

---

2015 NURSING ANNUAL REPORT



MAGNET  
RECOGNIZED



AMERICAN NURSES  
CREDENTIALING CENTER

---

Committed to  
**Nursing Excellence**

---

**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.

It gives me great pleasure to share with you the 2015 Nursing Annual Report. In this report, we highlight the service, key accomplishments and celebrations that reflect the spirit of our nursing staff and leaders throughout our organization. Numerous contributions have been made in all departments toward our continued focus and commitment to nursing excellence at South Nassau. We have been a Magnet-designated facility since 2014. That honor places us in an elite group of 400-plus hospitals worldwide. We are already preparing for our 2018 re-designation visit.

The Nursing Annual Report highlights our journey to excellence in accordance with the four components of the Magnet Model:

- 1) Transformational Leadership
- 2) Structural Empowerment
- 3) Exemplary Professional Practice
- 4) New Knowledge, Innovation and Improvement

South Nassau nurses excel in each of these areas. Our commitment to incorporate evidence based nursing practice into our care delivery and our passion for patient care places us in a leadership position within our profession. Our outstanding nursing staff has a deep and profound influence on the lives of those we care for and make differences that we may never even realize.

Each day and night their skill, compassion, intuition and ingenuity is brought to the bedsides of the sick and vulnerable.

I am grateful for the positive attitudes and superior care they provide every day. I trust they are as proud of their numerous achievements as I am. Together, we envision the potential that 2016 holds.

It is with honor and pride that I present this report to our community and Board of Directors.

In good health,

**Sue Penque, PhD, RN, NE-BC**

Senior Vice President/Chief Nursing Officer, Patient Care Services and Spiritual Care Services



# TRANSFORMATIONAL LEADERSHIP

*Encouraging and guiding our nurses to evolve into trailblazers – that's what transformational leadership is about at its core. At South Nassau, we support, inspire and motivate our experienced and knowledgeable nurses to unleash their full leadership potential. That's how we create progressive organizational change within our excellent health care system.*



*South Nassau's Patient Care Services Nurse Administrators.*

## ED Nurses Lead the Way

Nurse leaders from the Emergency Department, in conjunction with a multidisciplinary team, were the driving force behind the transition of the South Nassau Urgent Care Center in Long Beach, NY to a Hospital-Based Free-Standing Emergency Department (HBFSED).

The team was required to develop essential standards for this new project. They included:

- Developing a clinical scope of practice
- Implementing standards for appropriate staffing, including the deployment of hospital-based ED staff to clinical rotations at the Long Beach campus in order to ensure the provision of standardized, high-quality nursing care
- Communications with emergency medical services in the community

Onsite nursing leadership is provided by **Tracy Thorn, BSN, RN, CEN**, clinical nurse coordinator of the Long Beach campus, in a shared governance model with direct-care nurses and the collaboration of **Lori Edelman, MS, RN, CEN, NE-BC**, director, emergency services.



*Nurse leaders who were instrumental in the transition of Long Beach urgent care center to a free standing hospital based ED. Pictured are Lori Edelman; Denise Inglese, RN, assistant nurse manager; Tracy Thorn; and Lisa Busso, RN, nurse manager. Not pictured are ED assistant nurse managers Cesar Bellen, RN, Christine Campisi, RN, and Francine Stevens, RN.*

### Leadership in Professional Organizations

**Sue Penque, PhD, RN, NE-BC**, senior vice president/chief nursing officer, patient care services and spiritual care services, was a member of the national editorial board for the American Organization of Nurse Executives publications. She is also a Magnet appraiser for the American Nurses Credentialing Center.



