving Patient Safety Using Crew Resource Management Principles

Nurse leaders and staff from Women and Children’s Services developed and implemented a series of new practices using Crew Resource Management (CRM) principles to enhance teamwork and to decrease communication-related errors for obstetrical (OB) patients. These new team strategies have greatly enhanced patient safety and they include:

- Twice-daily huddles for staff and leaders from the obstetrical, neonatal intensive care unit and delivery room services to discuss census, staffing and patient acuity
- Development of an SBAR communication tool for obstetrical/delivery room R.N. staff
- Drill-down after Code H activation (maternal hemorrhage)
- Simulation drills

“...the transformational leader must lead people to where they need to be in order to meet the demands of the future.” – American Nurses Credentialing Center
Nurses and Doctors Collaboration Reduces Sepsis Mortality Rate By 20 Percent

Lori Edelman, R.N., B.S.N., C.E.N., director, emergency services, Maryann Demeo, R.N., M.P.A., assistant vice president/quality and resource management and group facilitator, and Josh Kugler, M.D., physician leader, led a team to reduce sepsis mortality through the early identification of systemic inflammatory response syndrome (SIRS) and the implementation of the Institute for Healthcare Improvement’s “Change Bundles.”

The team’s goal was to rapidly identify patients at risk for sepsis and provide timely evidence-based interventions. They developed an educational series for nurses and practitioners that covered essential knowledge of the topic, created sepsis/SIRS order sets and developed screening materials for SIRS to be utilized during triage in the Emergency Department.

As a result of the team’s initiatives, the mortality rate for patients with a primary diagnosis of sepsis declined by 20 percent. These efforts were acknowledged by a place in the top tenth percentile of submissions for the Hospital Association of New York State's Pinnacle Award for Quality and Patient Safety.

“At South Nassau, we understand that it takes a team of committed, passionate and selfless individuals to achieve quality and improve standards,” said Ruth Ragusa, R.N., M.P.S., vice president of organizational effectiveness. “This initiative is just one example of our endless pursuit to set the benchmark for safety and quality in the delivery of patient-centered healthcare.”

Nursing Leadership Retreat a Success

On November 21, 2011 the Nursing Leadership Team attended a full day retreat at the Saint Ignatius Retreat House. The tranquility and beauty of the surroundings was surpassed only by the positive spirit and energy of the participants. This event was planned by a team of our Nurse Managers to foster an increased focus on autonomy, critical thinking and accountability, as well as providing unity and growth for the team. The nurse leaders will continue to pursue these goals through a structured process of meetings and feedback from staff.

Pediatric Unit Comes Together to Reflect and Renew

Our first Pediatric Staff Retreat, an outgrowth of our annual Nursing Retreat, was held at a local beach on August 8, 2011. Pediatric staff members came together to share and grow as they held discussions about the past, present and future of pediatric nursing. During the retreat, staff contributions to the unit were recognized and staff collaborated to create a mission statement for the pediatric unit. The retreat was successful in boosting self-esteem, teamwork and confidence for all who attended. Staff walked away energized and looking forward to continuing this tradition on an annual basis.

Town Hall Meetings for Patient Care Services

More than 170 staff members attended the Patient Care Services (PCS) Town Hall Meetings, held in the fall of 2011, over several days and during all shifts. A panel of nurse leaders, led by our chief nursing officer, Dr. Sue Penque, gave an update on PCS and hospital progress towards the goals developed at our 2011 Nursing Retreat. Our staff also had the opportunity to direct comments and questions to Dr. Penque regarding issues of concern to them.
Preventing Surgical Site Infections

Surgical site infection prevention is a top priority for nurses in the perioperative areas. In order to stay at the forefront of infection control, a team of South Nassau nurses and doctors came together to thoroughly assess all current practices and review the literature for best practice research. As a result, several new patient safety initiatives were developed to prevent surgical site infections. The team was led by Frances Strauss, R.N., M.B.A., M.H.A., M.B.S.N., C.N.O.R., N.E.-B.C., director of nursing, Susan Weiser, R.N., B.A., infection control coordinator, Dr. Judith Goldstein, chief of infectious diseases and Maryann Demeo, R.N., M.P.A., assistant vice president/quality and resource management and group facilitator.

Nurses Promote Central Line Infection Prevention

Central line infections are a nationwide issue that has garnered attention from the media. A team of South Nassau nurses led by Lori Raffaniello, R.N., M.S.N., N.E.-B.C., director of nursing, Christine Parks, R.N., M.S., director of performance improvement, group facilitator, Jonathan Altus, M.D., physician champion and the team sponsors, Dr. Sue Pengue, chief nursing officer and Dr. Linda Effemer, South Nassau’s chief medical officer, spearheaded the effort to ensure that South Nassau employs the most effective evidence-based strategies for reducing central line infections. This team put multiple initiatives in place, including:

- Daily rounding on all patients with central lines by the members of the IV Team
- Education of IV Team nurses and critical care nurses to remove central lines

Nurses Lead Initiative To Improve Post Discharge Patient Safety

A team led by Dorothy Wolff, R.N., M.H.A., assistant director home care, performance improvement & staff development and group facilitator Maryann Demeo, R.N., M.P.A., assistant vice president/quality and resource management was acknowledged by earning a place in the top tenth percentile of submissions for the Hospital Association of New York State's Pinnacle Award for Quality and Patient Safety.

Their initiative, “Improving Medication Management Following Hospital Discharge Through Patient-Centered Education and In-Home Monitoring,” enhanced patient safety and controlled health care system costs by improving post-discharge medication management. These goals were achieved by:

- Improving patient and caregiver knowledge and understanding of the safe use of prescribed medications during a hospital stay
- Improving in-home medication monitoring and compliance through home care services for patients meeting specified criteria
- Preventing adverse drug events and hospital readmissions due to problems arising from medication usage in the home
At South Nassau we know that an empowering workplace leads to exceptional patient care.

This knowledge has led to the creation of structures and processes that support an innovative practice environment in which strong professional practice flourishes and our mission, vision and values come to life to achieve optimal outcomes.

