

SWAT: Empowering Staff to OWN Their Environment through Peer Accountability

Sharon Clark BS, RN
Lehigh Valley Health Network, Sharon.Clark@lvhn.org

Julie Kaszuba BSN, RN
Lehigh Valley Health Network, Julie.Kaszuba@lvhn.org

Follow this and additional works at: <https://scholarlyworks.lvhn.org/patient-care-services-nursing>



Part of the [Nursing Commons](#)

Let us know how access to this document benefits you

Published In/Presented At

Clark, S., & Kaszuba, J. (2012). *SWAT: empowering staff to own their enviroment througn peer accountability*. Poster presented at: The ANA 7th Annual Nursing Quality Conference, Atlanta, GA.
Kaszuba, J., Clark, S. (October 29, 2013). *Swat: Empowering to OWN Their Environment through Peer Accountability*. Presented at: LVHN Research Day, Allentown, PA.

This Poster is brought to you for free and open access by LVHN Scholarly Works. It has been accepted for inclusion in LVHN Scholarly Works by an authorized administrator. For more information, please contact LibraryServices@lvhn.org.

SWAT: Empowering Staff to OWN Their Environment through Peer Accountability

Sharon Clark, BS, RN, Director, Patient Care Services, 4K; Julie Kaszuba, BSN, RN and 4K Patient Care Team
Lehigh Valley Health Network, Allentown, Pennsylvania

This poster describes a staff-driven quality and safety initiative to prepare a 30-bed surgical unit for readiness in all areas of regulatory significance, as well as the everyday practices ensuring quality and patient safety.

Strategies

- Existing mock “SWAT” tool, consisting of 48 generic environmental and safety items, was customized
 - Every staff member accountable to SWAT (check) 1 item, every time they work
- ↓
- 65 staff members regularly performing SWATs
- SWAT items appropriate for skill set and randomly assigned
 - Problem prone areas – duplicated for consistent coverage
 - Items of vulnerability – covered by all shifts
 - Job charts identifying staff member and assigned item posted; individual signs and dates the chart when SWAT completed

Goals

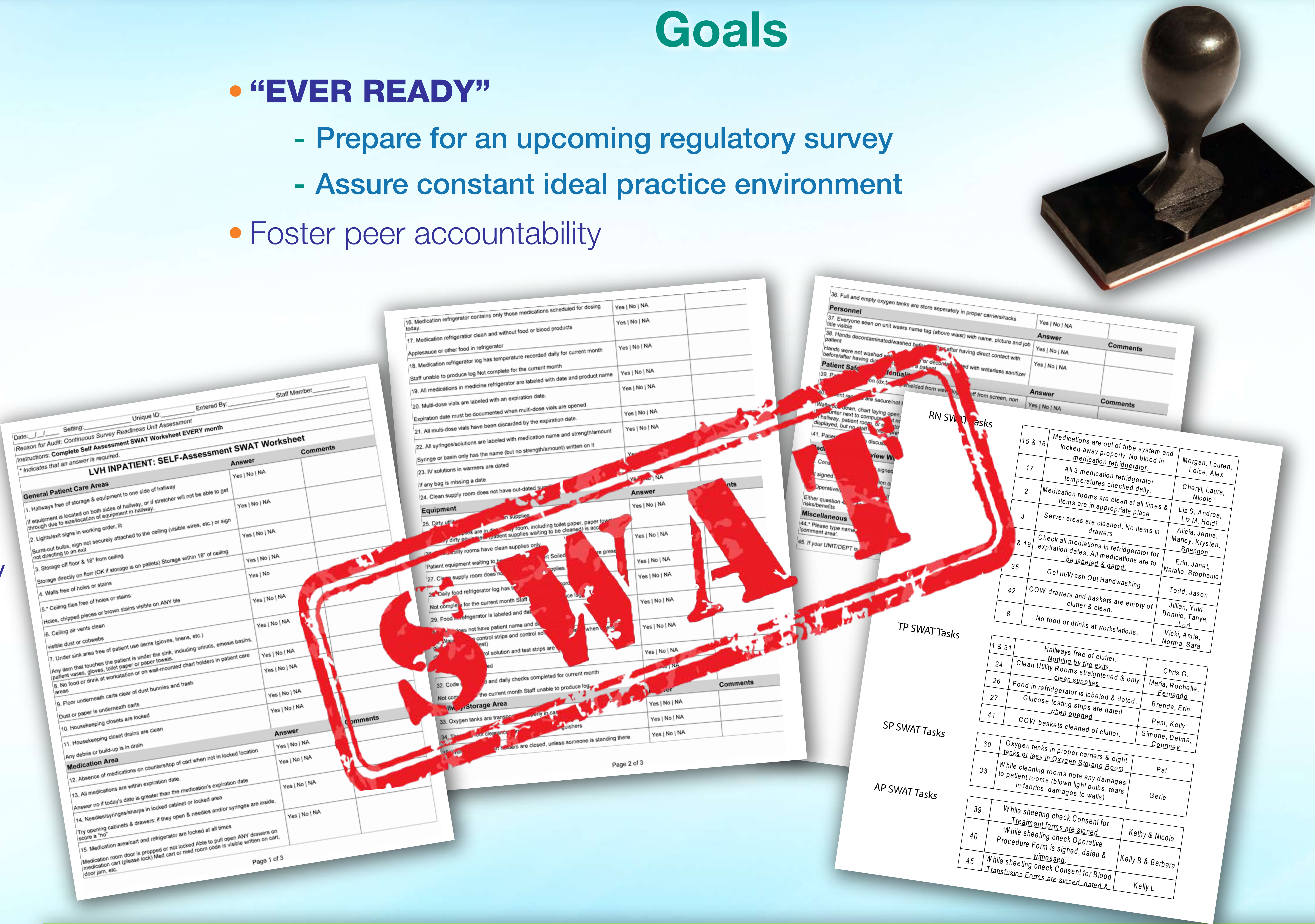
- “EVER READY”
 - Prepare for an upcoming regulatory survey
 - Assure constant ideal practice environment
- Foster peer accountability

Implications for Practice

- SWAT becomes routine work – not ‘another thing to do’
- Staff are engaged, empowered and accountable for best practice
- Visibility of the job charts cultivates peer accountability and self-discipline
- Culture of quality and safe patient care is sustained

Outcomes

- SWAT by external personnel revealed compliance of all items and unit rated as “EVER READY”
- Successful regulatory agency survey – all SWAT items in compliance



“Unit Leadership cannot monitor critical environmental factors around the clock. We have to help the whole team understand the critical importance of ‘EVER READY’ and how it relates to all of us.” Sharon Clark, BS, RN, Director, Patient Care Services, 4K.

