

Defining components of a Professional Practice Model that drives growth and promotes cultural change in a large regional referral burn center



PPM improves turnover



SIGNIFICANCE STATEMENT

- Implementation of a Professional Practice Model that considers the needs of all staff can result in a positive cultural environment and sustained adherence to facility expectations for employee turnover rates.

DATA SOURCE *Population and Results*

Population

- Four-year retrospective study of nursing turnover rates among the three burn-specific units of the Joseph M. Still Burn Center at Doctors Hospital in Augusta, GA.

Results

- In the midst of tremendous growth, we have successfully maintained well below the hospital goal for turnover rates of 15%. In 2019, we have seen sustainability of the rates in all units.

RECRUITMENT STRATEGIES

- Recruitment fairs at nursing schools
- StaRN residency/mentor program
- On-site interview days
- Bridge-to-nursing efforts for non-licensed staff
- Specialty training/apprenticeship

TURNOVER RATE - Burn Unit

LOCATION	2016	2017	2018	2019
BICU	9.9%	8.4%	6.9%	6.8%
4West BU	24.4%	13.5%	23.1%	13.3%
3E BU	34.9%	12.7%	10.2%	10.0%

LESSONS LEARNED

- A cohesive, successful retention strategy should include:
 - Employee rounding (30-day, 90-day)
 - StaRN residency/mentor program
 - Unit based council (professional practice councils)
 - POD concept (growing leaders)
 - Maintain consistent and standard hiring practices
 - Use of peer interview teams
 - Employee engagement survey tool – reviewing and responding to audits

There are no disclosures to make from any authors.

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