South Nassau nurses practice in a shared governance setting. Shared governance is an organized structural model of empowerment for shared decision-making between staff and leadership. It recognizes the expertise of nursing staff and gives nurses a voice in decision making related to their nursing practice. Cornerstones of shared governance are staff participation in decision making, recognition of staff contributions, partnerships between staff and leadership, increased autonomy, professional development, trust, respect and open communication. From the bedside to our Chief Nursing Officer, nurses are valued at South Nassau and they are recognized for their achievements within the nursing department, the hospital and the surrounding communities.
Growing and Expanding Council Structures Further Empower Nurses

The nursing shared governance council structure at South Nassau is built on the premise of teams coming together to create and implement actions that move us toward the nursing department vision: “To empower nursing staff to practice innovatively, influence exceptional patient outcomes, learn continuously and create an environment where nurses choose to work and patients want to receive care.”

The Nurse Executive Council provides a forum for nursing leadership to communicate with each other regarding council activities, departmental strategic goals and our nursing vision. Our Nursing Practice Council has been in existence since 2006 and is responsible for utilization of evidence based practice in the development of policies and procedures, standards of care and practice, and consistency of nursing practice throughout our organization. The Unit-Based Councils are a forum to improve care and enhance processes on a unit-based level. They were restructured in 2011 into 12 distinct groups:

- Perioperative Council
- Critical Care Council
- Cardiac Services Council
- Emergency Services Council
- Medical-Surgical Council
- Telemetry Council
- Surgical Step-down Council
- Dialysis Council
- Oncology Council
- Pediatrics Council
- Perinatal/Neonatal Council
- Behavioral Health Council

In addition, two new councils were developed in 2011:

- The Research Council (formerly our Nursing Research Team) promotes the use and integration of nursing research into clinical practice at South Nassau. This council provides a forum for clinical discussion, formation of research questions/projects, and collaboration between nursing professional staff.

- The Education & Development Council is responsible for the development and implementation of educational standards and programs that promote professional growth, development and ongoing clinical competency for nursing staff.

UNIT-BASED COUNCIL ACCOMPLishments, 2011

- Cardiac Services took steps to promote a more favorable door-to-balloon time during off hours by changing the location of the narcotic keys.
- The Emergency Department expanded the SBAR form to make it more comprehensive, resulting in improved utilization of the tool.
- Telemetry changed the process for evening vital signs resulting in a more timely R.N. hand-off.
- D3 developed a patient education sheet on medication side effects.
- Perioperative Services completed the standard of care for endoscopy patients.
- D4 created a plan of care specific to behavioral health patients.
- Critical Care developed a CLABSI prevention plan of care.

NURSING PRACTICE COUNCIL INITIATIVES, 2011

- General nursing documentation revision (Multidisciplinary Plan of Care, Admission Assessment Form, Medical-Surgical Flow Sheet, Progressive Care Flow Sheet, Medication Reconciliation Form, Treatment Administration Record)
- Review of clinical practice guidelines
- Ongoing review of nursing policies and procedures; house-wide policies
- Online placement of unit-based policies for D4 and Women & Children’s Services
- Implementation of Patient Communication Board
- Development of Nursing Standards of Practice and Performance for all clinical areas
- First annual Council Fair to recruit new members
- Advancement of Professional Practice Model
Celebrating Nursing Achievements

The Department of Patient Care Services celebrated South Nassau nurses at the Annual Nursing Excellence Reception on June 30, 2011. Each year, the hospital takes time to recognize nurses who have either received or been nominated for various awards throughout the year. The event is planned by South Nassau’s Nursing Honors Council.

A The South Nassau candidate for the 2011 Nassau Suffolk Hospital Council Nurse of Excellence Award was Kathryn Garizio-McDonagh, R.N., nurse coordinator, radiosurgery. Kathy was nominated for her luminous personality along with her passion and enthusiasm, which benefits her patients and the entire team.

B The 2011 Nursing Assistant of Distinction was Silvia Ibanez from the emergency department.

C The 2011 Outstanding Unit Clerk was Halima Chukalingam from PACU.

Two new scholarship awards were funded by the South Nassau medical staff this year:

D Excellence in Nursing Practice was awarded to Eileen Skehan, R.N.C., B.S.N., delivery room.

E Excellence in Nursing Education was awarded to Veletta Rhem, R.N., M.S.N., nursing professional development specialist.
National Nurses Week 2011

The American Nurses Association (ANA) National Nurses Week is celebrated annually from May 6, also known as National Nurses Day, through May 12, the birthday of Florence Nightingale. The 2011 theme was Nurses Trusted to Care. Throughout the week, South Nassau recognized and celebrated its nursing staff for their dedication and commitment. Some of the highlights of the week included:

National Nurses Day Breakfast:
All nursing staff were invited to join together to share breakfast and recognize R.N.s marking their 20th and 25th years of service in nursing at South Nassau.

Political Proclamations:
Several local politicians, including Assemblyman Brian Curran and former Rockville Centre Mayor Mary Bossart attended our Nurses Day breakfast to recognize the importance of nurses and their positive impact on the care of communities we serve.

The Nightingales:
A choral group comprised of talented South Nassau nurses sang during the Nurses Day Lamp-Lighting Ceremony. The Nightingales also performed during the hospital’s September 11th remembrance ceremony and sang holiday carols for patients in December.

Nursing Nostalgia Display:
This annual display, which is set up in the hospital’s Lobby Atrium, includes staff photos past and present, nursing caps and uniforms, nursing school pins, nursing textbooks and equipment, lithographs and a presentation on historical nursing leaders.

Blessing of Hands:
Our Pastoral Care Team, led by Chaplain Allen Siegel, made rounds on each of the nursing units to perform a blessing of the hands for all caregivers who wished to participate.
South Nassau Continues To Strengthen Partnerships With Neighboring Colleges

South Nassau works diligently with local colleges and their nursing programs in order to increase and enhance educational and professional opportunities for the hospital’s current nursing staff and future nurses. These partnerships with academia serve to strengthen the nursing profession. South Nassau is affiliated with several outstanding collegiate nursing programs in a variety of capacities including Adelphi University, Molloy College, Nassau Community College and the New York Institute of Technology.