*Dr. Penque*

**Peter L. Fromm, MPH, RN, FAHA, FACHE**, service line administrator, Center for Cardiovascular Health, holds the following positions in the American Heart Association (AHA):

- Member – Long Island Region Board of Directors
- Member – Emergency Cardiovascular Care Committee, Dallas (National/Global)
- Chair – Systems of Care Subcommittee, Dallas (National/Global)
- Member – Mission Lifeline Resuscitation Workgroup, Dallas (National)
- AHA representative to The Joint Commission Comprehensive Cardiac Center Technical Advisory Group, Chicago (National)
- Member/Delegate – International Liaison Committee on Resuscitation (ILCOR), International/Global

**Patricia Mulvaney-Roth, MSN, RN, PMHCNS-BC**, clinical nurse specialist, behavioral health, is a member of the American Psychiatric Nurses Association (APNA) Scholarly Review Committee, evaluating abstract proposals that are submitted for acceptance at their national conference. She also judges posters for the APNA annual conference.

**Joanne Newcombe, BSN, MHA, RN, NE-BC**, vice president for community health development, is a member of the program committee and the board of directors of the New York Organization of Nurse Executives and Leaders. She is also the program chair and a member of the board of directors of the Greater New York Nassau Suffolk Organization of Nurse Executives and Leaders (GNYNSONEL).

**Lauraann Nicoletto, MSN, RN-BC, CARN**, nurse manager, is a professional reviewer of abstracts for the Nursing Research Society and also of continuing education modules for the APNA.

**Margaret (Peg) O'Donnell, DNP, FNP, ANP-BC, FAANP**, senior nurse practitioner, is the Southern New York State Representative, American Association of Nurse Practitioners.

**Lori Raffaniello, MSN, RN, NE-BC**, director of patient experience, is the secretary of the GNYNSONEL.

**Jacki Rosen, MS, RN, PMHCNS-BC**, clinical nurse specialist, holds the following positions with the APNA:

- Member-APNA Scholarly Review Committee evaluating abstract proposals submitted for acceptance at their national conference
- Poster judge for the APNA national conference
- Member-Institute for Safe Environments Advisory Panel

### Nurse Leader Selected to Speak at China Forum

**Peter L. Fromm**, service line administrator, Center for Cardiovascular Health, was selected by the American Heart Association to present at the 13th China-International Modern Emergency and Disaster Medicine Forum in Beijing and Xuzhou, China. Peter's presentation, titled "International Liaison Committee on Resuscitation (ILCOR) Scientific Update," focused on the structure of the ILCOR and its eight member councils, including the American Heart Association. He discussed the development of scientific recommendations and the Grading of Recommendations Assessment, Development and Evaluation (GRADE) system as well as the scientific updates to advanced cardiac life support, basic life support and acute coronary syndrome guidelines. While in China, Peter also participated in a forum to discuss opportunities for research in China.







*Critical care nursing staff and spiritual care staff celebrate the completion of the renovations with a blessing of the unit and a ribbon-cutting ceremony.*

## Critical Care Nurses Influence Redesign of Units

Direct-care nurses from the critical care areas, along with nurse leaders **Dr. Sue Penque**; **Margaret Pfeiffer, BSN, RN, CCRN**, director of nursing; **Lori Raffaniello, MSN, RN, NE-BC**, director of nursing; **Nydia White, BSN, RN, CCRN**, nurse manager, and **Charmaine Brereton, MSN, RN, CCRN**, assistant nurse manager, collaborated with our interdisciplinary team to provide input for the redesign and renovation of our critical care units with a focus on patient safety.

The nurses identified the need for additional visualization of patients and, as a result, the installation of video monitors now provides for direct observation of patients, which has assisted in maintaining their safety.

Other changes included an upgraded nurse call system and the ability to provide hemodialysis in each patient room. Through their participation in planning the patient care environment, our clinical nurses were able to influence changes that directly impacted and improved the delivery of safe patient care.

## Exceptional Nurse Leaders Compete for GEM Awards

Nurse.com's annual GEM Awards program, which represents **G**iving **E**xcellence **M**eaning, honors superior nurses nationwide

### NOMINEES:



**Kathryn DeMelis, MSN, RN**, nursing professional development specialist, was nominated in the Education and Mentorship category.



