

Project Descriptive Title: **Protecting Nurses As A Valuable Resource**

Assigned SHIP grant #2009-XH-00119

Funding Period: May 15, 2010-June 30, 2011

Project Contact Person: Denise Smart, DrPH, BSN

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Applicant Organization/Partners/Collaborators: Washington State University,  
and Washington State Nurses Association: Sally Watkins

Date: October, 2011

Author of report: Denise Smart



*Funding and support for this project has been provided by the State of Washington, Department of Labor & Industries, Safety & Health Investment Projects.*

[Grantee] is solely responsible for the content of and views expressed in this report and related materials unless they have been formally endorsed by the Washington State Department of Labor and Industries.

# PART I

## ❖ Organization Profile

1) A top-tier research university as ranked by the Carnegie Foundation, Washington State University provides world-class education to a diverse student population of 23,500 statewide. Students are taught in a challenging, hands-on environment, enriched by cutting-edge research and graduate study. WSU's historic main campus in Pullman is co-located with the WSU Spokane campus at Riverpoint. Washington State University College of Nursing is the largest school of nursing in the Eastern part of the state with over 1000 undergraduate and graduate nursing students on 5 campuses. Two years ago, a doctoral nursing program was established with nearly 28 PhD candidates. Faculty support for research and quality projects is a top priority in the college with faculty receiving support from the Dean of Research, monthly faculty research forums, and technical and statistical support. Over the past two years, WSU College of Nursing has developed promotional and education videos reaching out to the international community. The Washington State University College of Nursing is committed to inspiring and transforming health care for generations to come. **Vision statement:** Washington State University College of Nursing pursues opportunities to expand the frontiers of nursing knowledge, science and practice. Using innovative technological approaches, integrated teaching and research, and leveraged resources to benefit all people the College bridges barriers to health care in the global community with a focus on underserved and rural populations.

2) For over a century, WSNA has proudly represented Registered Nurses and the nursing profession across Washington State. Today, WSNA is the voice for more than 75,000 licensed Registered Nurses including staff nurses, nurse educators, nurse practitioners, school nurses, public health nurses, long-term care nurses, nurse managers and nurses in many other practice areas. As one of the nation's leading associations and as the largest nursing association in the state, WSNA has taken a comprehensive, multi-purpose approach to:

- advocate and improve healthcare for patients
- foster high standards for nursing practice
- promote the economic and general welfare of nurses in their practice settings
- provide opportunities for continuous learning
- lobby the Legislature and regulatory agencies on healthcare issues affecting the public and nurses.

WSNA provides a structure for Registered Nurses to assume an active role in decision-making and influencing areas of professional practice, workplace conditions, health reform, and policy development. Through the Council, Cabinet, and Committee

structures, as well as local units and Districts in all regions of the State, members have many opportunities to enhance practice and the delivery of care. Recognizing future workforce needs, WSNA also actively supports the Nursing Students of Washington State working to ensure a strong pipeline of practitioners and leaders for years to come.

As an association of nurses and for nurses, WSNA works in partnership with the American Nurses Association (ANA), to provide a powerful platform to ensure Registered Nurses in our state achieve these goals.

The Purposes, Vision, Mission and Goals of WSNA are met through a coordinated process of strategic planning and the assignment of work to the various organizational units. The WSNA Board, in conjunction with representatives of the Cabinet on Economic and General Welfare, Legislative and Health Policy Council and Professional Nursing and Health Care Council, annually establish the priorities of the Association and assign the work of the organization to achieve the organization's goals. WSNA provides leadership and support for the profession and promotes through appropriate means, professional standards of nursing practice, economic and general welfare, legislation and regulation, public policy, nursing education, public relations, ethics and human rights. Peer support, networking, mentoring and leadership development are also important functions of the Association. The active participation of all nurses in WSNA strengthens its effectiveness as a multipurpose organization and the future of the profession and the individual practitioner demands a unified commitment to this goal. The Washington State Nurses Association is the collective and leading voice, authority, and advocate for the nursing profession in the State of Washington. **MISSION:** The Washington State Nurses Association provides leadership for the nursing profession and promotes quality health care for consumers through education, advocacy, and influencing health care policy in the State of Washington.

