

Pick one topic from the following list:

1. Improving communication about individual patients during shift change. (shift report)
2. Preventing catheter related infections, urinary or central line.
3. Preventing falls and injuries for patients within healthcare facilities.
4. Preventing pressure ulcers for patients within healthcare facilities.
5. Reducing medication errors.
6. Reducing nurse turnover rates.

Answer the following questions as it relates to the topic pick from the list above.

1. Identify problem areas (or causes) associated with the topic and prioritize each identified problem area. (List at least 3)
  - a. Burnout from job stress
  - b. Poor compensation and benefits
  - c. Poor work environment/leadership
  
2. Develop solutions for each problem or cause listed. (Provide at least 3)
  - a. To reduce burnout rate
    - i. Hospitals should offer mental health support/counseling
    - ii. Improve nurse to patient ratios
  - b. To improve poor compensation
    - i. Increase hourly pay
    - ii. Provide retention bonuses
  - c. To improve the work environment
    - i. Encourage open communication
    - ii. Build culture and team based initiatives
  
3. Identify why these problems might exist.
  - a. Staffing Shortages
  - b. Healthcare budget
  - c. Lack of support from prioritizing other hospital operations that may profit more per year

4. Provide a plan to improve and how to implement the plan. The plan should provide steps for improvement. The implementation should provide a timeline.
  - a. Assess current condition
  - b. Look over and redo policies
  - c. Introduce better benefits, ratios, mental support, and more training
  - d. Conduct staff surveys (1-2 Months)
  - e. Implement changes in work schedule (3-4 Months)
  - f. Implement pay increase and better benefits (5-6 Months)
  - g. Continuous evaluation based on feedback from all team members. (Ongoing)
  
5. How will you monitor that your plan is effective?
  - a. Employee satisfaction surveys
  - b. Comparing turnover rates from the past to now
  - c. Asking why people are leaving during exit interviews
  - d. Assess patient outcomes and compare to the new nursing ratios