At Molloy College in Rockville Centre, Dr. Sue Penque, Ph.D., R.N., A.P.R.N.-B.C., S.V.P/C.N.O., Patient Care Services, is teaching a course, Current Issues in Professional Nursing, in the Master’s Program. Several nurses also served as adjunct faculty in 2011:

Assistant Director of Nursing

Dena Alberti, R.N., B.S.N.,
Nursing Professional Development Educator

Joan Gallagher, R.N., B.S.N.,
Nursing Professional Development Educator

Patricia Mulvaney-Roth, R.N., M.S.N.,
Behavioral Health Clinical Nurse Specialist

Joanne Victor-Fassman, R.N., M.S.N.,
Staff R.N. Behavioral Health

Adelphi University in Garden City has agreed to appoint a full-time professor to serve as Academic Liaison to the South Nassau Nursing Research/Evidence-Based Practice Council in 2012. Beyond this partnership, Dr. Penque is working with Dean Patrick Coonan, Ed.D., R.N., from Adelphi University’s School of Nursing, to create a Dedicated Education Unit at South Nassau for teaching nursing students as well as exploring other opportunities for collaboration. South Nassau nurses Eileen Mahler, R.N.C., M.S.N., N.E.-B.C., director of nursing education: professional development, practice and research department, Joan Gallagher, R.N., B.S.N., B.C., nurse educator and Dr. Marybeth Ryan, nurse scientist have all contributed to this ongoing conversation and will continue to work as a team to create new and mutually beneficial nursing programs for the hospital and local colleges.

Empowerment Through Education: From Novice to Expert

Student Nurse Intern Program

Through South Nassau's 2011 Student Nurse Intern (S.N.I.) Program, 25 nursing students from a variety of nursing schools had the opportunity to work in varied clinical settings alongside a registered nurse. This was the first year that the S.N.I.s began working on a nursing research project in collaboration with their clinical preceptor and nurse manager. Each group identified a clinical problem to explore that impacted nursing practice. Topics included:

- The Impact of Infant Separation at Birth on Breast Feeding
- The Effect of Central Catheter Line Placement Duration on Infection Rate
- The Effects of Hourly Rounding
- Communication and the Continuum of Care in the Operating Room
- The Use of Respiratory Equipment and Occurrence of Pressure Ulcers
- Preventing Drug Addiction in ED Patients Presenting in Acute Pain
- How Noise Affects Hospitalized Patients’ Recovery
- The Effect of Chair/Bed Alarm Use for Hospitalized Patients with Dementia on Fall Rate
- Identifying Variables Causing Blood Transfusion Errors

Nursing Residency Program

South Nassau's first Nursing Residency Program was initiated in September 2011. The Emergency Department New Graduate Residency Program is a ten month didactic and clinical training program designed to transition the novice R.N. into a skilled Emergency Department R.N.
**Launch of Nursing News**

The South Nassau Nursing News was created to fill the need for information sharing among the nursing staff. Our newsletter is published monthly with standing columns and items of interest. Our staff nurses contribute to the newsletter as authors and reporters.

**Perioperative Nursing 101**

South Nassau’s Perioperative Nursing 101 was offered to new graduate R.N.s for the first time in 2011. This is an AORN-endorsed six month program designed to transition the R.N. into a skilled, competent OR nurse.

**Partnering with Our Community**

South Nassau nurses participated in the following community outreach activities:

- South Nassau 5K Run/Multicultural Health Fair
- Long Island 2-Day Breast Cancer Walk
- Diabetic Support Group
- Ostomy Support Group
- Buffalo Avenue Street Fair in Freeport
- “The Inn” community outreach for the hungry and homeless of Long Island
- Blood drives with the New York Blood Center
- Teddy Bear Clinics with the Oceanside and Rockville Centre school districts.
- The Oceanside School District’s Drug, Alcohol and Wellness Committee
- Hewlett House for breast cancer research and support
- Regina Residence for teen mothers
- Asthma Coalition of Long Island
- Nassau County Department of Health Perinatal Services Network
- Community Screenings: Hypertension, Diabetes, Cholesterol

**Nursing Education: Professional Development, Practice and Research**

During 2011, the Education, Development & Research Department was restructured into the Department of Nursing Education: Professional Development, Practice and Research. A focus of this transformation was to increase the presence of nursing educators and nursing specialists on the clinical units to provide optimum support for continuous learning and development of nursing staff.

A sampling of our continuing education programs offered in 2011 includes:

- Inpatient Diabetes Management
- AORN Perioperative Certification Review Course
- Documentation Essentials
- Zoll Defibrillator education
- Continuation of Care for the Psychiatric Patient admitted to the General Hospital
- Acute Confusion/Delirium Conference – Dr. Patty Finch Guthrie
- ANCC Medical-Surgical Review Course
- Trauma Critical Care Conference
- New Directions in Pressure Ulcer Prevention & Management
- Dare to Lead Seminar
- Multidisciplinary Lunch & Learn Sessions – SIRS/Sepsis
South Nassau nurses are committed to demonstrating exemplary professional practice.

In support of this commitment, our nurses are in the process of refining the professional practice model that guides nursing practice at South Nassau. Our model reflects a strong focus on nursing autonomy and accountability. In addition, every day across the care continuum, South Nassau nurses are provided with abundant resources and opportunities that support excellence in nursing practice, allowing them to achieve their fullest potential and to make independent decisions that are appropriate for patient care. Our nurses play a vital role in improving and enhancing patient outcomes, they also go beyond the traditional caregiving role, serving as teachers and on interdisciplinary patient care and community service teams.

Evaluating our Professional Practice Model

The Professional Practice Model (PPM) is the foundation of Magnet nursing practice and serves as the framework for patient care delivery. In the fall of 2011, Nursing Practice Council members and interdisciplinary colleagues participated in a workshop to evaluate and refine the essential components of our PPM.

During the workshop, participants reviewed Magnet’s Five Model Components, the definition and subsystems of a PPM, theories that could serve as a framework for the PPM, visual representations of PPMs from other organizations, and finally, research related to professional nursing care delivery models. Attendees then divided into groups to create visual interpretations of our PPM.

“Our Professional Practice Model demonstrates and defines that our nursing practice is autonomous and that nurses have primary accountability for their practice,” said Eileen Mahler, R.N.C., M.S.N., N.E.-B.C., director of nursing education: professional development, practice and research, one of the workshop leaders.