#### ❖ Abstract

Present a short overview of the nature and scope of the project and major findings (less than half a page)

The goals of this project were to prevent musculoskeletal injuries and improve safe patient handling among direct patient care nurses through a multimodal educational approach. Through a collaborative approach, WSU and WSNA developed four major products targeting student nurses and practicing nurses. A Palm card was developed that provides readily accessible SAFELIFT guidelines to consider before actual physical contact with a patient. The second product was a 10-page Guidelines for a Safe Practice Environment Regarding Patient Handling document to further inform nurses and employers about the major issues and policies that surround patient and healthcare worker safety. The third product was a continuing education module available at no cost for practicing nurses in the state of Washington. The final product was a 26 minute curriculum DVD: *Protecting Nurses and a Valuable Resource* developed and distributed to all Washington nursing programs.

#### ❖ Purpose of Project

Describe what the project was intended to accomplish.

**Objectives for the project:**

- 1) Develop an online continuing education course on safe patient handling methods emphasizing a culture of safety for registered Nurses in the State of Washington
- 2) Develop a Palm card guide for nurses emphasizing safe patient handling techniques and directing the nurse to apply the correct mechanical device for the situation at hand
- 3) Develop, produce and distribute a video describing assessment of patient and environment as well as safe patient handling methods as part of the culture of safety nurses must maintain. The video will be included in the ADN/BSN nursing education curriculum programs throughout Washington State
- 4) Develop Guidelines for a Safe Practice Environment for Registered Nurses in the State of Washington to support the culture of safety for nurses and their patients.

**❖ Statement of the Results Evidence of the results**

Provide a clear statement of the results of the project include major findings and outcomes and provide evidence of how well the results met or fulfilled the intended objectives of the project.

**Objective 1:** The online CNE course was posted to the WSNA CNE website on June 14, 2011. Since that date, 70 individuals have completed the module and one was in process as of October 24, 2011.

**Objective 2:** 7350 palm cards were printed by WSNA and 2000 palm cards were printed by WSU. 400 posters were printed by WSNA and 10 posters were printed by WSU. The WSNA printed products were broadly distributed at the WSNA Convention 2011, WSNA Annual Leadership Conference 2011, Council of Nurse Educators for WA State (CNEWS), WSNA Unity and Local Unit Dinners, New Hire Orientation, Local Unit Meetings, Job Fairs, Schools of Nursing and directly to WSNA Local Units for their bulletin boards. With such distribution, if all nurses read their bulletin boards, several thousand nurses have been reached. The WSU production of palm cards were included in the mailings to all University and Community College nursing programs in the state of Washington (N=44), to 22 clinical sites (hospitals and other patient care sites) receiving WSU Senior Practicum Nursing Student Fall 2011, to Fairchild AFB Medical clinics (92<sup>nd</sup> Active duty Air Force and 141<sup>st</sup> Air National Guard clinics), to Airway Heights Correctional Center, Airway Heights, WA., and to 40 clinical instructors at WSU College of Nursing. Several packets were distributed to 2 Veterans Administration sites in Washington as well.

**Objective 3:** 200 copies of the 26 minute DVD were produced. Two copies per package were sent to each nursing program and 2 copies to each clinical

site for Senior Practicum students throughout the state of Washington were distributed. In addition, this DVD was integrated into the J1 (1<sup>st</sup> semester), J2 (2<sup>nd</sup> semester), S1 (3<sup>rd</sup> semester), and S2 (4<sup>th</sup> semester) nursing students curriculum at WSU College of Nursing, representing over 400 pre-licensure BSN students in one semester (Fall, 2011). After this semester, it will be integrated into the J1 curricula only.