**Patricia Roth, MSN, RN, PMHCNS-BC**, clinical nurse specialist, was nominated in the category Advancing and Leading the Profession.

### NOMINEE/FINALIST:



**Gina Kearney, PhD, RN-BC, AHN-BC**, director of community education, was named a **finalist** in the 2015 Nursing Excellence GEM award in the category Advancing and Leading the Profession. Gina was recognized for her deep commitment to helping others reach their full potential, her work as a nurse scholar and her passion for lifelong learning.

### Patients, Families and Staff Join Forces to Improve Care



*South Nassau's Patient Family Advisory Council.*

The Patient Family Advisory Council, chaired by **Lori Raffaniello, MSN, RN, NE-BC**, newly-appointed director of patient experience, was created in order to support South Nassau's patient and family-centered model of care. It is a forum that allows opportunities for patients, families and hospital staff to work as partners in making improvements on how care is provided. Patients and families are selected through an interview process and prepared for the role. There are currently seven community advisors on the council.

The council members identify areas for changes and improvements and then gather with staff to plan and implement them.

Current and future projects include:

- Developing a "Quick Reference Guide" for new patients
- Revising our visiting hours policy



#### Town of Hempstead Pathfinder Award

**Ebonique Bennett Milton, MSN, RN, ANP-BC**, Heart Failure Clinical Coordinator, Center for Cardiovascular Health, was honored by the Town of Hempstead with the Pathfinder award in the Arts

and Entertainment category.



#### March of Dimes Award Nominee

**Alyson Ornstein, BSN, RN, CBC**, nurse manager maternity and NICU, was honored as South Nassau's Nominee for the 2015 March of Dimes Nursing Leadership Award. Alyson was honored for her contributions as a

leader, her expertise in neonatal care and her unparalleled compassion when dealing with grieving families.

### Nurses Connect Via New Council



*Dr. Sue Penque, center, with nurse leaders of our Staffing Retention Advisory Council.*

This year, the **Staffing Retention Advisory Council** was introduced as a forum for direct-care RNs to communicate work experience issues and concerns directly to senior nursing

leadership and to formulate solutions together that result in safer patient care. RNs are invited to share their observations with leaders including chief nursing officer **Dr. Sue Penque**. As a result, accomplishments of the group include the presentation of a proposal for a video monitoring system and the development of a critical care transport team.

### Ebola Outbreak Triggers Training

In 2014, the largest outbreak of Ebola Virus Disease (EVD) occurred in West Africa and the World Health Organization declared an international health emergency. The first case of EVD in the United States occurred in September of 2014 involving a patient who had traveled from West Africa. In response to these events, South Nassau nurse leaders and an interdisciplinary team spearheaded by **Paula Zweig-Cohn, MS, RN, CIC**, director of infection prevention and control, developed policies, conducted training and education for hospital staff and conducted mock drills.

The team collaborated with Nursing Education: Professional Development, Practice & Research and Emergency Management to provide in-person education for specific hospital staff members who are at risk for exposure to suspect EVD patients.



# STRUCTURAL EMPOWERMENT

*At South Nassau, we ensure a work environment that offers ample opportunities for achievement, professional growth and outstanding job performance. Our nurses are offered access to a vast amount of resources and information which enables them to accomplish their goals and then to continuously formulate new ones. There are ongoing efforts and policies that provide our excellent nurses with direct pathways to development and advancement.*



## A Week-Long Celebration of Our Nurses

Nurses Week is always a special time at South Nassau. We are extremely proud of our Magnet recognized nursing staff and during this nationally designated period, we are most pleased to honor and recognize them.

This year's American Nurses Association (ANA) theme for Nurses' week, "Ethical Practice, Quality Care," recognizes the strong commitment, advocacy and caring that nurses display in professional practice. These attributes are visible in our nurses and their efforts result in exceptional outcomes for our patients and communities.

This year, we brought the celebrations to the patient care units and departments through a unit theme contest. All patient care units/departments were invited to develop a theme that was creative, involved the team and displayed how we embrace ethical practice and quality care.