Mahler called the workshop a huge success, noting that “this exercise helped us to ensure that our model is complementary with other health care disciplines. Partnerships with colleagues will support nursing’s journey and strengthen our relationships to create a Magnet culture.”

The true essence of a Magnet organization stems from exemplary professional practice within nursing.”

–American Nurses Credentialing Center
EXEMPLARY PROFESSIONAL PRACTICE

24/7 Rapid Response Team Saves Lives

In 2011, the South Nassau Rapid Response Team (RRT) was expanded to provide around-the-clock coverage. The RRT is activated when staff or family members determine that a patient’s condition is worsening and is in need of immediate attention. While the RRT is most often called upon to help patients with acute changes in their physiological and/or mental status, South Nassau nurses have the authority to call in the RRT even if there’s a subtle change in a patient’s condition.

“Our nurses are a patient’s most vigilant observer so we rely on them to take leadership when it comes to RRT activation,” said Dr. Sue Penque, Ph.D., R.N., A.P.R.N.-B.C., S.V.P./C.N.O., patient care services. Once activated, the RRT R.N. works in collaboration with the primary nurse, a family medicine resident and a respiratory therapist to expedite assessment and treatment and to prevent clinical deterioration or cardiac arrest.

Perfect Score for South Nassau Outpatient Dialysis Center

The Centers for Medicare and Medicaid Services (CMS) awarded South Nassau's Outpatient Dialysis Center the CMS Certificate of Dialysis Facility Performance for achieving a perfect 30 out of 30 score for quality indicators which directly impact the quality of life of the dialysis patient. The higher the score, the higher the quality of care delivered.

Gaining Magnet Experience

In October 2011, a delegation of nursing staff and nursing leaders traveled to Baltimore, MD for the American Nurses Credentialing Center’s (ANCC) National Magnet Conference, themed Honoring the Past, Creating the Future. The delegates learned more about Magnet standards, the process involved in achieving them and, during general, concurrent and poster sessions, learned from the experiences of others who have traveled the path to Magnet at their institutions. The South Nassau delegation returned to the hospital as “magnetized” nurses, equipped with information, energized to share their experiences with colleagues, and eager to work toward an exemplary environment of excellence in nursing practice.
Nursing Staff Expands Knowledge Regarding Delirium Assessment

On October 11, 2011, Dr. Patricia Finch Guthrie, Ph.D., R.N., G.C.N.S., N.E.A., presented “Using a National Guideline to Assess and Prevent Delirium” to nursing staff and physicians. Dr. Finch Guthrie provided information about developing an evidence-based guideline, identifying risk factors for delirium, conducting appropriate assessments through the use of various instruments and implementing effective strategies for the prevention and treatment of delirium. The valuable information presented by Dr. Finch Guthrie directly affected the hospital’s choice regarding which delirium assessment instruments to acquire.

Teamwork Leads To Stroke Care Recognition

South Nassau was recently recognized by the American Heart Association and the American Stroke Association with the Silver Plus Performance Achievement Award. This award recognizes achievement of at least 12 consecutive months of 85 percent or higher adherence to all Get With The Guidelines Stroke Performance Achievement indicators, and at least 12 consecutive months of 75 percent or higher compliance with 5 of the 9 Get With The Guidelines Stroke Quality Measures to improve quality patient care and outcomes. Interdisciplinary teams comprised of physicians, nurses and support staff were instrumental in achieving this advanced level of recognition, particularly those from D2West and F2. South Nassau is designated as a stroke center by the New York State Department of Health.

South Nassau Team Offers Hope and Healing to a Child From Gaza

The South Nassau perioperative pediatric team and Dr. Kaveh Alizadeh, plastic surgeon, collaborated with the international, interdenominational organization MISSION RESTORE on the treatment of a young child from Gaza. The girl, along with her mother, was brought to the United States to be treated for burns she had sustained. The child was cared for on the South Nassau pediatric unit for several weeks following reconstructive skin grafting. In recognition of this collaborative effort, Nassau County Executive Edward Mangano awarded a citation to the staff.

“It was incredibly fulfilling to help a family from so far away that was so clearly in need,” said Lynn Bert, R.N., B.S.N., N.M., pediatrics.
Expanded Chaplain Service Enhances Patient Care

South Nassau nurses are often recognized for their warmth, dedication and positive spirit. They are able to do their jobs with professionalism and compassion because they are supported throughout the hospital and they are able to call on their peers to help them meet both a patient's medical and spiritual needs.

South Nassau's Pastoral Care Program embraces the belief that pastoral care is an integral part of a patient's recovery process. The hospital's Pastoral Care Liaisons, Chaplain Allen Siegel, S.F.O., M.A., B.C.C. (Catholic/Inter-faith), and Rabbi Jay Yaacov Schwartz, L.C.S.W. (Jewish), and our Catholic Priest Chaplain, Father Jerome Francis Ackah are available to see patients and families. Goals of the Pastoral Program include:

- Providing culturally responsive, emotional and spiritual support to patients/families in an environment sensitive to the needs for spiritual and religious ritual support
- Facilitating and promoting the continuation of religious practice that respects the dignity, rights and privacy of patients
- Striving to decrease spiritual distress, anxieties and fears of patients, families, staff and volunteers that can potentially compromise the healing environment that the hospital seeks to create

The hospital's multi-denominational Meditation Room is open for prayer, meditation and reflection for persons of all faiths and regularly scheduled religious and spiritual health-related programs.

