

# John G. Meara, Boston Children's Hospital, Measuring Costs, TDABC, Video

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# *Summary of the Facts*

- Paradise Valley Hospital 
- Employee Background: Karen
- Julian -CEO
- Karen vs. Julian dynamic
- Wrongful termination 

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## *Statement of the Problem*

- Organizational Structure
  - Lack of communication
    - Underlying issues
      - Wrongful termination

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# *Causes of the Problem*

- Lack of communication between Karen vs. Julian
- Lack of support from Senior Management
- Under staffing
- Excessive paperwork
- Poor organizational structure

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# *Possible Solutions:*

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- Suggest an organizational communication plan
- Electronic Health Record (EHR)
- Workflow Analysis
- Job Analysis
  - Job Description
- Employee Development Program
  - Development analysis
  - Training
- Hiring more people /( Nurse-to-Patient Ratio)

### Proposed RN Ratios

Intensive/Critical Care	1:2
Neonatal Intensive Care	1:2
Operating Room	1:1
plus at least one additional scrub assistant	
Post-anesthesia	1:2
Labor and Delivery	1:2
Antepartum	1:3
Combined Labor & Delivery, & Postpartum	1:3
Well Baby Nursery	1:6
Postpartum Couplets	1:3
Intermediate Care Nursery	1:4
Pediatrics	1:3
Emergency Room	1:3
Trauma Patient in ER	1:1
ICU Patient in ER	1:2
Step Down	1:3
Telemetry	1:3
Medical/Surgical	1:4
Coronary Care	1:2
Acute Respiratory Care	1:2
Burn Unit	1:2
Other Specialty Care Units	1:4
Psychiatric	1:4
Rehabilitation	1:5
Skilled Nursing Facility	1:5

# *Recommended Solutions and Implementation*

- Job Analysis/Personnel Analysis of Senior Management
  - Director of Nursing Training
  - Hospital Administrator Management Training

- Electronic Health Record (EHR)

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# Director of Nursing Training

- Why is Training Necessary?
- Relias Learning
- Nursing Education-Ceus

- Why is Training Necessary?
- Enhance professional and academic preparedness
- Enhance & demonstrate professional excellence
- Increase retention
- Increase student success rates
- Increase student satisfaction
- Increase student engagement for learning
- Meet accreditation standards
- Increase student success rates

**Relias Learning**

- Certificate of Completion - 20 hours
- Accredited by American Nurses Credentialing Center
- Features
  - Flexible Hybrid and Core Training
  - Personnel and Financial Management
  - Operational Facility Administration
  - Administration of the Nursing Department
  - Leadership and Development Nursing Staff
  - Resident Assessment and Care
  - Creating a Safe, Caring Culture

**Nursing Education-Ceus**

- Earn CEUs and ACPA credit
- Accredited by American Nurses Credentialing Center
- Increase student success rates
- Increase student satisfaction
- Increase student engagement for learning
- Meet accreditation standards
- Increase student success rates

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