

Vaccination Misinformation & Staff Morale PIP

Continuation Phase, Session 23

Last Session

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Today

Final Session Wrap-up

IHI Curriculum

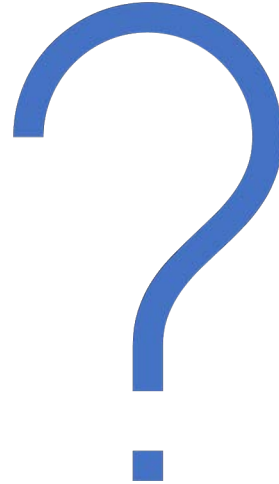
- Vaccination Misinformation

Staff Morale PIP

- Share

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Poll Questions



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Chat or Unmute

Which PIP(s)
(loneliness, falls, staff morale, or
other (please specify))
do you plan on working on in
the next six months?

4

Chat or Unmute

What topic would you have liked to have seen covered?

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Chat or Unmute

Homework (PIP) Status from throughout this project

- Any updates?
- Success?
- Challenges?

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Questions to Consider & IHI Video

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Do you know the
breakdown of your staff,
related to the acceptance
of the COVID vaccine
(acceptors, moveable
middle, refusers)?

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Staff Morale

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Staff Morale – Northwood

Andrew Johnson, RN Risk Manager

1. Plan: RCA/Employee Morale Survey

- Surveys revealed most staff were concerned about teamwork
 - PM shift indicated higher incident of poor teamwork

2. Do: Intervention

- Implementation of friendly competition related to hand hygiene between shifts
 - This competition has improved staff and resident compliance with hand hygiene before/after meals
 - During casual conversations staff have indicated they enjoy the competition
 - The winning shift received candy bars each week

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Staff Morale — Northwood

Andrew Johnson, RN Risk Manager

3. Study: Monitoring

- Team monitors compliance (via video recordings) two times per week, alternating days and meals
 - Baseline: AM shift 100% compliance; PM shift 30% compliance
 - Current: AM shift 95+% compliant; PM shift 100% compliant

4. Act: Adopt

- Team will complete the employee morale survey again next week (6 weeks post intervention) to determine effectiveness of program.

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Going Forward

- Reach out to Michelle, she would like to work with you and your facility on quality improvement
- Consult the Dakota Geriatrics website for additional materials and education
- If you have additional comments, questions, or concerns please do not hesitate to reach out to anyone on our team



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Thank you

We have appreciated the opportunity to work with you over the past year. Thank you for taking the time to focus on the great work you continue to do.