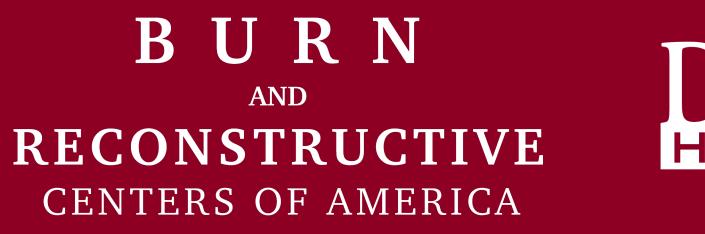
Defining components of a Professional Practice Model that drives growth and promotes cultural change in a large regional referral burn center





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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.

<u>Results</u>

• 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



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%
RERII	34 9%	12 7%	10 2%	10 0%

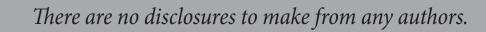
LESSONS LEARNED

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







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