Dear WOCNCB,

It is my privilege to nominate my organization for the 2019 Employer Recognition award. The Nominee supports a team of 8 fully certified CWOCN’s for a 1,200+ bed Level 1 trauma center. Seven of the eight members of our team were promoted from within the Nominee after expressing an interest in CWOCN certification. As a team, we cover a diverse population including 2 emergency departments, 6 specialized ICU settings, 7 transitional care/stepdown units, an acute care inpatient rehabilitation unit, several medical surgical nursing units, and a women and children department. The Nominee requires the Wound, Ostomy, Continence nurse team to maintain the CWOCN certification to maintain the Gold standard in wound, ostomy, continence nursing.

To promote excellence in care, when applying to a position as a WOC nurse the posting clearly states that there is a preference for existing CWOCN certification, but upon hire requires certification within 2 years. The nominee provides financial support to the WOC nurse for WOC education, certification, as well as recertification. The CWOCN team also has the opportunity to attend national and local conferences to continue focusing on evidence based practice. The Nominee has highlighted the 100% certification rate several ways. Examples of recognition include, but not limited to, personal congratulations from the CNO, celebrated in the department of Nursing Quality and safety meeting, highlighted on the Nominee internal website, and a yearly poster presentation. The Nominee recognizes the impact of the CWOCN and allows for opportunities to use our expertise to improve safe and patient centered care.

The Nominee recognizes the CWOCN expertise in several other ways as well. In addition to seeing patients for care and treatment, the CWOCN team has been involved or led several multidisciplinary improvement projects over the last 12 months. Some examples include; the ZPP project, focusing on prevention of acute pressure injuries in acute spinal cord injured patients through patient positioning/offloading education, matching the correct specialty surface with the patient, and use of a tilt and space chair with a custom progressive seating schedule. Trach Related Acute Pressure Injuries (TRAPI) bundle to provide consistent insertion and post insertion care of tracheostomies, for prevention of acute pressure injuries. Our team assisted in replacement of outdated support surfaces with pressure redistributing support surfaces on all inpatient beds as well as transportation stretchers. The CWOCN team worked on evaluation and standardization of incontinence care to match the current best practice and provided staff education on incontinence care. The team evaluated and piloted a new method of wound photography allowing photographs of wounds to be visible in the patients’ EMR, as well as standardization of skin documentation in EMR across the health system.

In addition to complete past projects, our team is currently involved in engaging other areas in recognizing, reporting, and preventing skin related damage. A multidisciplinary team has been formed to focus on the prevention of PEG tube related pressure injuries by standardizing the process of insertion, suturing, adjusting the bumper, and use of prevention products. A system wide tool is being developed for the evaluation of offloading areas of pressure to be performed by ‘secret shoppers’ to ensure that pressure redistribution and offloading is being performed on every patient, every time. A team has been developed to evaluate if triggers can be identified in the EMR, beyond the Braden score,
to alert care providers those who are at highest risk for pressure injury development. A member of the CWOCN team is a consultant to the C-diff and CAUTI prevention committees. The skin integrity team is a multidisciplinary team, including the entire CWOCN team, which evaluates pressure injury data, performs hospital acquired pressure injury review for identification of lessons learned, and works on improving outcomes. Members of the team are also engaging the OR, vascular access, radiology, emergency department, hemodialysis, and visiting nurses association to focus on prevention of skin damage and ostomy care.

In addition the CWOCN team participates in inpatient unit rounding for pressure injury prevention. The focus of prevention rounding is to train a team of unit nurses and unit leadership to identify opportunities for improvement and implementation of improvement interventions. Many of these rounding teams include graduates of the WTA program. In June 2017 the nominee secured a Wound Treatment Associate (WTA) Course Coordinator License and has had 30 individuals complete the program to date. 8 participants of the nominee’s WTA program have completed their WTA-C certification and an additional 4 participants have submitted their application for the certification exam with testing pending. Graduates of the WTA program have made many accomplishments since completion of the program including national conference poster presentations, system wide skin and wound fair, and unit based Pressure Injury harm reduction of >50% in 6 months.

The Nominee has provided the CWOCN team with the opportunity to educate others throughout the health system and beyond. Our team provides education to all new nurses and nurse extenders through lectures during orientation 31 times per year. We participate in the We Improve Senior Health (WISH) retreats given 4 times a year to discuss skin issues related to the aging population. The WOC team provides several education opportunities to new Residents, Plastic Surgery Physician Assistants, wound care center NP orientation, various shadowing opportunities, Rutgers WOC students, and perioperative nurse residents. A CWOCN is also developing a 4 hour workshop for charge nurses and preceptors to ensure that the nurse trainers are properly trained in wounds care, incontinence care, and ostomy care. Proper positioning and offloading is also presented in various settings including PEEPs classes, National Patient Safety Week presentations, video demonstration, and hands on practice. A member of the CWOCN team also sits on the products committee to evaluate all new products proposed to the Nominee.

In addition to the Nominee’s focus on skin and continence care, there are several resources for the ostomy patient. We provide marking services and preoperative education for ostomates. We educate all new ostomates created within the Nominee, around 30-40 per month, and evaluate inpatient ostomy related issues. The CWOCN team runs an Ostomy Center as a free community service to ostomates in our community with difficulties with pouching, skin care, or who need further education for care of their ostomy. The CWOCN team also provides assistance with management of fistulas and works closely with surgical teams to create the best plan for patients needing ongoing fistula management and containment. The Nominee focuses on serving together guided by our values of excellence and love, demonstrated through a commitment to being exceptional today and even better tomorrow. Without the support of the Nominee, our team would be unable to serve our patients in the WOCNCB’s mission of commitment to safe and patient centered care.