

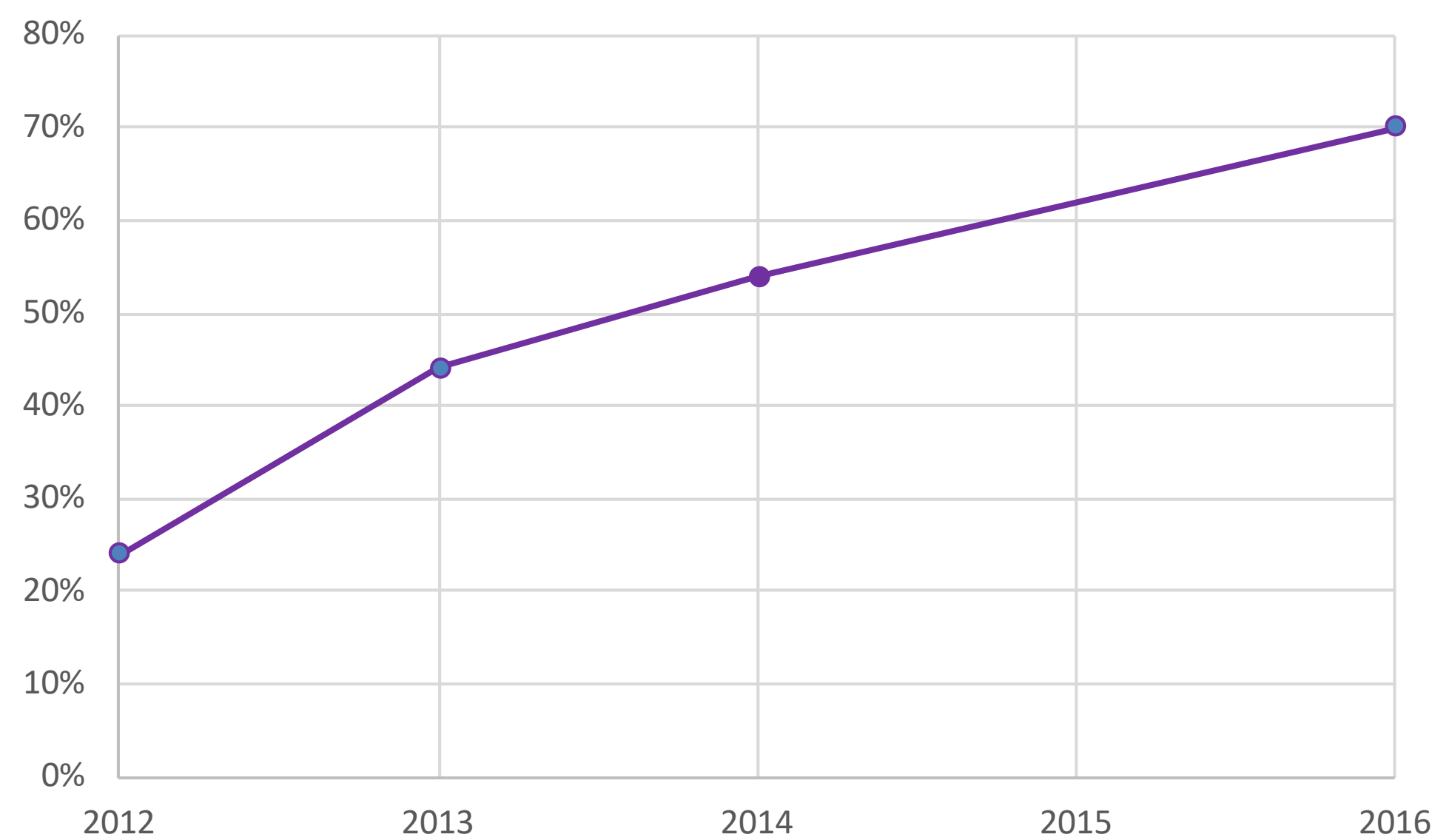


Reducing Job Stress and Burnout through Improved Technology

Project Goals

1. Overtime or extra hours beyond scheduled shift will be reduced as evidenced by payroll data reports.
2. Recruitment of qualified new employees will improve.
3. Employee turnover rates will be reduced until stable and at a baseline of 25%.

Nursing Turnover Rates



Project Description

Committed to providing our workforce with the right tools at the right time, we are introducing applied technology to our daily workflow providing self-development of staff, enhancing team member talent, and enriching the employment experience.

We will introduce applied technology to the clinical workflow including electronic health record software, mobile technology devices, an electronic nurse call and communication system that is linked to the clinical mobile technology, and updated surveillance technology.

Progress Report

From July through November, 2017, we completed the following work:

- Developed a three phase plan to roll out an electronic medication record, point-of-care documentation, and tenant locating software.
- Initiated baseline employee engagement survey.
- Started training on electronic medication software and technology.

Next Steps

- Clinical Dashboard data reports will be generated at regular intervals and reviewed with staff.
- Monitor number of job inquiries and applications as compared to before project implementation.
- Track employee turnover rates.

Project Team Members

Marilyn Pint, Executive Director; Director of Health Services; IT Support Team; Ruth Dahl, Fund Development Director