**Objective 4:** 2220 copies of the Guidelines paper were printed and distributed to the WSNA above sites. WSU combined all products, including the Guidelines paper, in their distribution to WA state nursing programs and clinical sites.

**As an additional measure, packets with all materials were mailed to 26 clinical sites (hospitals, etc) throughout the state of Washington prior to WSU CON's Senior Practicum students arriving for their 120 hours of clinical experiences in November/December 2011.**

❖ **Measures to judge success**

If relevant, state what measures or procedures were taken to judge whether/how well the objectives were met and whether the project or some other qualified outside specialist conducted an evaluation.

Completion of project within the 12 month time frame was not possible due to several event, but was extened by 2 months. This is probably due to the nature of an academic setting, unanticipated surgery for 1 team member and the ebb and flow of the academic year.

The DVD was placed on the WSU YouTube site as well as Vimeo and has received over 10,000 viewings from all over the world. While this does not indicate quantitative success, it has created awareness of the issue of Safe Patient Handling and Injury risks.

❖ **Relevant processes and Lessons Learned**

Specify all relevant processes, impact or other evaluation information which would be useful to others seeking to replicate, implement, or build on previous work

AND

Provide information on lessons learned through the implementation of your project. Include both positive and negative lessons. This may be helpful to other organizations interested in implementing a similar project.

*Lessons outlined should not relate to SHIP grant processes.*

The Project manager (Denise Smart) realizes that additional funding should have been requested in order to develop an appropriate feedback response mechanism for product improvement and use. A survey or questionnaire should have been included requesting whether educational institutions utilized the materials in their curricula. While feedback has been positive for

those who have viewed the materials, objective data are essential as part of the accountability for public fundings. Also, the amount of time to prepare each Milestone report was not anticipated.

#### ❖ **Product Dissemination**

Packets with all materials were mailed to all nursing programs in the state of Washington. In addition, hospitals and clinical sites that received over 120 BSN students for Fall 2011, were mailed packets with all materials to be used in their education department. 10 packets were distributed to the 92nd Active Duty Medical facility at Fairchild AFB, WA, as well as several VA facilities.

#### ❖ **Feedback**

Response from WSU faculty is that the resources are appropriate for this student population and lead faculty are developing modules for students to view the DVD in the Practice lab as a "Safety" requirement. With over 50 faculty, and 400 undergraduate students each semester, the products from this grant have potential to impact novice nurses for years to come.

Faculty from 2 community college programs requested additional materials and were given additional packets. The DVD video is also available on the WSU Spokane Youtube site and when someone "Googles" patient lifting, or other key words such as injuries in nurses, biomechanics, body mechanics, and ergonomics, there is a "Vimeo" site: <http://vimeo.com/27838745>

the full 26 minute video can be viewed. To date, the video has been viewed 105 times using vimeo and 30 times using WSU YouTube.

#### ❖ **Project's promotion of prevention**

Explain how the results or outcomes of this project promote the prevention of workplace injuries, illnesses, and fatalities?

This project was designed to target both nursing students and nurses in the work place. With a focus on prevention, and taking responsibility for identifying unsafe lifting scenes, nurses can seek out equipment that may already be available, work with the administration to identify needs of nurses, and participate on Safe Lift teams or committees. The Palm cards were also made into posters to be placed at work sites as reminders of safe lift protocols. Using a multi-media approach (DVD, Palm cards, CEU, and guideline paper), the idea was to meet the needs of nurses at various stages in their careers. With nurses working 30-40 years in their career, a reduction of an injury during this time frame, increases their productivity, reduces medical visits, potential for surgery, PT/OT, medications for pain, and loss of wages.

The areas that need to be explored are the State's Correctional facilities. How can equipment be made available? Correctional institutions are requiring "training" in emergency scenarios where nurses must strap an officer to a back board and then lift the officer down a narrow set of ladders

to render care. They are also responding to emergencies and pushing/pulling stretchers in snow along sidewalks that are not plowed. Nurses have to lift offenders off their bunk beds upper bunk) and are pulling muscles in neck, back and shoulders. Nurses are injured related to direct patient care (lifting) and movement, and in the year 2011, several nurses ended their nurses career with life/work impact injuries.

