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# NICU EBP Project: Transitioning Caregivers to a Private Room NICU

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# NICU EBP Project: Transitioning Caregivers to a Private Room NICU

Kristin Gjerset, RNC-NIC, MN



## Research

**Problem:** The SCH NICU services patients from St. Cloud and a 12-county service area with a population of approximately 643,000. The SCH had 2,658 births and 293 NICU admissions (180 Level 3 & 113 level 2) in 2012 with an average daily NICU census of 14.9. With the current pod-style rooms, individualizing lighting and noise for each infant and providing needed privacy for infants and their families is difficult. The current unit is no longer meeting regional needs.

**Purpose:** Conduct an extensive literature review to identify challenges and areas of concern related to the private room design, develop a transition plan for the move using the steps of Kurt Lewin's Theory of Change and Virginia Satir's Stages of Change as a guide and develop a pre- and post-move survey to serve as a measurement tool to gage the effectiveness of the team's interventions.

**Implications:** A private room NICU will increase RN caregiver job satisfaction leading to increased staff retention with less cost to recruit & train new staff. The quieter and developmentally individualized environments will lead to decreased hospital-acquired infections, shorter length of stay and reduced costs. The new family-centered, private environment will increase patient satisfaction.



## Research Results



### Review of Literature:

- 70+ articles were reviewed and rated on the strength of the evidence using the Gerontological Nursing Intervention Research Center (GNIRC) evidence-based rating system
- A caregiver survey was developed centered around themes identified in the literature: family space and accommodations, adjustable environment, privacy, emergency response, communication with caregivers, monitoring of the infant and work space needs
- A pre-move survey was conducted in 2009 and results compiled from 113 parent, RN, RCP and provider respondents
- A post-move survey will be conducted 3-6 months after moving day to determine the effectiveness of the interventions implemented to assist in a smooth transition to the new unit

### Concerns & Challenges to be Addressed During Transition to Private Room Design:

- RN concerns of potential limited visibility of patients
- Response to alarms (monitors, ventilators, feeding pumps)
- Coordination and communication during emergency situations
- Possible sense of isolation among nurses and families
- Adjustment of staff to new workflow patterns; change is difficult
- Unfamiliarity with location of new equipment



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## Action Plan

- Address identified challenges of a private room NICU to improve caregiver satisfaction with the new unit
- Streamline transition process using Change Theory
- Involve NICU staff in transition groups planning for the move
- Communicate with caregivers and stakeholders regarding changes and plan for addressing concerns
- Inform parents about plans for Moving Day
- Conduct staff education through the use of simulation and other teaching methods so staff are comfortable with the new environment and new technology prior to Moving Day

## Moving Day

NICU Moving Day is August 13<sup>th</sup>, 2013.



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