Nursing Certification

The following R.N.s have maintained certification in their specialty:

- Karine Austin
- Liz Bachoo-Garib
- Roseann Berge
- Clare Berman
- Nancy Bicocchi
- Valsamma Biju
- Zapora Burillo
- Filipinas Capistrano
- Maura Carroll
- Teresa Corbett
- Maria Corona
- Madeline Cozzi-Gottlieb
- Smitha Cyriac
- Eric Ditching
- Lori Edelman
- Patricia Falero
- Janine Fiorello
- Miriam Flores
- Frederick Foelsch
- Joan Gallagher
- Josephine Ganas
- Cathy Garfinkel
- Jeanette Gaughan
- Alison Gelfand
- Catherine Gipson
- Elisa Gorres
- Prema Gowder
- Kathy Grippio
- Theresa Groder
- Karen Harkins
- Maria Herbst
- Linda Herman
- Joanne Hudkins
- Lois Lavaron
- Carla Jackson
- Joan of Arc Jacob
- Jechabita Johndavid
- Debbie Jonason
- Mi-Suk Joo
- Princymol Joseph
- Kathleen Kellar
- Sheila Kitt
- Gretchen Kretkowski-Reiger
- Joan Kuchmak
- Paula Larocchia
- Dana Lewis
- Maria Lirio
- Ofelia Llaguno
- Lisa Lopez
- Susan Ludwikowski
- Eileen Mahler
- Millicent McCaw
- Collette McCraken
- Uttrawattie Merai
- Misako Miller
- Donna Moeller
- Joyce Mohammed
- Argyle Monteverde
- Elizabeth Muller
- Patricia Mulvaney-Roth
- Carolyn Nelson
- Donna Pandolfi
- Susan Penque
- Margaret Pfeiffer
- Margaret Pomerico-Puya
- Sheeba Priyardarshini
- Lori Raffanelli
- Animol Rajeev
- Kalpana Ranganathan
- Manjula Rangaswamy
- Diane Rattan
- Pamela Reilly
- Janice Renda
- Joan Riggs
- Janet Rosario
- Jacquelyn Rosen
- Lori Saunders
- Kathleen Seroski
- Janet Shelters
- Mary Elizabeth Simmons
- Eileen Skehan
- Barbara Marie Sobey
- Gayle Sommerstein
- Francine Stevens
- Frances Strauss
- Jeanne Tetro
- Heather Vanikiotis
- April Velasco
- Joanne Victor-Fassman
- Maria Whitcomb
- Christine Woram
- Siobhan Wulff
- Kathy Zummo
- Paula Zweig-Cohn
South Nassau nurses are award-winning. Their contributions are many, are significant and are greatly appreciated by patients, the hospital and the community at large.

- **The interdisciplinary team in Critical Care** has been rounding daily to discuss each patient’s goals and plan for treatment. This year, the Critical Care Team has added our designated Critical Care physician intensivists to the daily bedside conferences.

- **The South Nassau D3 Staff** received a certificate from the New York State Department of Health in recognition of their perinatal Hepatitis B Prevention efforts. They also received Healthgrades 5-Star Recognition.

- **Sharon Eriksen, R.N., Pediatrics** was awarded the 2011 New York State (NYS) 17th Assembly District’s Woman of Distinction by Assemblyman Thomas McKevitt as well as the NYS 19th Assembly District’s Woman of Distinction by Assemblyman David G. McDonough. Sharon was recognized for her humanitarian efforts on behalf of her neighbors and the world.

- **Our successful Joint Commission accreditation survey took place in August, 2011.** Patient Care Services received positive comments for the care given to patients in all areas. The Joint Commission survey team commented on “the significant amount of compassion and caring shown to patients and families” at South Nassau.

- **South Nassau is recognized as a Comprehensive Community Cancer Center** by the American College of Surgeons and a Bariatric Surgery Center of Excellence by the American Society for Metabolic and Bariatric Surgery. These achievements would not be possible without the many contributions of our nursing staff.

- **South Nassau’s Home Health Care Program was recently ranked among the best in the country,** earning a spot in the prestigious HomeCare Elite™ listing of the top home health care providers in the United States. South Nassau Home Care has been named to the listing each of the six years it has been released. The listing is the compilation of the most successful home care providers in the United States and names the top 25 percent of agencies in quality of care, quality improvement, and financial performance.

- **Six South Nassau nurses were selected to participate in Communication Training in Palliative Care**, a skill development program funded by the Long Island Foundation to enhance communication of the health care team with patients and families. The program included sessions on end of life conversations and role playing around goals of care discussions. The nurses who participated, Marybeth Francis, Dawn Keiley, Alyson Ornstein, Lori Saunders, Mary Liz Simmons and Dorothy Wolff, are now trainers who will help our staff enhance their communication skills.
Elise LaFemina, R.N., celebrating with her G2 team and hospital leadership after being named South Nassau Employee of the Quarter for the second quarter of 2011.

Lori Edelman, R.N., B.S.N., C.E.N., director, emergency services, was recognized by Nassau County Legislator Dennis Dunne for her leadership and commitment to emergency services and her compassionate patient care.

Carol Van Wickler, R.N., home care, was recognized with the Long Island Health Network (LIHN) Shining Star Award. Pictured from left to right, are: Joseph Lamantia, South Nassau chief operating officer, Carol Van Wickler, Nancy Helenek, R.N., M.S.N., administrative director care continuum, Regina Milito, R.N., home care supervisor and Joseph Quagliata, South Nassau chief executive officer at the LIHN ceremony.

The F3 Team was recognized by Advance for Nurses as one of the best nursing teams in the Northeast.

Lori Edelman, R.N., B.S.N., C.E.N., director, emergency services, was recognized by Nassau County Legislator Dennis Dunne for her leadership and commitment to emergency services and her compassionate patient care.
Learning is a fundamental part of nursing at South Nassau because new knowledge leads to quality improvement.

From the classroom and operating room to the bedside, South Nassau nurses are continually seeking to advance their knowledge as a way to create organizational change and improve the standard of care in the hospital. They learn by pursuing advanced degrees and certifications, attending conferences and participating in on-site educational offerings. Every step of the way, South Nassau supports their efforts to strengthen nursing professional practice and welcomes their contributions as they endeavor to enhance patient comfort, safety and positive outcomes.

South Nassau Nurses Lead the Way

Whether it’s initiating new programs, reorganizing departments, rolling out new equipment or conducting training, South Nassau nurses take the lead. Across the hospital, you’ll find our nurses actively engaged in quality improvement, the implementation of new clinical standards and research projects.

On-site Nursing Certification Review Courses

South Nassau hosted the ANCC Medical-Surgical Certification Review Course in November 2011. Earlier in the year, the hospital offered an AORN-endorsed Perioperative Certification Review. South Nassau identified the offering of on-site nursing certification review courses as a priority goal to achieve in 2011 and it did so, making it easier for its nurses to acquire new knowledge and certification, which ultimately results in better patient care.

