



Showcase for Hopkins Inquiry and Nursing Excellence

SHINE

Conference **2023**

Best Practices for Ensuring Hospital-Based Traveling Clinical Staff Provide Safe Patient Care to Reduce Adverse Safety Events: An Integrative Literature Review

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Introduction

- JHACH – 259 bed, pediatric regional referral center.
 - "Creating healthy tomorrows. . .for one child, for All Children"
- Potential concerns identified related to the increased use of temporary/travel staff
- Multidisciplinary group formed to begin EBP project.
 - Nurses, pharmacists, respiratory therapists
- Partnered with Johns Hopkins Center for Nursing Inquiry
 - 3-day workshop, 4 follow-up remote sessions



Background

- Hospitals globally use traveling clinical staff to fill workforce shortages
 - 35% increase in travel nurses in 2020 compared to 2019 due to Covid-19
- Varying data in the literature about impact of travel staff
 - Back injuries and patient falls were higher in units with > 15% traveler utilization
 - Higher rates of 30-day mortality in units with higher proportion of temporary nurses
 - Unit morale may be impacted
 - Mortality and failure to rescue rates did not differ among hospitals with and without high rates of agency staff when controlled for hospital and patient characteristics and quality of work environment



Practice Question

- “What are best practices for ensuring hospital-based traveling clinical staff provide safe patient care to reduce adverse safety events?”
- Team performed a rigorous and replicable integrative review to address the EBP question.



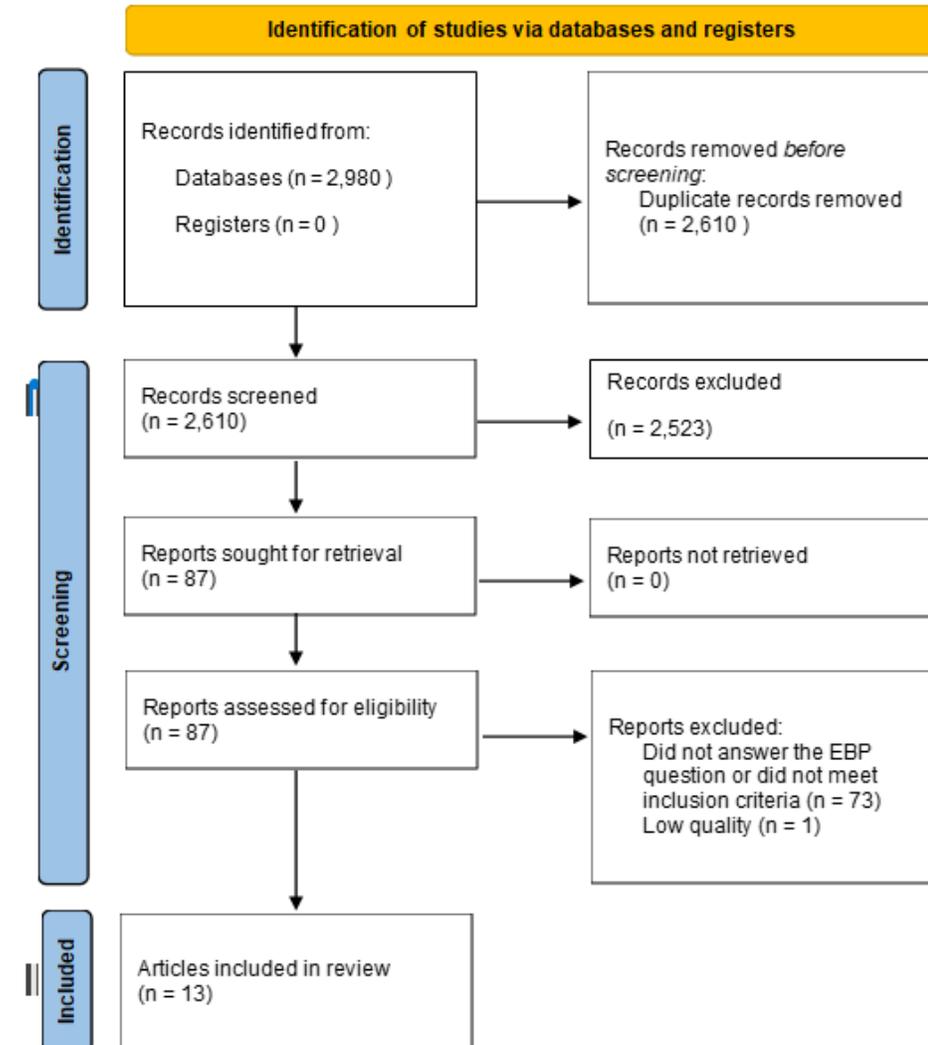
Search Strategy

- Data bases queried:
 - CINAHL, Embase, and PubMed
- Inclusions:
 - English language articles published since 2012
 - Concepts related to hospital-based traveling clinical staff
 - All hospital-based allied health travel staff
- Exclusions:
 - Conference abstracts
 - Pre-hospital setting
 - Dental setting
 - Outpatient setting
 - Articles that included only physicians, APPs, or students

