The Multimodality and Multidisciplinary Approach for Novice Nurse Success (MMANNs)

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- Regions only combined pediatric and adult Level 1 Trauma Center
- Academic Medical Center
- Magnet Designated
- Certified Comprehensive Stroke Center
- Over 800 in-patient beds

Background

ORIENTATION

- Standard model
- 12 week duration
- Bi-weekly meetings with educator
- Competency completion
- Hospital required online learning assigned
- Single educator

OUTCOMES

- Increased rate novice nurse turnover
- Financial losses that can exceed $100k per novice nurse
- Increase in patient safety events
- Decreased novice nurse satisfaction
- Decreased confidence in novice nurse practice

Quality Improvement Plan Processes

- Previous novice nurse surveys
- Multidisciplinary team meetings
- Quality metric reviews
- Fishbone diagrams
- Plan, Do, Study, Act
- Literature review

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Quality Improvement Plan Goals

- Decrease novice nurse turnover rate
- Decrease patient safety events
- Increase novice nurse practice confidence
- Increase novice nurse satisfaction

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Literature Search

Cochrane Library

PubMed.gov

CINAHL
Basic Searching Tutorial

Available via EBSCOhost

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Introducing MMANNS 2020

- The Multimodality and Multidisciplinary Approach for Novice Nurse Success (MMANNs)
  - 20 week (>700 hours) orientation with preceptor
  - Bi-weekly meetings with educator
  - Independence rating scale
  - Emergency medicine grand rounds
  - Monthly multidisciplinary lectures
  - Medication reviews
  - 40+ hours Emergency Nurse Orientation online modules (Emergency Nurses Association)
  - 3 Educators with evening and night hours

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Post MMANNS Implementation

- Decreased novice nurse turn over rate from 53% to 16% post orientation
- Decreased Patient Safety Events
  - Medication Errors Decreased
  - Lab Collection Errors Decreased
- Increased novice nurse practice confidence
- Increased novice nurse satisfaction

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Casey Fink Skills Survey

		2019-2020	2021-2022
High Intensity Skills	Initial	At benchmark	Below Benchmark
	6 Months	Below Benchmark	Above Benchmark
	12 Months	Below Benchmark	
Foundation Skills	Initial	At benchmark	Below Benchmark
	6 Months	Above Benchmark	Below Benchmark
	12 Months	Above Benchmark	

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Casey Fink Progression Surveys

	2019-2020	2021-2022
*Autonomy & Advocacy	At benchmark	Above Benchmark
Collaboration	Below Benchmark	At benchmark
Unit Engagement	Above Benchmark	Above Benchmark
Unit Leadership	Above Benchmark	Above Benchmark
*Satisfaction commitment	Below Benchmark	At benchmark
*Dissatisfaction	Above Benchmark	At benchmark

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Next Steps

• Continue survey reviews for upcoming novice nurse cohorts
• Engage inpatient nursing units
• Explore senior nurse reviews

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