Retention & Recognition (cont’d.)
The development of a nursing recognition program will not only honor those in the Nursing Professional Advancement program, but will recognize those individuals who show exemplary behavior in their practice. This honor also includes a monetary award or to further education.

Quality Peer and Survey Readiness Review
The Nursing Peer Review gives nurses a voice at Los Robles Hospital & Medical Center. Peer Review is one of several committees that evolved from the “Shared Governance” model. The intention is for nurses to review one another to ensure best practices are in place for our patients. The process is not punitive, but rather one conducive to a teaching environment. This advisory committee will review nursing practices and make recommendations based on findings to improve patient care.

Each nursing department has a representative on a hospital-based peer review committee that focuses on our global issues. Additionally, each department has a unit-based peer review committee that addresses issues or “consults” in a more rapid timeframe. Through one such “consult”, the peers concluded it would be best practice to do bedside reporting with the chart and computer on wheels in front of them. This has greatly decreased the opportunity for missed orders, and patients prefer having the nurses in close proximity during shift change.

Education and Professional Development
The Education and Professional Advisory Committee ensures that the educational needs of the nursing department are met and professional growth is achieved through the Nursing Professional advancement programs. This may be accomplished through unit or hospital education, journal clubs, quality initiatives, and evidence-based recommendations to improve nursing practice. Additionally, this committee may be the conduit for research and publication development, as well as developing programs for health fairs and screening.

Committee composition: Elected members will serve as chairperson, vice chair, and secretary. Staff representation will enhance our mission to provide great nursing care.
The Department of Nursing at Los Robles Hospital & Medical Center

The Department of Nursing Service is dedicated to creating an environment that facilitates and supports excellence, autonomy, professional recognition, professional growth and effective, individual and collaborative decision-making. The framework supporting this endeavor is Professional Development.

This forum will encourage professional staff to share in the accountability and responsibility for decisions that support the development, implementation and adaptation of nursing initiatives into the work environment.

Mission
The advisory committees will assist healthcare providers by facilitating and disseminating knowledge of evidence-based practice. We promote professional accountability and the development of processes that create and ensure an environment of excellence in patient care.

Vision
- Share the best clinical practice in a consistent and integrated way
- Have the most cost effective and appropriate service for the populations we serve
- Provide expert services, supported by progressive systems and processes that focus on the patient
- Be the forerunner in nursing excellence and retention
- Identify, educate and implement best practice, supported by evidence-based research
- Foster and encourage an environment conducive to the advancement and utilization of nursing research
- Establish annual competency criteria to support excellence in nursing care
- Facilitate a practice environment that supports and challenges nurses, from novice to expert
- Collaborate with interdisciplinary council to resolve practice issues

Value
- Be accessible and open to input from all levels
- Share information in an honest and timely manner
- Follow through with promises and commitments
- Support decisions once they have been made
- Appreciate differences in people’s style, cultures, gifts and skills
- Be willing to learn from others’ points of view
- Treat coworkers with respect and dignity and seek to understand and be understood

By enhancing professional development, these advisory committees will give recommendations in the various areas, which must be approved by the CNO. Some examples of areas these committees may recommend are:

- Promote effective coordination between hospital departments
- Reduce patient complaints
- Increase patient satisfaction
- Make hospital & unit-based equipment and supply recommendations
- Recommend nurse-friendly professional programs
- Support evidence-based clinical practice

At Los Robles Hospital & Medical Center the nursing department shares the mission, vision and values to support the following committees:

Evidence-Based Practice and Research
The purpose of this advisory committee is to serve as a cohesive collaborative resource to develop evidence-based processes in the areas of care paths, service line initiatives, policies, process improvement and equipment recommendations to enhance effective and efficient professional practice.

Retention & Recognition
The purpose of this advisory committee is to retain competent nursing staff and provide support to the different levels of nursing experiences. Additionally, this committee will develop systems or processes which consistently elevate clinical nurses and keep them challenged in their nursing careers. This committee will also have members serve as part of the employee advisory committee, employee satisfaction and rapid recovery program to retain staff.

(continued on back)