Prizes were awarded to these units:

- **Outpatient Dialysis "The Wiz of Oz"** for their creativity
- **D2E "Three-Ring Circus"** for being focused on the quality indicator of heart failure
- **ICU/CCU "The Newsroom"** for staff participation

## Among Activities During Nurses Week:

- Annual Breakfast for Nurses recognized our award nominees, recipients as well as senior nurses with over 20 years of SNCH service
- Nursing Leadership Luncheon hosted by Dr. Penque
- Blessing of the Hands and a remembrance ceremony by our hospital chaplain
- Poster presentation by the Nursing Research and Evidence-based Practice Council
- History of nursing display in the hospital lobby

### Nursing Scholarship Awards



Excellence in  
Nursing Education:  
**Carolyn Engel, RN**



Excellence in  
Nursing Practice:  
**Cassandra  
Sylvaine, RN**



Excellence in  
Transformational  
Leadership:  
**Francine Stevens, RN**



Excellence in  
Community Service:  
**Patricia Seifert, RN**

### Nursing Awards



Excellence in  
Nursing Research:  
**Sharon Eriksen, RN**



Excellence in Quality:  
**Marie Elena Failla  
Gambale, RN**



LPN of Excellence:  
**Alec Tapper, LPN**



Nursing Assistant of  
Distinction:  
**Stephanie LeCoin**



Outstanding Unit Clerk:  
**Jenine Brown**



*Dr. Penque with nominee Sharon Grupp.*

### The Nassau-Suffolk Hospital Council Nurse of Excellence Award Nominee

**Sharon Grupp, BSN, RN**, performance management, was South Nassau's nominee for the 2015 Nassau Suffolk Hospital Council Nurse of Excellence Award. Sharon was honored for her career of nursing excellence, her ability to inspire her colleagues and her passion to ensure best practice for our patients.

### GEM Awards

2015 GEM Awards are sponsored annually by Nurse.com to recognize outstanding nurses across the country in a variety of categories

#### NOMINEES:



**Jane DeVito, BSN, RN**, CWCN, Home Care, in the Home, Community and Ambulatory Care category



**Doreen Sharp, RN-BC**, WCC, F4, in the Clinical Nursing, Inpatient category



**Debbie Opperman, BSN, RN, CPN**, Pediatrics, in the Clinical Nursing, Inpatient category

#### NOMINEE/FINALIST:



**Patricia Seifert, RN, IV Team** was honored by the GEM awards as a **finalist** in the Volunteerism and Service category. Patty was recognized for her work as a leader in a local fire department and for her work with young people in our community.



## Nursing Council Achievements

The nursing councils of South Nassau provide a shared governance forum for our direct-care nurses. The forum allows them to achieve the implementation of our nursing vision through collaboration and control over their nursing practice. **Among their achievements:**

### NURSING EDUCATION AND PROFESSIONAL DEVELOPMENT COUNCIL:

- Developed charge nurse competencies
- Partnered with Long Island Health Network to provide diabetes and suicide awareness education
- Hosted an on-site college fair
- Celebrated specialty days

### NURSING RESEARCH AND EVIDENCE-BASED PRACTICE COUNCIL

- Disseminated research findings through presentations at local and regional venues
- Conducted an ongoing nursing research fellowship program
- Maintained the virtual nursing journal club intranet by posting articles that allow staff to earn CEUs
- Mentored nursing staff members in the presentation of posters at internal and external venues

### NURSING PRACTICE COUNCIL

- Hosted a series of portfolio workshops for RNs seeking advancement on the clinical ladder
- Implemented Lippincott evidence-based practice procedures which are now available for reference on nursing unit computers
- Conducted monthly patient care quality peer reviews
- Streamlined documentation for the clinical ladder

### HOLISTIC NURSING COUNCIL

- Hosted Reiki I and Reiki II certifications resulting in 12 nurses becoming certified as practitioners
- Offered education on aromatherapy, spiritual resilience and integrative nursing
- Hosted the LI chapter meeting of the American Holistic Nurses Association

### INFORMATICS COUNCIL

- Created behavioral health, newborn and NICU nursing documents
- Added all chemotherapy agents to the EMR



(top) Nursing Education and Professional Development Council.  
(bottom) Nursing Practice Council.

