

# Team Based Nursing

#INTHISTOGETHER



4/10/2020 Nursing Education and Professional Development

# Team-based Nursing



Nurses Paired together to provide care to group of patients



Team members work collaboratively and share responsibility.



Team nursing utilizes the diversity, skill level, education, and qualifications of every staff member to deliver care.



Team members all work at "top-of-practice"

# Why....

Team based nursing allows every practitioner to effectively assist within their scope of practice

Team based nursing allows each nurse to share responsibility and to flex and work safely as part of a team in any environment depending on skillset.

Team based nursing can be implemented in both critical care and the med/surg arena and role responsibilities modified to meet the needs of the unit and provide safe care to patients

# Benefits



Decreased burnout of our nursing team



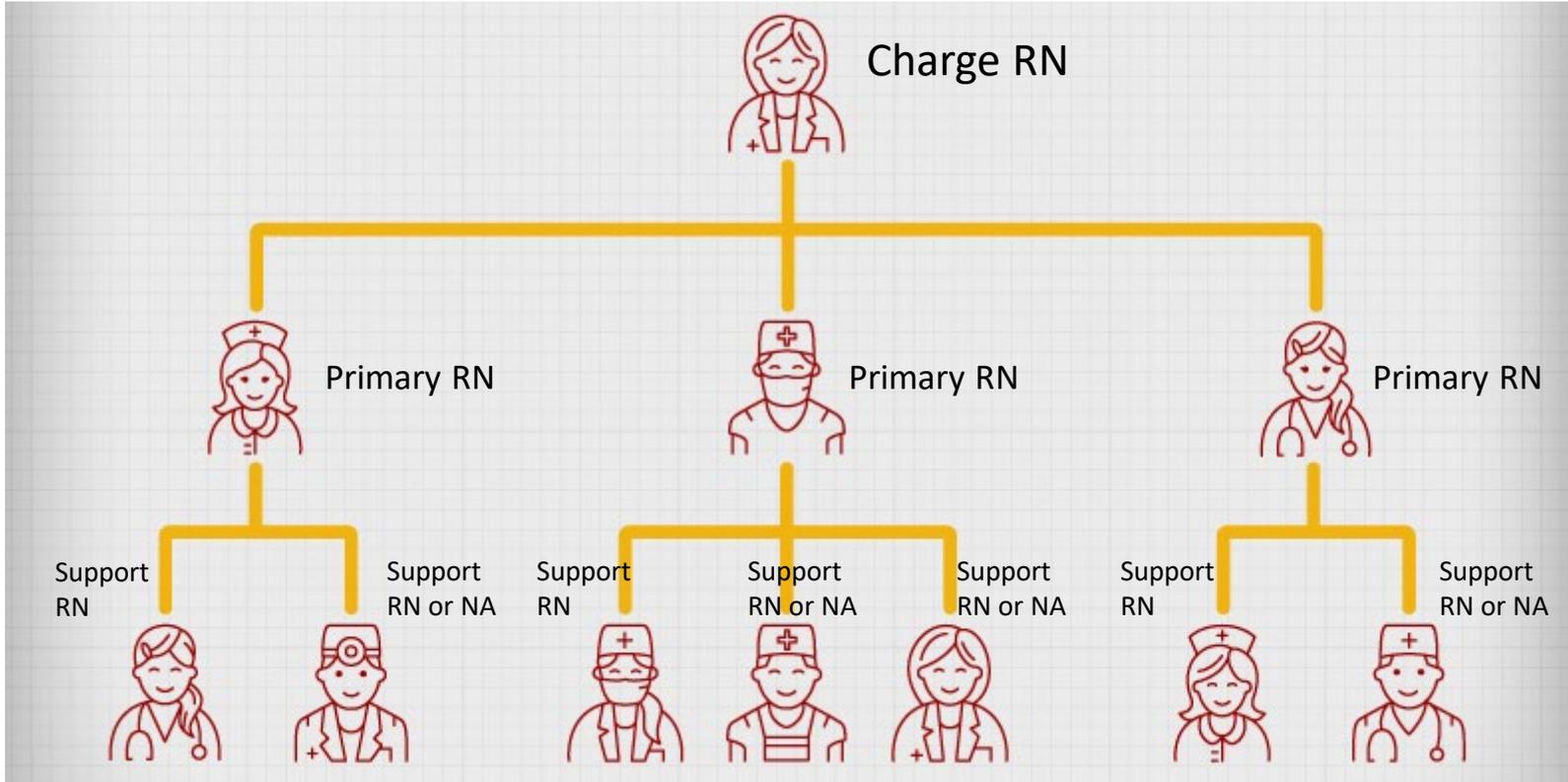
Increased collaboration across disciplines



Increased confidence in nursing skills



Increased patient satisfaction with additional caregivers on the team



# DELEGATION

# Utilize the 5 Rights of Delegation



- The Right Person
- Under the Right Circumstances
- To the Right Team Member
- With the Right Directions and Communication
- Under the Right Supervision and Evaluation

[IL - Nurse Practice Act](#) (Refer to Section 50-75 for “Nursing Delegation by a Registered Professional Nurse” – at very end)

[WI - Nurse Practice Act](#) (Refer to section 6.03, Section 2 for “Performances of Delegated Acts”)

