



SOUTHWELL

with you for life

Health Care Round Table

July 11, 2023

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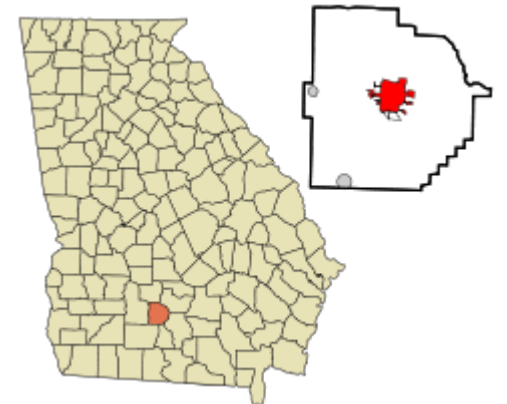
We Are Not All In The Same Boat...



But We Are In The Same Storm!

Quick Stats

- Nationally, Georgia ranks 5th in the lowest number of nurses at 10.23 per 1,000 people
- Over next five years Georgia will need to replace over 30% of the nursing workforce due to retirement, transfers to new industry, and increases in demand.
- Georgia has nearly 100k RNs and 28k LPNs
- Southwell employs 690 nurses



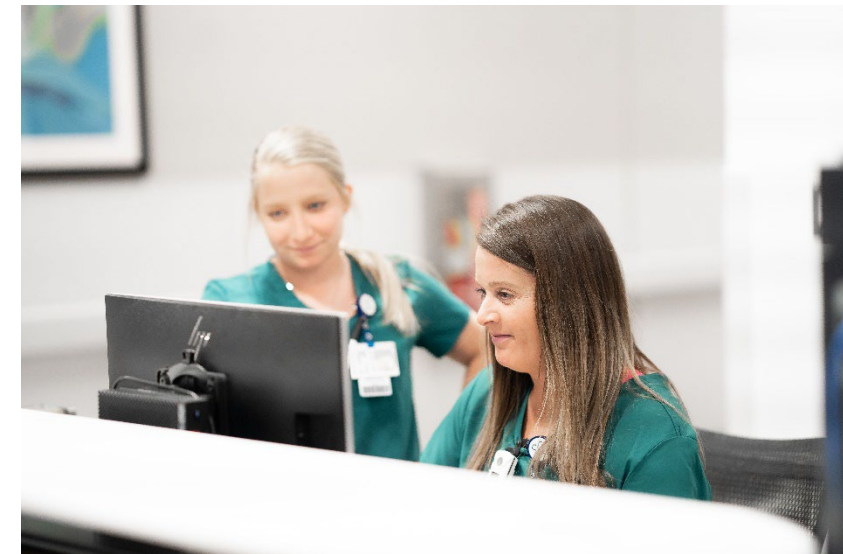
Strategic Planning

- Shared Governance – Licensed & Non-licensed staff
 - Clinical Practice (policy, procedure, and practice issues)
 - Clinical Quality (quality of care issues)
 - Nursing Education (competency and training issues)
- Nurse Extern Program – After 1st semester
 - Allows new graduates to obtain acute care nursing experience
 - Intensive paid internship, classroom and skills training, simulation training
 - Clinical preceptorship and professional development.
 - Enables new graduate nurse to move directly into specialty areas.
 - Shortens orientation process due to increased number of skills completed as an Extern
- Transition to Practice (Residency Program)
 - Structured twelve-month program that leads, mentors, guides, and supports the new nurse during the first year of their nursing career.
 - Consists of one-on-one preceptor orientation, monthly mentoring and education sessions, and high-fidelity patient simulations
- Preceptorship/Dedicated Education Unit



Strategic Planning

- Apprenticeships
 - TCSG Office of Workforce Development administers ASE grant
 - For any key industries such as healthcare and manufacturing
 - Additional funds for mileage, childcare, tuition/fees, uniforms/equipment
- High Schools Healthcare Pathway programs-
 - Education Assistance Program with local high school seniors (Tift, Berrien, Colquitt, Lowndes, Worth, Cook)
- Increase Number of Nursing Support Roles
 - New CMA regulations and expanding scope of practice
 - Surgical Techs- used in Perinatal instead of PCT
 - Radiology Techs
 - Paramedics- Realigned to include expanded scope of practice



Georgia Paramedic Scope of Practice	Reference	Current SOP at TRMC	Proposed SOP at TRMC
<u>Airway and Breathing Skills</u>			
Advance Airway Management - Gastric Decompression (NG/OG)	Page 4, sec 5	Not allowed	Propose NG and OG placement be added to scope
Advance Airway Management - Chest Tube Monitoring	Page 4, sec 5	Not defined	Add task for documentation of assessment
Assessment (Simple and Comprehensive)	Page 4, sec 5	Allowed w/ exception of initial	Propose broaden scope to include discharge of patients from the ED
<u>Pharmacological Skills - Fundamental and Advanced</u>			
Peripheral IV insertion, to include EJ	Page 5, sec 2	Currently allowed	EJs added
Access indwelling catheters and implanted central IV ports	Page 6, sec 2	Not currently allowed	Propose port access and access to, assessment and monitoring of central lines
Vaccine Administration	Page 7, sec 3	Not currently allowed	Propose allow administration in ED
Administration of other physician-approved medications	Page 8, sec 3	No critical drips, insulin, antibiotics, RSI drugs	Propose expanding scope to include antibiotics, select critical drips (excluding Heparin & Insulin) and RSI drugs.

