

## Nursing Organizations Alliance™

# Elements of a Healthy Practice Environment

The Nursing Organizations Alliance™ believes that a healthy practice environment is supported by the presence of the following elements:

- 1. Collaborative practice culture**
  - Respectful, collegial communication and behavior
  - Team orientation
  - Presence of trust
  - Respect for diversity
- 2. Communication rich culture**
  - Clear and respectful
  - Open and trusting
- 3. A culture of accountability**
  - Role expectations are clearly defined
  - Everyone is accountable
- 4. The presence of adequate numbers of qualified nurses**
  - Ability to provide quality care to meet client/patient's needs
  - Work/home life balance
- 5. The presence of expert, competent, credible, visible leadership**
  - Serve as an advocate for nursing practice
  - Support shared decision making
  - Allocate resources to support nursing
- 6. Shared decision making at all levels**
  - Nurses participate in system, organizational and process decisions
  - Formal structure exists to support shared decision making
  - Nurses have control over their practice
- 7. The encouragement of professional practice and continued growth/development**
  - Continuing education/certification is supported/encouraged
  - Participation in professional association encouraged
  - An information rich environment is supported
- 8. Recognition of the value of nursing's contribution**
  - Reward and pay for performance
  - Career mobility and expansion
- 9. Recognition by nurses for their meaningful contribution to practice**

These nine elements will be fostered and promoted, as best fits, into the work of individual member organizations of the Alliance.