Electronic Medical Record (EMR) Implementation

After two years of diligent research and planning, South Nassau is looking forward to Phase One of our Electronic Medical Record implementation in May 2012. Staff nurses have played an integral role in designing our EMR by serving on the interdisciplinary Clinical Documentation Team and as Subject Matter Experts. Our nurses participated in a Device Fair and product trials to assess each of their selections and following thorough product evaluations, they ultimately chose the device that will be utilized. Over 120 of our nursing staff have been named as Super Users. They will serve as the Hospital’s internal experts in the use of the EMR and will act as mentors for other staff members.
Magnet organizations have an ethical and professional responsibility to contribute to patient care, the organization, and the profession in terms of new knowledge, innovations, and improvements.”

–American Nurses Credentialing Center

Humpty Dumpty Falls Program
To enhance safety for the hospital’s pediatric population, South Nassau’s pediatric R.N.s initiated the Humpty Dumpty Falls Prevention program. Through the program, hospital staff in all departments learned how to recognize a pediatric patient at high risk for falls. These high risk pediatric patients are identified on their charts with a Humpty Dumpty sticker. Pictured above are Janine Tronco, R.N., B.S.N., with one of our youngest, and extremely special, patients.

Surgical Nurse Liaison Program
In an effort to enhance patient, family and physician satisfaction with improved communication between the hospital staff and families throughout the perioperative experience, Perioperative Services has created the role of Surgical Nurse Liaison. This new program has already proven to be very successful. Pictured above, Lucille Gugliuzza, R.N., ambulatory surgery unit, appears with a patient and family prior to his outpatient surgical procedure. Dottie Sluka, R.N. (on the right) served as this family’s Surgical Nurse Liaison.

Standardization of Defibrillators
After a thorough review, the hospital’s Resuscitation Committee, co-chaired by Peter Fromm, R.N., M.P.H., F.A.C.H.E., service line administrator for cardiovascular services and Dr. Lawrence Kanner, director, electrophysiology/arrhythmia services, recommended that South Nassau standardize all of its defibrillators. As a result, in August of 2011, all of the nursing units received new Zoll defibrillators, allowing our staff to deliver state-of-the-art care in an emergency situation. Zoll defibrillators have an automated external defibrillator that allows Basic Life Support trained frontline staff to deliver a shock if needed while waiting for the Advanced Cardiac Life Support trained medical team to arrive.

Reorganized Central Sterilization and Reprocessing Department
During the spring of 2011, Central Sterilization and Reprocessing (CSR) was reorganized within Perioperative Services. The CSR staff was combined with the perioperative assistants into one Central Sterilization and Reprocessing Department under the direction of nurse manager Caroline Schulman, R.N., B.A., B.S.N., C.N.O.R. This reorganization has improved workflow, bolstered compliance with infection control practices and increased staff satisfaction.
Intravascular Ultrasound and Fractional Flow Reserve

The Cardiac Cath Lab R.N.s have been trained to assist Interventional Physicians with the use of Intravascular Ultrasound (IVUS) and Fractional Flow Reserve (FFR). IVUS is a procedure that uses high frequency sound waves to acquire three-dimensional images from the inside of blood vessels. FFR is a technique used in cardiac catheterization labs to determine the functional significance of coronary artery stenosis. As a result of this training, our R.N.s are directly involved in performing measurements that are vital to a patient's diagnosis and treatment plan.

Maintaining Skin Integrity

Maintaining a patient's skin integrity is an essential part of nursing care and critical care patients are particularly susceptible to skin changes. Led by our chief nursing officer, Dr. Sue Penque, and our wound care specialist, Pam Reilly, R.N., M.S.N., C.W.O.C.N., our nurses evaluated several different beds and mattresses that were proposed for use in critical care and selected the one that would best serve our patients.

New Screening and Assessment Protocol

With the high incidence of chemically addicted patients in our behavioral health population, South Nassau has adopted screening and assessment for these patients using the Acute Alcohol Withdrawal/ CIWA-Ar protocol. The program was rolled out on the Behavioral Health Unit and in the Emergency Department and will be expanded to the general hospital population in early 2012. This initiative was led by Jacki Rosen, R.N., M.S.N., P.M.H.C.N.S.-B.C. and Patricia Mulvaney Roth, R.N., M.S.N., P.M.H.C.N.S.-B.C.

New IV Equipment Roll-Out

The IV team, managed by Margaret Hempstead, R.N., B.S.N., implemented use of the Bard Site Rite Ultrasound machine and the Bard POWER PICC, enabling PICC certified IV Therapy nurses to increase successful insertion rates of PICC lines at the bedside while allowing patients to receive thicker infusions, such as lipids, without the risk of catheter occlusion. This new equipment offers our nurses greater flexibility and improves patient comfort due to decreased needle sticks.

Our Journey to Magnet Continues

While South Nassau continues on the journey to Magnet, we remain keenly focused on meeting all of the Magnet standards as a way to achieve nursing excellence. Our Magnet Steering Committee, comprised of 15 nursing staff and leaders throughout our hospital, meets monthly to oversee our efforts to achieve Magnet status.

As part of our journey to Magnet, 71 of our nurses gathered on November 1, 2011 to reassess our hospital's readiness for Magnet. After careful review, they identified with specific measures that the majority of the almost 100 Magnet standards are currently being met. Some gaps were discovered and plans are already underway to close them and adopt these standards. Additionally, we are in the process of developing our Magnet Champions on each unit as they are essential in helping us reach our goal of Magnet excellence.

Meeting Magnet standards.

Marybeth Ryan, Ph.D., R.N., Nydia White, R.N. and Eileen Mahler, R.N. at the Magnet Conference.
Central Staffing Office
The Central Staffing Office was established in 2011 and is led by nurse manager Dana Lewis, R.N., M.S.N, O.C.N., N.E.-B.C. A key component of the Central Staffing Office is collaboration with the Nurse Staffing Task Force, which has been renamed the Staffing Council. The goal of the Staffing Council is to establish staffing guidelines and plans that match nursing staff resources to patient’s needs, while maintaining financial awareness and responsibility. A significant accomplishment of the Central Staffing Office was the reorganization of the float staff, which has resulted in decreased use of overtime hours.