#### ❖ Uses

How might the products of your project be used within the target industry at the end of your project?

The products can be used at educational and direct patient care facilities for any career field that has direct patient handling as a job requirement: nurses- LPN, RN, BSN; CNA/Medical assistant programs.

Is there potential for the products of the project to be used in other industries or with different target audiences? See above. The DVD was targeted for nurses, but the Guidelines, CEU and Pam Cards can be used by any career field that requires lifting, transferring, or otherwise, moving patients. The medical field is a large industry in the state and the nation, so the potential impact can be far-reaching.

### Additional Information

<b>Project Type</b> <input type="checkbox"/> Best Practice <input type="checkbox"/> Technical Innovation <input checked="" type="checkbox"/> Training and Education Development <input type="checkbox"/> Event <input type="checkbox"/> Intervention <input type="checkbox"/> Research <input type="checkbox"/> Other (Explain):	<b>Industry Classification</b> (check industry(s) this project reached directly ) <input type="checkbox"/> 11 Agriculture, Forestry, Fishing and Hunting <input type="checkbox"/> 21 Mining <input type="checkbox"/> 22 Utilities <input type="checkbox"/> 23 Construction <input type="checkbox"/> 31-33 Manufacturing <input type="checkbox"/> 42 Wholesale Trade <input type="checkbox"/> 44-45 Retail Trade <input type="checkbox"/> 48-49 Transportation and Warehousing <input type="checkbox"/> 51 Information <input type="checkbox"/> 52 Finance and Insurance <input type="checkbox"/> 53 Real Estate and Rental and Leasing <input type="checkbox"/> 54 Professional, Scientific, and Technical Services <input type="checkbox"/> 55 Management of Companies and Enterprises <input type="checkbox"/> 56 Administrative and Support and Waste Management and Remediation Services <input checked="" type="checkbox"/> 61 Educational Services <input checked="" type="checkbox"/> 62 Health Care and Social Assistance <input type="checkbox"/> 71 Arts, Entertainment, and Recreation <input type="checkbox"/> 72 Accommodation and Food Services <input type="checkbox"/> 81 Other Services (except Public Administration) <input type="checkbox"/> 92 Public Administration						
<b>Target Audience: Student nurse and practicing nurses</b>							
<b>Languages: English</b>							
<b>Please provide the following information - -</b> <i>(information may not apply to all projects)</i> <table border="1" data-bbox="175 1780 808 1881"> <tr> <td># classes/events:</td> <td></td> </tr> <tr> <td># hours trained</td> <td></td> </tr> <tr> <td># companies participating in project</td> <td></td> </tr> </table>	# classes/events:		# hours trained		# companies participating in project		<b>List, by number above, industries that project products could potentially be applied to.</b> <b>#61 &amp; #62: All inpatient and outpatient</b>
# classes/events:							
# hours trained							
# companies participating in project							

# students under 18	0	health care facilities, Department of Corrections medical staff, military health facilities, all colleges and universities with health professions programs involving direct patient care handling.
# workers		
# companies represented		Potential impact (in number of persons or companies) after life of project?
# reached (if awareness activities)		
Total reached		
Have there been requests for project products from external sources? If Yes, please indicate sources of requests		

## PART II

### SAFETY AND HEALTH INVESTMENT PROJECTS SHIP Final Expenditure Report Budget Summary

<b>Project Title:</b>	<b><u>Protecting Nurses As A Valuable Resource</u></b>	
<b>Project # :</b>	2009-XH-00119	<b>Report Date:</b> 28 October 2011
<b>Contact Person:</b>	Denise Smart	<b>Contact #:</b> 509-324-7255
<b>Start Date:</b>	May 15, 2010	<b>Project Completion Date:</b> 15 August 2011

