Embracing a Shared Governance Model to Improve Your Practice

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Embracing a Shared Governance Model to Improve Your Practice

4K Medical-Surgical Unit
Lehigh Valley Health Network, Allentown, PA

Abstract

This poster details a continuously evolving shared governance model on 4K, a 30-bed medical-surgical unit, within the context of the organization’s professional practice and shared governance models.

I. Councils

- Practice
  • Quality, Practice and Education
  • Collection of data for unit process improvement (PI) projects.
  • Organization of unit annual education blitz.

- Environmental
  • Safety and efficiencies in the workplace
  • Developed unique audit tool to document hand washing - resulted in increased compliance.

- Staffing and Scheduling
  • Staffing schedules
  • Determination of staffing guidelines
  • Completion of monthly self-schedules in accordance with budgeted ratios.

- Reward and Recognition
  • Acknowledgement and celebration of achievements and special occasions
  • Recognition of professional nurse certifications
  • Nominations of unit staff for organization’s annual Excellence Awards
  • Celebratory activities in association with National Nurses Week.

- Peer Review
  • Peer review in association with annual performance evaluation process
  • Determination of peer review process and guidelines
  • Process implementation

II. Communication Processes

- Minutes are recorded and retained electronically in a shared folder.
- Each council provides an update at unit meetings.

III. Unit Staff Member Requirements

- All staff members are expected to participate in at least one council.
- Attendance requirements are determined by each council.

IV. Selection Process for Council Memberships

- Opportunities for memberships are posted annually for staff sign-up.
- Members are selected by current council members in collaboration with the unit leadership.
- Council Chairpersons
  - selected by council members via a nomination and majority vote process.
  - may not be in the disciplinary action process.
  - must have served on the designated council for one year immediately prior to nomination.
  - must have completed the leadership development workshop on meeting facilitation.
  - is in the role of chair-elect one year before assuming the chair role for one year.

References:

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4K Unit Council Charters

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