

Elevating the voice of our nurses

We value your perspectives. By promoting participation in councils and committees, encouraging nurses to champion innovation and quality improvement, we're ensuring your voice is heard.



Some Examples

YOU SAID

We need to bring back in-person orientation for new RN hires.

New nurses have a unique perspective on how to improve care.

We see opportunities to improve the process if a patient elopes.

WE DID

Together, we implemented a week-long, in-person orientation program for nurses.

Opportunities to work on special projects are offered to nurses and nurse residents who share suggestions for improvement.

We applied Just Culture concepts and invited RNs into a three-day work session.

NURSE COUNCILS & PROFESSIONAL GOVERNANCE

Our councils enable nurses to engage in shared decision-making through our professional governance structure. This allows nurses to influence practice changes, enhance care quality and safety and improve patient outcomes through the promotion and use of evidence-based practices.

28

The number of nurse councils in our Twin Ports hospitals – and this doesn't even include system councils!

OTHER WAYS WE'RE LISTENING



WE VALUE OUR NURSES' VOICES, AND OUR PRACTICES SHOW IT

Nurses are paid for time they spend in official council meetings and associated work time to complete projects.

Magnet Journey

Essentia's Duluth hospitals are on the journey toward ANCC Magnet designation, and our Superior hospital is pursuing the ANCC Pathway to Excellence designation. These journeys focus on raising the nursing voice. Nurses and nurse leaders collaborate to drive changes in the organization, leading to better patient outcomes.



St. Mary's
Medical Center

Employee Pulse Surveys | Leader Rounding | 1:1 Conversations | ADO Process | Open Door Policies