1.	Total budget for the project		\$73,561
2.	Total SHIP Grant Award		\$ 73,561
3.	Total of SHIP Funds Used		\$73,561
4.	Budget Modifications (if applicable)		\$0
5.	Total In-kind contributions		\$0
6.	Total Expenditures ( Lines 3 + 4 + 5)		\$73,561

#### Instructions:

- Complete the Supplemental Schedule (Budget) form first (on the next page).
- The final report must include all expenditures from date of completion of interim report through termination date of grant
- Indicate period covered by report by specifying the inclusive dates
- Report and itemize all expenditures during specified reporting period per the attached supplemental schedules
- Forms must be signed by authorized persons (see last page)



- Forward one copy of the report to **(Name), SHIP Project Manager, PO Box 44612, Olympia, WA 98504-4612.**

***SAFETY AND HEALTH INVESTMENT PROJECTS***  
***SHIP Final Expenditure Report***  
***Supplemental Schedules (Budget)***

<b>Project Title:</b>	<b>Protecting Nurses as a Valuable Resource</b>		
<b>Project # :</b>	2009-XH-00119	<b>Report Date:</b>	28 October 2011
<b>Contact Person:</b>	Denise A. Smart	<b>Contact #:</b>	509-324-7255
<b>Total Award \$:</b>	\$73,561		

**ITEMIZED BUDGET --** How were SHIP award funds used to achieve the purpose or your project?

	Budgeted for Project	Amount Paid Out	Difference
<b>A. PERSONNEL</b>	\$36,067	\$39,903.67	\$3,836.67

Explanation for Difference and other relevant information: Differences in expenditures from categories C (Travel) and D (Supplies) were authorized per modification request to be shifted to category A (Personnel) to cover completion of project (specifically: production of DVD) from May 15, 2011-July 30, 2011). More specifically, from October –November 2010, Dr. Smart invested allocated time to the Palm Card content, format and presentation of material.

	Budgeted for Project	Amount Paid Out	Difference
<b>B. SUBCONTRACTOR</b>	\$23,952	\$23,952	\$0.00

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
<b>C. TRAVEL</b>	\$702	\$289.40	-\$412.60

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
<b>D. SUPPLIES</b>	\$6,160	\$2,735.93	-\$3,424.07

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
<b>E. PUBLICATIONS</b>			

Explanation for Difference and other relevant information:

	Budgeted for Project	Amount Paid Out	Difference
<b>TOTAL DIRECT COSTS</b>	\$66,881	\$66,881	\$0.00

	Budgeted for Project	Amount Paid Out	Difference
<b>INDIRECT COSTS</b>	\$6,680	\$6,680	\$0.00

  

	Budgeted for Project	Amount Paid Out	Difference
<b>TOTAL SHIP BUDGET</b>	\$73,561	\$73,561	\$0.00

  

	Budgeted for Project	Amount Paid Out	Difference
<b>F. IN-KIND</b>			

Explanation for Difference:  
 Supply expenses were not as anticipated. But time for PI to complete project was extended through a modification for Summer 2011 and these funds covered the 2.5 months needed to copete the production of the DVD.

I hereby certify that the foregoing report is true in all respects and that the expenditures have been made with the provisions of the SHIP grant and for the purposes approved:

<b>Grantee Organization and Mailing Address</b> Washington State University College of Nursing P.O. Box 1495 Spokane, WA 99210-1495	<b>Name and Title of Principal Officer</b> Denise A. Smart, DrPH, BSN Assistant Professor
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I hereby certify that the expenditures listed on this report were made with my approval:

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Signature of Project Manager

## PART III

### Attachments:

**Provide** resources such as written material, training packages, or video/audio tapes, curriculum information, etc produced under the grant.

Also include copies of publications, papers given at conferences, etc.

This information should also be provided on a **CD or DVD** for inclusion in the file.

**REMINDER!!:** All products produced, whether by the grantee or a subcontractor to the grantee, as a result of a SHIP grant are in the public domain and can not be copyrighted, patented, claimed as trade secrets, or otherwise restricted in any way.