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NICU EBP Project: Transitioning Caregivers to a Private Room NICU

Kristin Gjerset, RNC-NIC, MN

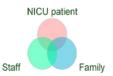
Research

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.

NICU Setting Affects:



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) evidencebased 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 complied 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 13th, 2013.



Team Members: Diane Pelant, RN, Director Children's Center, Lora Gullette, RNC, Amy Kemp, RNC, Lori Kurowski, RNC, Peggy Lange, RCP, LeRae Lymer, RNC, Angela Overland, RN, DeNae Peterson, RNC, Sheri Pikus, NNP, & Barb Stanley, RNC.