



2018 EMPLOYER RECOGNITION AWARD

ESSAY

Submit an essay describing the employer's other methods of recognition, appreciation, encouragement and advancement of the WOCNCB® credentials.

Do not specify the organization by name. Always refer to the organization as "Nominee". The essay length should not go beyond two pages, typed.

Dear WOCNCB,

It is my privilege to nominate my institution for the 2018 Employer Recognition Award. I have been practicing as a CWOCN for over seven years, and I have been fortunate to practice in a facility which values and promotes the role of a CWOCN. I would like to share with you ways our employer empowers and supports their CWOCNs daily.

Our nominee is a level 1 Trauma Center with over 900 inpatient beds. Our institution consists of multiple ICUs, including a medical ICU, a surgical ICU, a cardiovascular ICU, a neuro ICU, and a neonatal ICU. Our wound care team consists of four full time CWOCNs plus a fifth per diem CWOCN. Two of my colleagues and I were previously staff nurses at our institution who aspired to become WOCNs. Our nominee supports promoting staff from within the organization and three of us transitioned into the WOCNs roles and received full compensation for the completion of a WOCN program. After completion of the board certification the staff also receives a monetary bonus. Similarly to other nursing certifications, CWOCNs receive financial support for recertification to maintain the WOCNCB credentials. In addition, our institution celebrates nursing certifications with an annual certification luncheon.

In our roles as CWOCNs we are empowered by our nominee to promote pressure injury prevention and education. Guided by evidence based practice our nominee has encouraged us to incorporate into practice a multidisciplinary approach to pressure injury prevention. The multidisciplinary team includes physicians, nurses, nutritionists, physical therapists, transportation, and ancillary staff, and all imperative disciplines. This hospital-wide pressure injury campaign includes defining individual departments' roles in pressure injury prevention as well as providing on-going education for each specific discipline. Because of the support of our nominee, we are able to collect and analyze monthly prevalence data. Further, we provide monthly pressure injury education to our unit skin champions who disseminate the information back to the staff on their individual units. Our autonomous nursing roles are supported by Clinical Nurse Specialists, nurse educators, and skin champions on each individual inpatient unit.

Another example of the focus and priority that our nominee shows towards pressure injury prevention is a directive by our CNO to improve patient outcomes for some of our highest acuity patients. Because this patient population is among the highest risk for development of hospital acquired pressure injuries, our nominee has endorsed a CWOCN initiative to perform daily ICU skin rounds to address the complex care and ongoing challenges the staff faces while caring for these critically ill patients. These ICU rounds include CWOCNs, Clinical Nurse Specialists, educators, and staff nurses for a collaborative team approach.

Our nominee has created the Hospital Acquired Pressure Injury (HAPI) Steering Committee and has empowered its CWOCNs to become valued members and contributors. This multidisciplinary committee originated in June of 2011 and was tasked with prevention of hospital acquired pressure injuries. The HAPI committee is co-chaired by a clinical nurse specialist and a physician, and in addition to the CWOCNs, includes VP of nursing, staff nurses physical therapy staff, occupational therapy staff, nutrition staff, OR staff, clinical document specialist staff, and risk management staff. Some of the most significant accomplishments of our nominee's HAPI committee include working with Patient Advisory council to provide effective pressure injury prevention education to patients and create patient education posters that are prominently



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displayed in patient rooms. Further, a subcommittee was formed to include surgeons with the goal of standardizing tracheostomy insertion procedures to prevent device related pressure injuries related to the insertion of tracheostomies. Additionally, this committee developed a post pressure injury inquiry form for nurses to complete. The data collected enables the committee to follow identified trends and learn about missed opportunities in order to improve patient outcomes.

In November 2014 the CWOCN team developed and presented its first Annual Global Pressure Injury Prevention Conference, a full day multidisciplinary conference dedicated to staff education of hospital acquired pressure injury prevention. We are proud that in November of 2018 our nominee will present its fifth annual conference. These interactive conferences include a poster/educational video competitions for nursing units who share how pressure injury prevention is put into practice on their individualized units. This nominee prioritizes and supports the staff attending this conference by allowing the conference to be free to employees, which includes paid time for attendance and free meals. Since 2014 this conference has educated over five hundred multidisciplinary staff throughout the organization.

In 2017 our nominee empowered the CWOCN team to publish a quarterly Pressure Points newsletter dedicated to skin and wound care. *Pressure Points* is posted on the hospital intranet, disseminated electronically to all nurses, and distributed to all skin champions during our Prevalence education.

Because our nominee prioritizes CWOCNs, our wound care expertise is sought out by other disciplines looking to increase their knowledge and skills of wound care in order to improve patient care and outcomes. As an example: the Family Medicine program invites the CWOCNs to provide wound care education for the residents annually. Family Medicine residents also shadow the wound care nurses for hands-on experience of wound care. The department of surgery invites CWOCNs to provide wound care education at surgical grand rounds. Quarterly CWOCNs provide wound care education to the nurse residency program to our novice nurses. Our nominee also allows these novice nurses to spend one on one time with the wound care team. Our nominee allows the CWOCN'S the autonomy and flexibility to go into nursing student classrooms to stress the importance of pressure injury prevention as well as other wound care topics.

The nominee actively encourages CWOCNs to attend local and national conferences, and to submit our work for research posters and publications. Our CWOCN team has presented research posters at both local and national conferences. In 2016 our research project was published in a peer reviewed nursing journal. This nominee provides financial support for conference costs including transportation and lodging.

In summary, thanks to our nominee our team is greatly empowered to utilize our expertise in a variety of ways, while supporting our colleagues from other disciplines and most importantly while improving our patient outcomes. We feel supported and inspired to continue embracing the challenges that we face in today's ever changing nursing profession, paving the way for a better future.

I would like to thank our nominee for empowering us CWOCNs and therefore giving our patients the best care possible. I hope you consider this nominee to be the recipient of the 2018 WOCNCB Employer Recognition Award as I cannot think of anyone who would be more deserving of this honor.