

# MAINE STATE LEGISLATURE

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## AMHI

## Proposed Plan for Addressing Nursing Issues

Two primary areas of concern have been identified that demand immediate attention and resolution in order for the nursing care activities to improve. The absence of any clear structure and organization for nursing services, and similarly, no established methodology or rationale for determining staffing requirements are the problems demanding immediate attention.

The short term goals for each problem, suggestions for process, and the nurses with related expertise who have agreed to assist are noted in the following summaries.

## I. Nursing Structure and Organization

## A. Goals:

1. Recommend structure and organization for nursing services by August 1, 1989.
2. Recommend generic definitions of the various nursing roles.
3. Define qualifications for each nursing role.
4. Explore options for implementation of changes with Interim Superintendent.

## B. Process:

1. Gather data about current operational systems - formal and informal.
2. Review proposed organization plan prepared by AMHI staff.
3. Engage staff in active process of defining plan which is acceptable and will provide clear lines of authority, accountability and communication.
4. Use various methodologies including retreat as deemed appropriate to achieve goals.

## C. Nurse Experts:

1. Alice Cirillo, R.N., B.S.N., Director of Medical Nursing - Maine Medical Center.
2. Patricia Hutchinson, R.N., B.S.N., M.Ed, Director of Health Education Services, Kennebec Valley Medical Center.

Nurse Experts - Continued:

3. Linda Pearson, R.N., M.Ed Nursing, Director of Nursing Resources, Maine Medical Center.

II. Staffing Requirements

A. Goals:

1. Define core elements of the nursing care program for this patient population.
2. Recommend plan for determining number and level of staff needed for nursing care.
3. Support recommended plan with rationale that encompasses principles used in defining staffing requirements.

B. Process:

1. Review the relevant literature regarding determination of staffing requirements for this patient population.
2. Review all regulatory and professional standards for clarity of expectations and quality measures.
3. Contact similar facilities to explore their staffing methodologies and rationale.
4. Use various methodologies including consultation as appropriate to achieve goals.

C. Nurse Experts:

1. Carol Cosand, R.N., M.S.N., Manager Nursing Management and Information Systems, Maine Medical Center.
2. Katherine Guilbault, R.N., M.S.N., Assistant Vice President for Nursing, Central Maine Medical Center.
3. Carol Niziolek, R.N., M.S.N., Administrator for Nursing, Mercy Hospital.

These two groups will begin their assignment as soon as authorized and each will address their respective issue within the defined time frame. It may be necessary for the two groups to meet periodically to assure congruency in their developing recommendations. Coordination of the nursing committees work will be provided by Judith T. Stone, R.N., M.S.N., Vice President for Nursing, Maine Medical Center.

The Interim Superintendent will be kept informed of progress by a designated team leader from each group.