

To Uniform or Not to Uniform? That is the Question...

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To Uniform or Not to Uniform?

That is the Question...

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A PASSION FOR BETTER MEDICINE.™





Background

- History of nursing uniforms
- 19th Century
- 1960's
- 1980's
- 1990's





Statement of the Problem

- Varsity of professionals
- Multidisciplinary teams
- Patient perception
- Family perception
- Staff perception
- Conflicting views about the effects of uniforms
- Individualization
- Uniform color
- Organizational decisions
- “Just do it”



Significance of the Study

■ Why?

- To determine if we can provide better ways for patients and families to identify Registered Nurses (RNs) and enhance the professional image of nursing
- Assess patient preferences



What's Been Done So Far?

- *Formed* team in early January 2011
- *Completed* Literature Review
- *Discussed* personal feelings/biases
- *Reviewed* current dress code policy
- *Discussed* the color coded ED team
- *Completed* staff survey regarding attire
- *Completed* IRB application
- *Next...* perform nursing research study

Literature Review

- **Key words:** Staff identity, professional attire, nurse dress, nursing + professionalism, nurse identification
- Literature spanned 1987-2009
- Sixteen articles accepted for review
- Most were descriptive or exploratory, single meta-analysis on professional identity
- Minimal information in the literature regarding the effectiveness of uniforms to improve identity or image



Literature Review: IDENTITY



Nurse Image Scale

- Scrub uniforms
 - All white
 - Solid color
 - Print tops
 - Combinations
 - Stethoscope
- Generations
- “RN” badge



Literature Review: IMAGE

- Professional image
- State identification requirement
- Multifactorial
 - Uniform variability
 - Short length of stay
 - 12-hour shifts



Some Interesting Findings

- For overall images, the *white uniform* was paradoxically the uniform most often selected as the nurse that patients would “*not like to take care of you*” but also most often selected as being “*easiest to identify as a nurse.*”

(Skorupski, 2006)

Staff Survey Results

- Ask RN staff member, "Do you feel patients can easily identify the different types of staff on your unit?" **62%**
- Ask TP staff member, "Do you feel patients can easily identify the different types of staff on your unit?" **56%**

Staff Survey Comments

- I don't think they care
- No one wears name tags
- We need a different uniform
- Nobody ever reads a name tag
- Badges flip, no special uniforms
- Pt's not told difference
- LVH sweatshirt seems inappropriate for work, too casual
- Some staff seem not to care how they look-wrinkled cloths, beat up sneakers, overkill on jewelry sloppy hair



Research Questions: Aim #1

- **Research Question 1:** Is there a relationship between a standardized scrub uniform color for RNs and the patient perception of being able to correctly identify the RN?
- **Research Question 2:** Is there a relationship between a standardized scrub uniform color for RNs and the patient perception of the professional image of nurses?



Research Questions: Aim #2

- **Research Question 3:** Does the patient express a preference on how they preferred to be addressed by the RN in the hospital setting?



Research Questions: Aim #3

- **Research Question 4:** What characteristics of the unit, site or patient are associated with nurse image, nurse identity and preference for address?

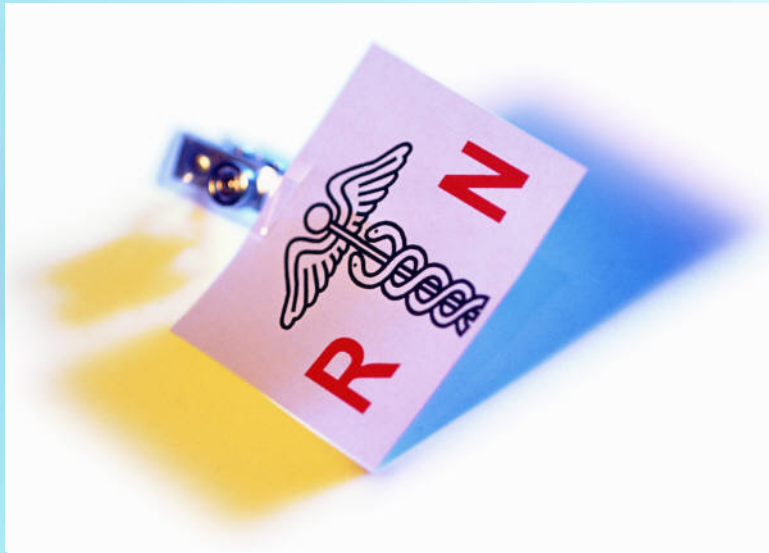


Definition of Terms

- AIDET Training
- Control units
- Current unit
- Intervention units
- Non-standardized scrub uniform color
- Nurse identity
- Patient preference
- Previous admission
- Professional image
- Standardized scrub uniform color
- Scrub uniform standardization



Study Design



- Descriptive
- Comparative
- Cross-sectional
- Non-equivalent groups
- Windel scale



Sample and Setting

■ Intervention

- RNs will wear navy blue scrubs
- Embroidered with LVHN logo
- Embroidered with unit's name
- 2 sets provided

■ Units involved:

- Intervention units
 - 7T
 - 7B
 - 2-South EAU
 - EAU
- Control units
 - 5T
 - 7C



Subject Eligibility

- General inclusion criteria
- Intervention unit inclusion criteria
- Control unit inclusion criteria
- Exclusion criteria
- Sample size





Instrumentation

Appendix C Nurse Identification

Instructions:

Thank you for participating in this research study. *Remember, your answers are confidential and anonymous.*
Please complete the following information:

General Questions

Your age: _____

Sex: ☐ Male ☐ Female

Please rate each statement on a scale of 1 to 10, where 1 is strongly disagree and 10 is strongly agree.

	Strongly Disagree																Strongly Agree
1. I was able to identify the Registered Nurse (RN) responsible for my care during this hospital stay	01	02	03	04	05	06	07	08	09	010							
2. My Registered Nurse (RN) was dressed in a manner that helped me feel confident in his or her ability to care for me	01	02	03	04	05	06	07	08	09	010							
3. In this hospital, it's easy to identify the Registered Nurse (RN).	01	02	03	04	05	06	07	08	09	010							
4. In this hospital, the Registered Nurse (RN) appears to be skilled.	01	02	03	04	05	06	07	08	09	010							
5. In this hospital, the Registered Nurse (RN)																	

- Nurse Image Scale (Windel)
- Demographic data
- Identity questions
- Image questions
- Patient preferences
- Scoring
 - 14-items scored on a 10-point Scale



Subject Recruitment

- Study participants will be identified by unit Director, PCS, or a Primary Investigator
 - Taking inclusion/exclusion criteria into consideration
- Study survey will be administered and collected by unit Director, PCS, or a Primary Investigator



Benefits

- For participants:
 - Voice in LVHN Patient Centered Experience
 - Assist future patients to more easily identify RN
- WIIFM??
 - Easily identified
 - Professionalism



Next Steps

- IRB approval
- Education for intervention and control unit staff
- Enroll, enroll, enroll!!
- Analyze, analyze, analyze!!
- Disseminate



Summary

- Uniform
 - Professional image
 - Professional identity
 - Not necessary
- Research is fun!
- Essential to have great team
 - Carolyn Davidson & Courtney Vose
 - Nursing leadership and staff from all units involved

Questions?

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