- Integrated 'Right Care' to improve readmission review and prevention
- Included ordering and screening of patient restraints in the EMR

### SELECTED ACCOMPLISHMENTS OF UNIT-BASED COUNCILS

- D2W initiated "Quiet Time" to promote patient healing and comfort
- Float Team implemented the "unit ambassador" program as well as social events to develop, improve and enhance relationships and the flow of communication
- ED developed a new staffing plan
- D3E and W arranged for certification classes to increase the number of certified breast feeding counselors
- Operating Room streamlined the contents of instrument trays in order to decrease turnover time for counting and reprocessing
- D4 redesigned the restricted items list as well as the patient admission belongings and body exam process
- Pediatrics developed a pneumonia patient education sheet
- D2E re-energized the process for hourly rounds including the use of rounding signs and cards

## 2015 / STRUCTURAL EMPOWERMENT



*Celebrating our senior nurses who each have over 20 years of service at South Nassau.*

### South Nassau Nurses are Present in Our Community

- Volunteered as global missionaries in Haiti, Romania and the Philippines
- Assisted at the SNCH Fall Health Fair for our Long Island community, helping with screening exams and providing information at the disease-specific displays
- Presented the services that are available at South Nassau during the "Achiezer's Elder Care Plus: Practical Solutions to the Challenges You Face as a Jewish Caregiver" conference and workshop
- Members of our student nurses club worked with the residents of Bethany House during the holidays
- Tania DuFour, BSN, RN, injury prevention coordinator, gave a presentation at the Oceanside Library on fall prevention
- Nurses participated in the first annual Outpatient Expo which helped to familiarize visitors with the scope of services provided by our outpatient areas



*RNs from our D2W Stroke Unit joined with other departments to provide education in recognition of World Stroke Day.*



*South Nassau nurses, at the Dr. Oz Show in NYC, support Miss Colorado, Kelly Johnson, RN, who gave an inspiring talk about nursing during the talent portion of The Miss America Pageant.*



## Journey To Excellence Award Winners



The Maternity/Neonatal Intensive Care Unit scored in the 90th percentile or greater in several patient care areas based on surveys completed by their patients. This is the second time D-3 East received the quality award.

## Outpatient Journey To Excellence Award Winners



The Pain Management Team received the award for improving the patient experience. Patients who were discharged from the unit gave high marks to the staff in almost all survey questions including "nurses listening carefully" and "pain well controlled".



B2 was honored as a result of scoring in the 90th percentile or greater in a number of patient satisfaction categories such as timely response to call buttons and explanation of new medicines.



The Center for Women's Imaging was honored with the Outpatient Journey to Excellence award. The patients cared for at the Center delivered positive feedback to the staff on the patient satisfaction surveys during the second quarter 2015.



F3 was honored as the most improved among all units in the hospital. The staff increased their patient satisfaction scores in 21 survey areas including prompt assistance to patients and thorough explanations of new medicines.



The staff of Outpatient Dialysis received this award as they were given an outstanding evaluation by their patients, scoring in the 99th percentile in several categories including effective communication and doing everything to keep their patients comfortable.



# EXEMPLARY PROFESSIONAL PRACTICE

*There's a reason a Magnet designation is the gold standard of nursing excellence: it can only be achieved when nurses provide the highest quality of service, care, devotion and dedication to patients and their families. Magnet nurses practice in a spirit of collaboration with their health-care colleagues and with the community around them. They understand and embrace communication, teamwork and relationship building, all of which foster a positive environment that focuses on excellent standards in regard to patient well-being.*



South Nassau nurses celebrate at the 2015 ANCC National Magnet Conference

## Nurses Convene at the ANCC Magnet Conference

Twelve of our direct-care nurses and nurse leaders attended this year's Magnet Conference in Atlanta, Georgia, joining over nine thousand other nurses from all over the world who gathered there. It was quite an impressive event, our nurses said, and they were overwhelmed by the amazing spirit and palpable energy of everyone who was present.

