



Building a Golden Nursing Informatics Structure

Alicia Bremer, MSN, APRN-PCNS-BC, RN-BC, CPN; Meghan Heimerman, BSN, RN, CPEN;
Whitney King, BSN, RN, CPN; & Laura Sandoz, BSN, RN, CPN
Omaha, NE



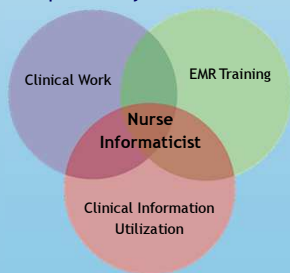
We know children.

Background/Problem

- Disengaged nurses with technology initiatives
- Nurse champion identified to lead “big bang” Electronic Medical Record implementation in August 2013
- Within a year, realized one nurse informaticist for entire organization was not enough
 - Resources spread too thin
 - Needed nurse informaticists with area specific clinical knowledge

Approach

- Nurse Informatics positions created
 - Emergency Services
 - In-Patient Services
 - Surgical Services
- Job Description written with three focus areas:
 - Clinical Work
 - EMR Training
 - Clinical Information Utilization
- Matrix Reporting Structure
 - Clinical work supervised by nursing unit leadership
 - Informatics work supervised by Clinical Informatics Manager



Aim

- Working clinical knowledge enhances the nurse informaticists ability to support end users
- Keeping the nurse informaticist at the bedside allows them to stay current with workflows and better identify barriers to efficiency
- Technical knowledge gives the nurse informaticist the capacity to advocate for documentation standardization and leverage functionality
 - This facilitates turning EMR data into useful information for the clinical nurse to apply in practice
- Nurse informaticists are the bridge between clinical nurses and Information Technology

CHILDREN'S HOSPITAL & MEDICAL CENTER JOB DESCRIPTION			
Job Title	Nurse Informaticist	Job Code	019822
Job Grade	GS1	Emerg Status	Emerg
Department(s)	Nursing Administration	Department Code(s)	13142
<p>GENERAL SUMMARY: Promotes excellence and innovation in pediatric patient care by integrating nursing science, computer science, and information science to manage and communicate data, information, knowledge, and wisdom in nursing practice. Facilitates information system training programs for clinical staff to enhance technical skills, information, knowledge, and wisdom in nursing practice. Coordinates professional nursing and individualized family centered care to pediatric patients/families, through the use of the nursing process and clinical skills in accordance with standards and hospital policies and procedures.</p>			
<p>ESSENTIAL FUNCTIONS/COMPETENCIES</p>			
35%	1	Assumes responsibility for the unit-based EMR orientation and training of clinical staff <ul style="list-style-type: none"> Designs and maintains designated EMR application curriculum and training environment to keep current with production computer system implementations and upgrades. Develops, implements, and evaluates general nursing and unit specific EMR application classes. Works closely with unit based super users and end-users to further full adoption of the EMR. Collaborates with unit manager and/or unit CNO to coordinate/coordinate new employees during orientation to assist the orientee's progress towards gaining documentation competency. Participates in the design, build, and validation of designated EMR application with implementation resources to assure understanding of application functionality and workflow for optimal training development. Incorporates information literacy and informatics competencies in staff education. Develops and maintains EMR application training curricula and employee transfer in the Learning Management System, as necessary. Set up, change, and maintain equipment and rooms utilized by trainer. 	
30%	2	Promotes the assessment of clinical information systems utilized in the nursing division <ul style="list-style-type: none"> Utilizes previous knowledge and understanding of the patient care process to educate clinicians and patients across the enterprise about the clinical information systems and relevant informatics issues. Identifies opportunities to improve the effectiveness and efficiency of patient care duties by leveraging the capabilities of software applications. Assists application analysts in the designing, testing, training, implementing and supporting of nursing division's clinical information systems. Collaborates with the IT Training Coordinator on the continual engagement and expertise of clinical training team, identifying areas of opportunities for improvement and refinement of training. Assists application analysts in researching requests for system modifications to the various clinical information systems utilized by the nursing division. Participates in performance improvement activities. Identifies patient information that must be provided to support patient care and the workflow in which the information is captured to ensure documentation accuracy within the clinical information system. Maintains up-to-date knowledge on research, education and practice to achieve innovations in nursing practice. Attends clinical information system conferences as needed to maintain contractual agreements. Identifies opportunities to acknowledge organization for best informatics practices or ideas through support of publications and presentations (i.e. award offers in clinic, development, authorship, author, articles, development of poster or oral presentations). 	
30%	3	Role models and promotes high quality professional patient care through the use of clinical education knowledge as seen in <ul style="list-style-type: none"> Provides direct patient care <ul style="list-style-type: none"> Conducts individualized age-specific patient/family assessments according to defined unit scope and nursing practice standards; represents collaborative problem (COP) planning diagnosis (NCP) (Prospective Nursing Data Set (PNDCS) and protocols; individualized refers to the patients developmental, cognitive, cultural, psychosocial, spiritual and educational/family influence and physiological care needs.) Develops individualized patient/family plan of care using applicable PICO, NO, CPO's and practice guidelines/protocols to meet identified needs. (Plan of care includes current and anticipated system focused on care, education, discharge needs.) Implement and evaluate nursing actions in accordance with the individualized patient/family plan of care and patient condition/needs. Document and reflects assessment/evaluation, modification and patient's response to therapy, changes in condition and therapeutic interventions/procedures. Models unit best practices resulting in a goal in identifying educational documentation needs of staff and teaches bedside staff to promote consistent documentation standards and charting efficiencies. 	



Results

- Heightened training due to the combined knowledge of clinical workflows and system functionality
- Collaborative relationships with the EMR analysts resulting in effective systems enhancements that support end users
- Role expansion by integrating other forms of technology into nursing practice

Implications for Practice

- Demonstrates the positive and impactful work that can be accomplished
 - Increased staff understanding of informatics
 - Increased staff satisfaction with the EMR
- Collaboration between clinical areas with the ability to standardize documentation throughout the organization

April, 2016