



Nursing Practice Breakdowns: Breaking Down the Gaps Toward Building a Just Culture

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Background

1999

- 120,000 deaths and one million injuries caused due to medical error
- IOM report – To Err is Human

2018

- Medical errors 3rd leading cause of death
- 250,000 deaths per year

Because the greatest number of practitioners derive from the nursing profession, being sure the practice in that profession meets high standards and organizations have a structure in place to address systems issues, could facilitate a decrease in the number of people harmed each year due to medical errors

Problem

1987 - Texas is first state to pass nursing peer review (NPR) and minor incident rule

Texas is only state with both peer review and minor incident rule requirements

Board of Nursing: no authority to regulate how peer review operationalized

Purpose

Determine if Texas Minor Incident Rule and Nursing Peer Review requirements contribute to a just approach to addressing nursing practice breakdowns

Determine level of understanding nurse leaders in the State of Texas have of the minor incident rule and nursing peer review requirements.

Conceptual Framework

The Donabedian Model (Donabedian & Attwood, 1963) was used to assess and evaluate the effectiveness of current legislation relative to the structure, process, and outcomes of a just culture approach to practice breakdowns.

Methods

- Created specific survey tool
- Pilot tested to determine face validity
- Distributed to Texas Organization of Nurse Executives

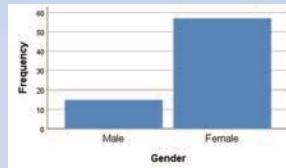
Results

18 Demographic questions

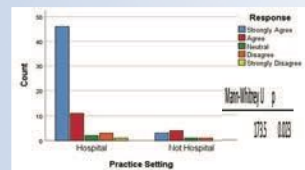
26 Content questions

72 Complete responses

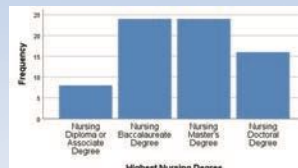
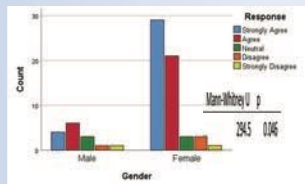
6 Statistically significant findings



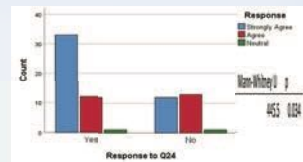
“I believe I understand the differences between Incident Based Nursing Peer Review and Safe Harbor Nursing Peer Review.” by Practice Setting



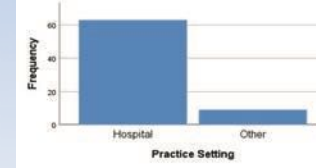
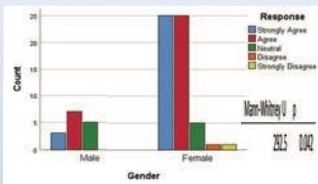
Belief of Understanding the New Minor Incident Rule Reporting Requirements by Gender



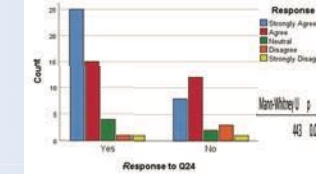
Experience with Minor Incident or Practice Breakdown and Agreement to Understanding Definitions of Each



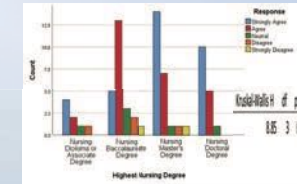
Belief of Organizations' Consideration of Nurses Knowledge, Judgment, Skill, Professional Responsibility, and Patient Advocacy Efforts by Gender



Experience with Minor Incident or Practice Breakdown and Agreement to Understanding New Reporting Requirements



Understanding of New Minor Incident Reporting Requirements by Education Level



Literature Synthesis

- Chief nursing leaders have responsibility for all nurses and their practice.
- Nurse leaders are obligated to understand the complexities of regulatory requirements, particularly in tracking and reporting minor incidents and nursing practice breakdowns.
- Just culture aim to increase the accountability of appropriate reporting of nursing practice breakdowns as well as to provide clarity around the differences between human error, at-risk behavior, and reckless behavior (North Carolina BON, 2017; Marx, 2007).
- Texas minor incident rule and Nursing Peer Review requirement intent is to support a just culture in healthcare organizations.

Conclusion

Head in the sand mentality We still have work to do

- Identifying how healthcare organizations in Texas adhere to the minor incident rule and NPRC requirements is an important topic to understand in order to elevate the profession of nursing in Texas and support a just culture across all entities.
- Doing so will lead us toward stronger support for nurses and safer healthcare for patients.

References

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Meyer, M. (2010). *Nursing Law and Order*. Retrieved from Why don't all states have peer review for nurses?: <http://advocateforurses.typepad.com/my2cents/2010/09/why-dont-all-states-have-peer-review-for-nurses-like-the-great-state-of-texas.html>, 269(7), 347-354.

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Implications for Practice

Future studies needed:

- Long Term Care
- Rural Healthcare facilities
- Ambulatory Care Settings
- Community Health Settings
- Free Standing Eds
- Schools of Nursing
- Large Healthcare Organizations



Limitations

- Process is complex to understand
- No enforcement accountability
- Small response rate
- Can only replicate in Texas