South Nassau's designation as Magnet truly made our nurses proud of the Magnet world in which they are immersed, and they warmly welcomed nurses from newly designated Magnet facilities. In accordance with the Magnet spirit of disseminating knowledge and utilizing evidence-based practice, at the conference, South Nassau's

**Jacki Rosen, MSN, RN, PMHCNS-BC**, presented a poster, co-created by **Marybeth Ryan, PhD, RN**, nurse scientist. It was entitled "Creating New Initiatives in Uncharted Waters: A Virtual Nursing Journal Club." One of our attendees, **Lorraine Halliburton, BSN, RN**, assistant nurse manager said, "the magnitude of Magnet was incredible!"





## Concerted Focus On Improving Patient Care



*Home Care staff celebrate their department's selection to the prestigious HomeCare Elite™ Top 500 List of the best home health care providers in the nation. This was the 10th consecutive year of the designation.*

South Nassau nurses are dedicated to improving care for our patients. They are focused on utilizing data to improve results and when they analyze the facts, there is a defined effort to make changes.

For example, excellent outcomes for the outpatient dialysis team are the result of an interdisciplinary team engagement in patient care and a renewed focus on the direct-care nurses' assessment and monitoring of the patient's plan of care. Our Home Care nurses recently instituted improvements in effective communication with patients, which resulted in greater patient satisfaction. Their after-hours voice-mail message was changed to reflect more clearly how to access the on-call RN for emergencies or when an immediate response is needed, and when the patient can expect a call back for routine messages. These are the type of day-to-day improvements that make a significant difference in the well-being and after-care of our patients.

## Employee of the Quarter



1Q

**Margaret Hempstead, BSN, RN, VA-BC, EMT-B**, nurse manager IV Therapy, was recognized for her dedication to providing outstanding customer service.



2Q

**Sona Augustine, RN, G2**, was honored for her personal commitment to excellence and her dedication to embracing the mission and vision of South Nassau.



3Q

**Kimberly Babich, RN, D2E**, excels in confident, proactive, patient-centered care. She is a preceptor as well as a charge nurse.

## Nurse Hero Award



**Irene Ficaro, BSN, RN, CGRN**, received the *Long Island Business News* Nurse Hero award in recognition of her exemplary commitment to caring for the health needs of the patients and communities served by South Nassau and global missions to serve as a volunteer caretaker for those in need in developing nations, including Romania and the Philippines.

## Pathfinder Award: Health Services



**Sharon Eriksen, RN, Pediatrics**, was recognized by the Town of Hempstead with the Pathfinder award in the Health Services category.

# NEW KNOWLEDGE, INNOVATION & IMPROVEMENT

*At South Nassau, continuing professional education, coupled with the actual implementation of newly acquired knowledge, forges our path to effective patient care. That is why we support continued studies. We also highly encourage our nurses to conduct research and present their findings to their colleagues. It is due to their commitment to sourcing new information and to their enthusiasm for the application of innovative and improved policy changes and programs that we are able to achieve excellence.*



*Nursing Research and Evidence-based Practice Council.*

## Current Nursing Research Studies

- **Dena Alberti, MSN, RN-BC:** "Nurses and Caring Practices" (Actual title withheld due to unit-based research still in progress)
- **Janice Campbell, MSN, RN:** "Understanding Millennial Moms: A Nursing Survey about Childbirth Education in Primigravida Women"
- **Irene Ficaro, BSN, RN, CGRN:** "The Impact of Interpersonal Dynamics on Post-Bariatric Women"
- **Joan Gallagher, BS, RN-BC** and Dr. Rose Schechter: "Dedicated Education Unit: Nursing Students' Perception of Clinical Competence" Second DEU Study Completed December 2015
- **Patricia Mulvaney-Roth, MSN, RN, PMHCNS-BC:** "The Influence of Pet Therapy on the Anxiety Levels of Patients on Diverse Patient Units"

