

# 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 council project examples

### YOU SAID

- Patients and staff have reported loud volumes in the hospital environment
- Cafeteria prices are not available, and hours are limited
- Storage rooms unorganized and inefficient
- Outdated call system

### WE DID

- Implemented quiet time hours
- Worked with dietary staff to list prices & adjust hours to accommodate all shifts
- Organized and categorized storage rooms to increase efficiency & capacity
- Integrated Hillrom system with badge duress buttons

## NURSE COUNCILS AND 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.

**5** Virginia nurse councils representing critical care, maternal child health, med/surg, surgery – plus a Council of 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.**

## Pathway Journey

Essentia Health-Virginia is on the journey toward ANCC Pathway to excellence Designation. These journeys focus on elevating the nursing voice. Nurses and nurse leaders collaborate to drive changes in the organization, leading to better patient outcomes.



Essentia Health  
Virginia

Employee Pulse Surveys | Leader Rounding | Active Listening | 1:1 Conversations | Open Door Policies

