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| EP20-2 4th FLOOR STAFF MEETING JUNE 7, 2012**Present:** Brenda Molencamp RN Mgr., Tiffany Epps RN; Victoria Louf US/CAN; Brandy Purcell RN; Jeff Martell RN; Debby Johnson RN; Wendy Lowery RN; Tammy Mahoney RN; Dawn Pachelo RN; Shawn Lawson RN; Aimee Doman RN; Ricci Miller RN; Jean Blake US; Tammy Deibert RN; Phil Baker US; Julie Kramer RN; Stacey Singlevich RN; Bill Emery US/CAN; Michelle Christina RN; Ane Randazzo US/CAN; Gail Deherrera RN; Denise Parrish RN; Sena Griffin RN; Connie Brown Bus.Support III. |
| **Agenda Items** | **Discussion** | **Action** | **Who**  |
| **Reflection** | Brenda read a reflective article to the Staff about Nurses. | A Nurse was asked “How much do you make?” The Nurse replied let’s see…I can make myself get up at 5:00am to take care of your mother. I can make myself work weekends and Holidays. All I know is that I can make a difference. |  |
| **CAP Program** | Wendy Lowery RN talked to the Staff about the PSFHS Professional RN Clinical Advancement Program known as CAP.  | We would like to build an environment where our registered Nurses, who provide direct patient care, are recognized for their excellence, are celebrated and acknowledged. The CAP program offers a way to do this by providing a competency based system that rewards registered Nurses who through their efforts provide a benefit to the goals of the organization, the communities they serve and to the mission of PSFHS. The CAP program allows Clinical Nurses to increase their knowledge and to maintain their skills and professionalism by promoting staff development through education, job satisfaction, and by offering opportunities for growth and meaningful work. The eligibility year for CAP is January 1- December 31, 2012. Only the accomplishments and activities completed during this time will be considered. To be eligible you must have completed all of your annual competencies and education requirements including your assigned computer modules. Your licenses and certifications must be current and you must have an overall rating of “Meets Expectations” or better on your evaluation. If you have received any disciplinary actions, suspensions for non compliance, etc you will not be eligible. You must submit an organized and professional portfolio and complete a CAP packet with all of your accomplishments and activities documented on the appropriate forms with the required documents and signatures attached. Completed forms and documentation needs to be submitted by February 15, 2013. Late submissions will not be accepted. Monetary rewards depending on the number of points given will be awarded in $1000, $1800 and $2500 dollar amounts and if approved will be handed out in April or May, 2013.  | Nursing Staff |
| **UPC Update** |  | Amy Doman and Wendy Lowery reported on the Unit Practice Council which met on May 31, 2012. HCAHPS scores related to the patient’s perception about Pain have come up. A Focus PDCA that was completed to improve the patient’s perception about pain was discussed. New patient white boards with a section that addresses the Pain scale and Pain goals were installed in the patient rooms. For these boards to be effective Staff need to fill them out consistently and routinely, ideally during the beginning of shift rounds. The focus PDCA will be reviewed periodically to see if it is effective and to see if there are any areas that we may need to improve on. If a Pain medication or route is not working for your patient call the Physician. Remember to call the Physician in front of the patient about any Pain related issues. The System Nursing Council would like to see the Units set up a Peer Review process. Peer Reviews make everyone accountable for their job expectations and job responsibilities. Brenda handed out ICU copies of Peer Review forms that UPC modified for 4th floor needs, for the staff to review. Peer reviews will be rolled out for this years evaluations. They will not be done anonymously. Watch for more information as the process develops. Tori Louf UPC member expressed that CNA’s should be doing walking rounds and passing waters prior to the end of their shift. |  |

(Only first page included)