Care Delivery	PRIMARY NURSE	SUPPORT NURSE
<b>Team Assignment</b>	Assignment reflects a mix of acuity based on unit and skill level of all team present on shift	Assignment reflects the ability to actively participate and “own” pieces of care within team assignment (meds/I&O...) performing at TOP OF PRACTICE
<b>Handover/ Communication</b>	Get to know your team: <ul style="list-style-type: none"> <li>• Areas of Expertise</li> <li>• Background of practice (i.e. Children's, L&amp;D, PACU)</li> <li>• What makes them uncomfortable about current work unit</li> </ul>	Get to know your team: <ul style="list-style-type: none"> <li>• Share your expertise/knowledge</li> <li>• Ask about expectations around communication/check-ins</li> <li>• Strive to work at top-of-practice</li> <li>• Openly communicate about skills you do not feel safe practicing</li> </ul>
<b>Setting Guidelines</b>	Involve the entire team: <ul style="list-style-type: none"> <li>• Create a turn schedule</li> <li>• Highlight patients of concern and explain WHY</li> <li>• Review critical “knows” for the entire team (recent RRTs on pt, high fall risks, heparin gtts, proned patients)</li> <li>• Set and follow through on communication check ins (i.e.. I will huddle with you at X times throughout our shift to ensure the safety of our team)</li> </ul>	Involve the entire team: <ul style="list-style-type: none"> <li>• Participate in the development of an effective workday for the entire team</li> <li>• Support the primary RN by taking on all safe tasks/activities within your scope of practice</li> <li>• Set and follow expectations about communication amongst the team and huddling throughout the shift to ensure safety of the team</li> </ul>

Care Delivery	Primary Nurse	Support Nurse
<p><b>Accountability: Delegation of tasks and acceptance of Responsibility as a member of the Team to each other and the patients</b></p>	<p>Utilize toolkit Resource:</p> <ul style="list-style-type: none"> <li>• Systematically delegate care/task accountability to support nurse</li> <li>• Review as a team the care delivery designated to each team member ensuring verbal confirmation of understanding and agreement</li> <li>• Use the toolkit to go through each portion of the care delivery</li> </ul>	<p>Utilize toolkit Resource:</p> <ul style="list-style-type: none"> <li>• Participate in accepting the delegation of tasks within your scope of practice and skillset</li> <li>• Review as a team the care delivery designated to each team member ensuring verbal confirmation of understanding and agreement</li> </ul>
<p><b>Assessments</b></p>	<ul style="list-style-type: none"> <li>• Performs and documents initial assessment with Support RN present communicating areas of concern and need for follow up focused assessments</li> <li>• Communicate clearly expectations regarding changes in patient’s condition (i.e..” I am worried about this patient’s respiratory status, my expectation is that you will immediately escalate to me if you notice the patient is more short of breath or the SpO2 drops below 90%”)</li> <li>• Empower your support nurse to escalate concerns immediately to primary RN and to call a rapid response if time critical and delaying to call primary RN first would result in harm to patient.</li> </ul>	<ul style="list-style-type: none"> <li>• Accompanies Primary RN to perform assessment asking about areas of concern and follow up focused assessments to be performed by Primary or secondary RN</li> <li>• Verbalizes understanding through repeat back regarding primary RN’s expectation of notification of patient changes (i.e.. “I understand that you want me to communicate with you immediately if the patient is more short of breath or their SpO2 drops below 90%”)</li> <li>• Feel empowered to activate a rapid response for any rapidly deteriorating patient and notify primary RN immediately always prioritizing patient safety</li> </ul>

	Primary Nurse	Support Nurse
<b>Vital Signs</b>	<ul style="list-style-type: none"> <li>Review VS trends with support nurse</li> <li>Review alarm settings with support nurse as applicable</li> <li>Delegate VS, I/O to Support nurse as appropriate</li> <li>Clearly communicate the notification expectations to your team regarding readings and changes</li> <li>Clarify who is responsible for documentation</li> </ul>	<ul style="list-style-type: none"> <li>Review VS trends with primary nurse</li> <li>Review alarm settings and asking clarifying questions as needed</li> <li>Accept delegation of VS, I/O within your skillset and clarify around notification of readings or changes</li> <li>Clarify who is responsible for documentation</li> </ul>
<b>Medications</b>	<ul style="list-style-type: none"> <li>Review medications with Support nurse and delegate administration as appropriate within skill set</li> <li>Review with the support nurse high risk medications that will be the responsibility of the primary nurse</li> <li>Review communication strategies around medications not be given or changes in orders and how this will be relayed to support nurse</li> </ul>	<ul style="list-style-type: none"> <li>Review medications with primary nurse and identify if unable to administer due to skillset</li> <li>Verbalize understanding regarding high risk medications and your role (these should be managed by primary nurse)</li> <li>Review communication expectations with Primary nurse around changes in orders related to medications</li> </ul>
<b>Orders</b>	<ul style="list-style-type: none"> <li>Communicate to Support nurse that you will be responsible for the review of all orders and will delegate as appropriate</li> <li>Design a communication plan around new orders (I will come and find you or call you when any orders change that impact your care with our patient)</li> </ul>	<ul style="list-style-type: none"> <li>Verbalize the understanding that the support RN is not to receive orders and should wait for delegation</li> <li>Communicate with RN around changes in patient condition to communicate with physician</li> </ul>

# References

- Dickerson J, Latina A Team nursing. *Nursing*. 2017;47(10):16–17. doi: 10.1097/01.NURSE.0000524769.41591.fc.
- Halpern, N.A., Tan, K.S., United States Resource Availability for COVID-19. Expert Opinion. (2020). *Society of Critical Care Medicine*
- National Council of State Board of Nursing