
Attachment 2E: Grant Purpose, Need and Rationale Bronson Example

The purpose of this project is to provide training to individuals who will provide geriatric care for the elderly by enhancing the knowledge skills and leadership potential of registered nurses (RN). The project will also provide training and increased knowledge for the other members of the healthcare team which include the Licensed Practice Nurse (LPN), Certified Nurse Assistant (CAN), and the array of multidisciplinary members of the healthcare team with whom the elderly interact during their illness and recovery. The focus of the project will be on the clinical training serving underserved populations and distance learning for those who care for the geriatric population.

The effectiveness of the geriatric program will be determined by measuring the number of RNs, LPNs, and CNAs that complete the geriatric resource program following the curriculum described in the summary, personnel will take a post-test and complete a program evaluation. The target goal is to see an _____ % or number _____ increase in the participants in the program.

Bronson Methodist Hospital has piloted a Geriatric Resource Nurse program in the last 12 months. The pilot program initiated in the acute care setting acts as a model. Program effectiveness could be determined with needs identified in the specific areas. With an increase in resources, the program would expand to rural areas to provide education to their staff. The purpose of the grant will allow for broader education within the hospital setting and also allow for extension of the program into the surrounding regional area. The focus would be on providing education to the surrounding rural hospitals of Lakeview, Sturgis, Vicksburg and Penncock (*include size of hospital*) Bronson currently employs two regional nurse coordinators who provide support, feedback, information to the area hospitals who refer to us. They are the bridge to the rural facilities, providing information on education programs as part of their role. (*HP goal 2010*)

The older adult population is growing and has increasing needs. The introduction of this program into areas other than the acute care setting will increased the number of health care team members able to identify and create care plans for the specific needs of this population. Early identification. Staff of the Michigan's Home and Community based waiver services for the elderly and disabled would also benefit

from this program. This is a state-funded program that services the elderly population. Seniors must meet the specific financial need criteria to qualify for the program. Our county like most in Michigan is unable to fulfill the hundreds of requests for this service. Providing education to this program's staff and others will enhance the quality of life for the fragile elderly who are able to remain in their home with support. *(insert HP 2010 goal- 1. Providing education and awareness of older care to rural areas, 2. Increase quality and years of life.)*

Providing education to community facilities and outreach providers such as Senior Services, Area Agency on Aging (both are waiver sites), assisted living facilities, skilled nursing facilities will also enhance the care of the elderly in the community.

In the last 12 months the hospital based program provided education to healthcare team members on geriatric syndromes. The program used was the Hartford Institute for Geriatric Nursing program called "Nurses Improving Care of the Healthcare System Elderly" or NICHE. Twenty-five Registered Nurses and Licensed Practical Nurses completed the program, which covered the medical surgical inpatient units, Emergency Room, Case Management, Rehab, Home Health Care and Surgery. **From May _____ to June of _____**, _____ RNs and _____ LPNs completed the GRN course. _____ RNs successfully completed the exam, _____ are awaiting their results from the exam and _____ RNs are studying to take the exam. One RN chose not to take the exam. As of _____ PCAs have completed the Project NICHE classes.

This represents only _____% of the _____ nurses employed by _____ Hospital. (Per HR, 818 is the number of bedside nurses) The program was offered to Certified Nurses Assistants and eleven completed the education.

_____ Hospital preformed a geriatric assessment profile of the staff prior to the start of the pilot program. The results of this assessment _____

The education was provided to the nurses but the ability to mentor and follow up on the education received has been extremely limited. The grant will help provide the resources to facilitate the transmission of knowledge from the classroom to the bedside It will enable the Geriatric Clinical Specialist to devote more time to mentoring nurses in assessment, care planning, intervention and evaluation patient outcomes. Opportunities for bedside consultations will also be

enhanced. These interventions are critical to full implementation of the project.

_____ Hospital is a regional referral center in _____ . We cover _____ counties as our referring base. The licensed bed maintained by the hospital is _____. The payor mix for the hospital last year **showed 94%** to be Medicare (number excludes patients under 65). *Put in more demographics for the area.* Since the majority of our inpatients are elderly, the importance of geriatric education to improve outcomes related to their quality of life is essential. Increasing the education of geriatric care among the nurses not only improves the patient outcomes but also improves nursing satisfaction. Improved nursing satisfaction improves retention. The current vacancy rate for nurses in the critical care, medical surgical units is _____. In a time of nursing shortages with no end in sight, the ability to provide a safe environment where the nurse is able to practice evidence based practice to improve outcomes, and potentially prevent iatrogenic occurrence and negative outcomes promotes workforce retention.

The NICHE based education program provides research based clinical practice protocols reflecting the best practice provided by nursing. The ability to affect nursing quality indicators such as decubitus ulcers, falls, and use of restraints is directly related to providing education consistent with research-based interventions. The NICHE education program provides this specific education not just to the nurse but strategies for the family/caregiver.

Fall rates, urinary tract infections and pressure ulcers are all trackable outcomes currently being monitored. The assessment and comparison of this data would continue. The goal would be to have a decrease number of Stage II pressure ulcers, urinary tract infections and falls. With an increase number of RNs, LPNs, and CNAs a decrease number of falls, urinary track infections and pressure ulcers should be documented over the next 2 years. More efficient diagnosis and initiation of treatment would decrease the length of stay.

The fall rate on the _____ Unit for the 1st quarter of _____ (year) was _____ (# of falls per 1000 patient days). The state rate for Michigan (# of falls per 1000 patient days) is 4.9. In the elderly population, falls are responsible for one-third of deaths due to injury. If the elderly patient falls, serious consequences ensue. More

than 90% of hip fractures occur in the person who is greater than 70 years of age. The study by Marottoli found that 20% of those who suffer a hip fracture died within 6 months. (Geriatric Nursing Protocols for Best Practice, Abraham, Bottrell, Fulmer, Mezey, pg 78). The potential to decrease our fall rate will not only effect our elderly population but the cost to society will also decrease. (*Insert HP 2010 goal*)

_____ Hospital initiated the Fall Risk Assessment Tool into the nursing practice In January _____ (year). Until this time, we did not have a valid tool to measure interventions and outcomes against. This is directly from the NICHE education program. The next step for the program director and instructors will be evaluation of outcomes related to implementation of the fall risk protocol. This step is evolving but with additional resources, the evaluation of specific outcomes can progress to help identify continued problem areas. Further education and training will take place to bring the fall rate to below state average.

Falls are just one of the 14 geriatric syndromes. Work on all aspects of the NICHE education program would have the ability to be expanded. The interest in the community for geriatric care was originally demonstrated by the funding provided to the Clinical Nurse Specialist to receive the NICHE training.