## Continuing Education/ Advanced Degrees

- We met our goal for this year in that 68% of South Nassau's RNs hold BSN degrees as compared with 57% statewide (HANYS 2015 Nursing and Allied Health Care Professionals Workforce Survey Report)
- 34.7% of our nurses have attained professional certification in their field

### Patient Care Services currently has:

- 66 RNs enrolled in BSN Programs
- 57 RNs enrolled in Masters Programs
- 4 RNs enrolled in NP Programs
- 3 RNs enrolled in Doctoral Programs

## Pain Management Committee Achievements

The management of pain is a high priority for patients and the healthcare team. South Nassau instituted our pain management committee to address this in a concentrated, multidisciplinary team environment. **Dr. Sue Penque** and Dr. Jonathan Singer, chair of anesthesiology, lead this team. Among their achievements this year:

- Utilization of a pre-opioid patient screening tool to identify high-and moderate-risk patients for opioid administration
- Administration of IV opioids for pain management (an evidence-based practice) has expanded to all units
- Continuous pulse oximetry monitoring for high-risk patients is in place on the medical-surgical units





*The inaugural cohort of nurses participating in South Nassau's partnership with Farmingdale State University's 2015 onsite RN-to-BSN courses.*



*South Nassau nurses celebrating at Certified Nurses Day.*

### Field Experts Share their Knowledge with SNCH Nurses

- "Neuroscience Nursing Update," presented by **Cynthia Bautista, PhD, RN, CNRN**
- "Trauma Care After Resuscitation," presented for our nurses in critical care, E2, PACU and D1 by **Cheryl Wraa, MSN, RN**
- "Shift to Professional Paradise & Employee Engagement," presented to our nurse leaders by **Vicki Hess, BSN**, an expert in helping organizations positively impact employee engagement



### South Nassau's Injury Prevention Coordinator

**Tania DuFour, BSN, RN** has been named South Nassau's injury prevention coordinator. By developing a defined and focused injury prevention program,

she has concentrated on fall prevention and concussion education in the community.

### Staffing Model Changes in Perioperative Areas

Under the leadership of **Kathleen Malone, BSN, MHA, RN, CNOR**, nurse manager, the nurses on our Pain Management unit have changed their staffing model in order to more closely align with our professional practice model of relationship-based care and Jean Watson's theory of caring. As such, they have implemented a model which ensures that one nurse continuously remains with the same patient from admission through discharge. In addition, in the Endoscopy suite, flexible endoscopes are now processed by Certified Central Sterile Technicians and the nursing staffing model in our Endoscopy suite has changed to reflect the recommendations of the American Society for Gastrointestinal Endoscopy.

### Float Team Enhances Competencies and Communications



*Members of South Nassau's Float Team.*

The **Float Team** is designed as a staffing support system to the patient care units, with a variety of clinical and support positions on all shifts. Float team RNs have expanded their competencies for a number of specialized units in order to provide safe patient care as well as to meet their commitment to continuous professional growth. All RNs hired to the Float Team now complete dysrhythmia training, stroke certification, IV training, level 1 and 2 critical care courses and trauma education.

Communications among this group of team members and their nursing leadership can be challenging. However, due to a desire to expand and improve communications among this diverse group, an innovative system was initiated. The "group me" application allows staff members to easily and safely text among themselves as well as with their leadership. This application facilitates improvements in communication as well as staff scheduling satisfaction.



**South Nassau**  
COMMUNITIES HOSPITAL

where quality matters

One Healthy Way, Oceanside, NY 11572  
1-877-SOUTH-NASSAU (877-768-8462)  
[southnassau.org](http://southnassau.org)