Transradial Bands
Cardiac Cath Lab and CCU nurses have collaborated to educate their teams on the use of the Transradial Band (TR Band). With the need for radial artery access on the rise for STEMI patients, an occlusive device called a TR Band is placed on a patient’s wrist when the radial artery is used to access the coronary arteries. STEMI patients are transferred to the CCU for post-procedure care.

Presentations, Publications and Awards in 2011
South Nassau nurses are authors, researchers and educators. They are committed to acquiring new knowledge and sharing their findings with their colleagues in an effort to enhance nursing professional practice.

Workplace Safety in the Behavioral Health Setting Poster Presentation
Patty Roth, R.N., M.S.N, P.M.H.C.N.S., B.C., Carla Jackson, R.N.-B.C., M.A., behavioral health nurse manager and Elizabeth Muller, R.N., M.P.A., N.E.-B.C., assistant vice president/patient care services conducted a poster presentation, “Promoting Patient and Workplace Safety in a Behavioral Health Setting” at the 2011 Long Island Health Network (LIHN) symposium. This initiative addressed the personal safety and environmental concerns of our patients and staff regarding the incidence and impact of workplace violence on the individual and the therapeutic milieu. A plan was formulated for a series of changes and modifications to the behavioral health unit, including personal safety alarms for staff, that augments the current safety risk program and fosters a climate of continuous safety awareness.

South Nassau Nurse Authors
Joan Gallagher, R.N., B.S.N., B.C., Marybeth Ryan, Ph.D., R.N. and Kathy Kellar, R.N., M.S.N., C.E.N. from the Nursing Education: Professional Development, Practice and Research Department (pictured from left to right) were published in Nursing Spectrum. Their article discussed the 2011 Student Nurse Internship Program and the various clinical and research experiences of the 25 student nurse interns.

South Nassau nurse scientist Dr. Marybeth Ryan and the hospital’s medical librarian, Claire Joseph (pictured from left to right), collaborated on an article for MEDSURG Nursing. The article, slated to be published in 2012, is titled, “A Mobile Medical Library Initiative: Promoting Nurses’ Professional Development and Information Searching Skills for Evidence-Based Practice.”
Pursuing New Knowledge and Advanced Degrees

South Nassau nurses have access to a variety of educational resources, both on-site and off-site, in addition to receiving the hospital’s unwavering support as they pursue advanced certification and degrees. Through all phases of their professional development, we provide opportunities to study, train and grow.

South Nassau 3rd Annual Trauma/Critical Care Conference

The 2011 South Nassau 3rd Annual Trauma/Critical Care Conference, coordinated by Margaret Pomerico-Puya, R.N., C.E.N., trauma coordinator, was attended by over 80 South Nassau doctors, physician assistants and nurses. Topics included cervical spine and pediatric trauma, chest x-ray interpretation, end-tidal carbon dioxide interpretation, blood component therapy and organ donation.

Nursing Research Fellowship Program Launched

In an effort to increase research opportunities available to nurses, South Nassau introduced the Nursing Research Fellowship Program in October 2011. Nurses were invited to apply for a fellowship position and six were chosen to participate in the program. These six nurses have been paired with a nurse mentor who will guide them for 12 months as they design and implement a research study. The hospital looks forward to seeing the results of these studies and utilizing any new knowledge that will improve nursing practice. The nurses selected for the Nursing Research Fellowship are:

- **Lynn Bert, R.N., B.S.N.**, Nurse Manager, Pediatrics
- **Laurel Book, R.N., B.S.N.**, Women and Children's Service
- **Madeline Cozzi-Gottlieb, R.N.-C, M.S.N.**, Women and Children's Service
- **Robert Martinez, R.N., B.S.N.**, Radiology
- **Katherine Savarese, R.N., M.S.N.**, CCU
- **Nydia White, R.N., B.S.N.**, CCU

Educational Opportunities for our Nurses

South Nassau nurses regularly attend outside conferences as a way to stay current, educated and to improve their skills. Following is a sampling of conferences attended by some of our nurses in 2011:

- NY Society for GI Endoscopy Annual Conference
- Care of the Perianesthesia Patient
- Advances in Orthopedic Care
- Safe Beginnings: Patient Safety in Perinatal Care
- Trauma Nurse Core Curriculum
- Neuroscience Symposium
- ELNEC End of Life Nursing Education
- NTI-AACN National Teaching Institute and Critical Care Exposition
- Current Cardiovascular Modalities: Heart and Stroke Conference
- Emergency Nursing Pediatric Course
- ANCC Magnet Conference
- Advisory Board Conference on Accountable Care Organizations
- NYONE Annual Conference

Gale Gregory, R.N., on the left, is pictured with Lorraine Halliburton, R.N., her former preceptor from twenty years ago when Gale was a new graduate. Both nurses still work at South Nassau and continue to have a strong bond.
Continuing Education/Advanced Degrees
At South Nassau, 53 percent of our staff R.N.s have a B.S.N. as compared with 33 percent statewide and 41.7 percent on Long Island (HANYS Report/June 2011). 48 percent of our nurse leaders have a B.S.N., 40 percent have a Master's Degree, 7 percent have an Associate's Degree and 6 percent have a Ph.D. Patient Care Services currently has 30 R.N.s enrolled in B.S.N. programs, 30 enrolled in Master's level programs and five enrolled in Nurse Practitioner programs. Patient Care Services staff members received more than $162,000 from South Nassau for tuition reimbursement in 2011. Additionally, per-diem staff members at South Nassau are pursuing all levels of nursing degrees at local colleges and through online programs.

Congratulations are in order for the five R.N. members of our nursing staff who recently received academic degrees:
Radha Boodram, M.S.N.
Marie Jeanne Centeno, B.S.N.
Lincy Jojan, M.S.N.
Mike Kates, B.S.N.
Miranda Saint Louis, B.S.N.

We’re also proud to announce that 21 of our staff members have passed their R.N. Licensing Exam. From this group, 15 have accepted R.N. positions at South Nassau and five have applied for upcoming vacancies.