Nursing Faculty Shortage

- Nationwide Nurse Faculty Vacancy Rate 8.8%
- Mutual interest for Colleges and Hospitals
- Partner with colleges to sponsor a Nursing/Clinical Instructor
- Encourage hospital nursing staff to serve as instructors for student clinical rotations
 - Accommodate 3p-11p and other varied shifts for clinical rotations

Future of Nursing

Certification Reimbursement (40 additional nurses by CY end)

- Clinical Certification Support Program (pre-paid certification voucher, test fee reimbursement and certification bonus)
- Encourages nurses to enhance and promote their professional growth for advancement by newly acquiring or recertifying nationally recognized certifications beyond those required for their current position

Restructuring of HR to support demands

- Moved to weekly orientation
- Using nurses nearing retirement age in education/mentoring role for new graduates
- 100% self- scheduling model for nurse and nursing support

Tuition Reimbursement

- Important for recruitment and retention of high performers
- 69% of nursing graduates take out loans to finance education



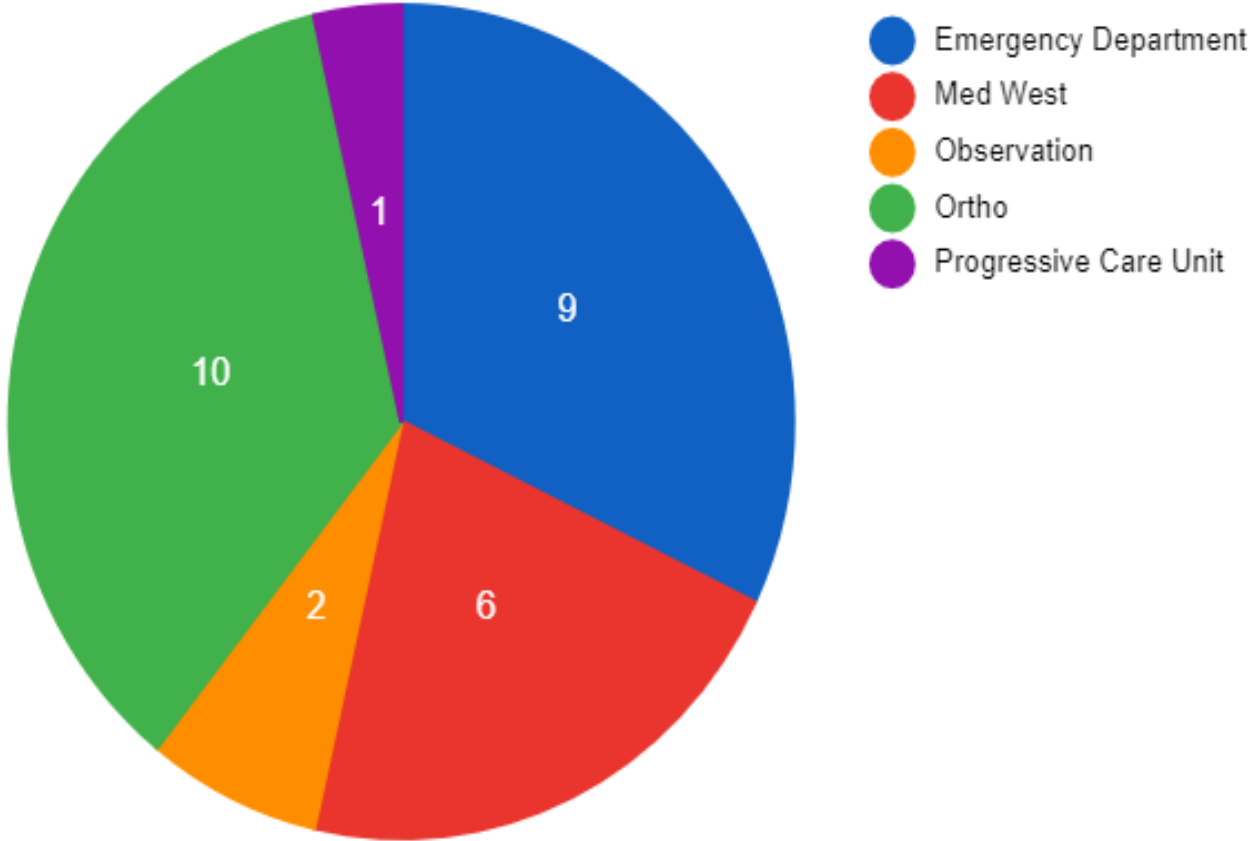
Future of Nursing

Expand Internal Resource Pool & Eliminate Agency

Number of Agency Contracts by FY

2019 -	20
2020 -	100
2021 -	100
2022 -	80
2023 -	28 FYTD

Agency Contracts by Unit



Considerations Going Forward...

- Surge Staffing Plans to include Nursing Students
- More structure with SIM lab scheduling and access for local High Schools and Nursing Schools
- Diversity, Equity, and Inclusion Training
 - Currently receiving introductory education





Maintaining Quality of Care

- Continuous Quality Management
 - Quality scores are highest in TRMC history
- Clinical Educator rounds daily on units to assess for core measure compliance, real-time education sessions, and SWOT list findings.
- Top Box score of 80% for Nursing Communication met.
 - First time in TRMC's HCAHPS history



Thank You