Kristine Alcantara
Denise Cornell
Augusto De La Cruz
Dijon Drummond
Inga Drummond
Maxine Gooden
Ihuoma Joshua
Rajpal Kaur
Conrad McKnight
Antoinette McPherson
Biliksu Mustapha
Trudy O’Brien
Daniella Panariello
Inellys Perez
Shana Powell
Berenise Reibec-December
Jacqueline Roman
Manny Rosario
Nathaniel Saintus
Ashby Sam
Rachel Sarosy

Nursing Certification
Advanced knowledge and skills in a specialty supports better patient outcomes. Certification is a personal achievement that demonstrates commitment to excellence in nursing practice. There was an impressive 68 percent increase in the number of certified nurses at South Nassau as compared to 2010. We currently have 21 nursing leaders and 102 staff R.N.s that hold professional certification in their specialty. A gold identification badge indicating their specialty certification is awarded to each certified nurse at South Nassau.

Newly Certified
Salomy Abraham, R.N., C.C.R.N., Adult Critical-Care Nursing
Melissa Auletli, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Jason Basco, R.N., B.S.N., C.C.R.N., Adult Critical-Care Nursing
Carolyn Canelda, R.N., C.P.A.N., Certified Post Anesthesia Nurse
Virginia Doughty, R.N., C.N.O.R., Perioperative Nursing
Carolyn Engel, R.N., M.S.N., C.C.R.N., Adult Critical-Care Nursing
Nancy Feger, R.N., M.S.N., C.H.C.R., Certified Health Care Recruiter
Jean Polchetti, R.N., C.N.O.R., Perioperative Nursing
Mary Francis, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Joanne Hallick, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Wilma Ingreso, R.N., B.S.N., C.C.R.N., Adult Critical-Care Nursing
Karen Jablon, R.N., B.S.N., C.G.R.N., Certified Gastroenterology RN
Maureen Kallman, R.N., B.S.N., C.G.R.N., Certified Gastroenterology RN
Kathy Lapkowski, R.N., M.S., C.N.O.R., Perioperative Nursing
Joanne Magrino, R.N., C.N.O.R., Perioperative Nursing
Meri Maiorino, R.N.-B.C., Cardiac Vascular Nursing
Beena Mathachan, R.N., B.S.N., C.C.R.N., Adult Critical-Care Nursing
Barbara McHale, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Joanna Midy, R.N., B.S.N., C.E.F.M., Electronic Fetal Monitoring
James Murphy, R.N., M.S.N., C.C.R.N., Adult Critical-Care Nursing
Raghu Ninan, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Jeanne Perrone, R.N., C.N.O.R., Perioperative Nursing
Margaret Poole, R.N., C.E.N., Certified Emergency Nurse
Sarah Jane Sansaet, R.N., B.S.N., P.C.C.N., Adult Progressive Care Nursing
Caroline Schulman, R.N., B.S.N., C.N.O.R., Perioperative Nursing
Jennifer Schwartz, R.N., B.S.N., C.C.R.N., Adult Critical-Care Nursing
Sarajeann Sheinin, R.N., B.S.N., C.E.F.M., Electronic Fetal Monitoring
Smijamol Varghese, R.N., C.N.O.R., Perioperative Nursing
At South Nassau, we are committed to achieving Magnet status.

Our nurses serve in transformational leadership roles throughout the hospital. The structures and processes we have in place serve to facilitate community service, professional development and nurse empowerment. Nursing consistently achieves exemplary levels of professional practice as evidenced by their many accomplishments. Nurses from all settings are engaged in the pursuit of acquiring new knowledge and translating it into innovations and improvements that enhance patient outcomes. With all of this effort, our nurses have achieved quality results and made a difference in the lives of our patients.

…the question for the future is not “What do you do?” or “How do you do it?” but rather, “What difference have you made?”

– American Nurses Credentialing Center

Achieving Quality Results

Fall and restraint rates are nurse-sensitive quality indicators. At South Nassau, our restraint rate and fall rate are both below the national mean as indicated in the following National Database of Nursing Quality Indicators (NDNQI) reports. Additionally, statistics show that South Nassau patients are among the most satisfied in the nation when it comes to their nurses.

These quality results are based in hospital structures and processes that are continually refined to enhance clinical results. Our Restraint Reduction Team and our Falls Prevention Team meet monthly to determine how we can improve our processes in these areas. Our most recent enhancements include the "Knot So Fast" initiative and implementation of the Hendrich II Fall Risk Assessment Tool. In terms of patient satisfaction, our Service Excellence Committee is a group of interdisciplinary staff and leadership that provides oversight on a variety of initiatives to provide quality, compassionate service to our patients. They play an integral role in helping the hospital achieve high levels of patient satisfaction.
“Knot So Fast”

The “Knot So Fast” program was developed by a team of nurses and nurse leaders in critical care who surveyed staff members to determine their perceptions on the use of restraints and subsequently provided education on alternative methods to keep patients safe. “Knot So Fast” has resulted in a significant change in culture as well as a reduction of more than 50 percent in the use of restraints for critical care patients at South Nassau. Due to this remarkable success, “Knot So Fast” was expanded to other units within the hospital with similar results.

Hendrich II Fall Risk Assessment Tool

The Falls Prevention Team has initiated the use of the Hendrich II Fall Risk Assessment Tool to help us predict which patients are at high risk for falls. This group evaluated bed and chair alarms and revised the Fall Prevention brochure that focuses on patient and family education to prevent falls while in the hospital and in the community. Interdisciplinary staff within the departments of Pharmacy, Home Care, Hospitalists and Physical Therapy have joined forces with our nurses and embraced this program to keep our patients safe and free from injury.

Patient Satisfaction

When patients are asked specific questions about the care provided by their nurses at South Nassau, patient satisfaction scores compare favorably with those for nurses in the rest of the country. We diligently monitor patient satisfaction so we can efficiently and effectively identify improvement opportunities.
Nursing Mission

To provide quality, compassionate nursing care based upon mutual respect for our patients, their families and each other.

Nursing Vision

To empower nursing staff to practice innovatively, influence exceptional clinical outcomes, learn continuously and to create an environment where nurses choose to work and patients want to receive care.