(MH "Traveling Health Professionals") OR ((MH "Temporary Employment") AND ((MH "Allied Health Personnel") OR (MH "Medical Laboratory Technicians") OR (MH "Nurses+") OR (MH "Nursing Assistants") OR (MH "Nursing Staff, Hospital") OR (MH "Occupational Therapists") OR (MH "Occupational Therapy Assistants") OR (MH "Operating Room Personnel") OR (MH "Pharmacy Technicians") OR (MH "Physical Therapists") OR (MH "Physical Therapist Assistants") OR (MH "Practical Nurses") OR (MH "Respiratory Therapists"))) OR TI ((agency OR interim OR temporary OR travel*) NEAR/3 ("allied health" OR "clinical lab* personnel*" OR "clinical lab* scientist*" OR "clinical lab* technician*" OR "health care assistant*" OR "healthcare assistant*" OR "health care support worker*" OR "healthcare support worker*" OR "medical lab* assistant*" OR "medical lab* personnel*" OR "medical lab* scientist*" OR "medical lab* technician*" OR "medical technologist*" OR "operating room technician*" OR nurse* OR "nursing assistant*" OR "nursing auxiliary*" OR "nursing auxiliaries*" OR "nursing manpower*" OR "nursing personnel*" OR "nursing staff" OR "occupational therapist*" OR "occupational therapy assistant*" OR "operating department assistant*" OR "operating department practitioner*" OR "operating room personnel*" OR "operating room nursing" OR "operating room technician*" OR "para medic*" OR "paramedic*" OR "pharmacist* aide*" OR "pharmacy technician*" OR "physical therapist*" OR "physiotherapist*" OR "physical therapy assistant*" OR "respiratory care practitioner*" OR "respiratory therapist*" OR "surgical staff" OR "surgical technician*" OR "surgical technologist*")) OR AB ((agency OR interim OR temporary OR travel*) NEAR/3 ("allied health" OR "clinical lab* personnel*" OR "clinical lab* scientist*" OR "clinical lab* technician*" OR "health care assistant*" OR "healthcare assistant*" OR "health care support worker*" OR "healthcare support worker*" OR "medical lab* assistant*" OR "medical lab* personnel*" OR "medical lab* scientist*" OR "medical lab* technician*" OR "medical technologist*" OR "operating room technician*" OR nurse* OR "nursing assistant*" OR "nursing auxiliary*" OR "nursing auxiliaries*" OR "nursing manpower*" OR "nursing personnel*" OR "nursing staff" OR "occupational therapist*" OR "occupational therapy assistant*" OR "operating department assistant*" OR "operating department practitioner*" OR "operating room personnel*" OR "operating room nursing" OR "operating room technician*" OR "para medic*" OR "paramedic*" OR "pharmacist* aide*" OR "pharmacy technician*" OR "physical therapist*" OR "physiotherapist*" OR "physical therapy assistant*" OR "respiratory care practitioner*" OR "respiratory therapist*" OR "surgical staff" OR "surgical technician*" OR "surgical technologist*")) OR SU ((agency OR interim OR temporary OR travel*) NEAR/3 ("allied health" OR "clinical lab* personnel*" OR "clinical lab* scientist*" OR "clinical lab* technician*" OR "health care assistant*" OR "healthcare assistant*" OR "health care support worker*" OR "healthcare support worker*" OR "medical lab* assistant*" OR "medical lab* personnel*" OR "medical lab* scientist*" OR "medical lab* technician*" OR "medical technologist*" OR "operating room technician*" OR nurse* OR "nursing assistant*" OR "nursing auxiliary*" OR "nursing auxiliaries*" OR "nursing manpower*" OR "nursing personnel*" OR "nursing staff" OR "occupational therapist*" OR "occupational therapy assistant*" OR "operating department assistant*" OR "operating department practitioner*" OR "operating room personnel*" OR "operating room nursing" OR "operating room technician*" OR "para medic*" OR "paramedic*" OR "pharmacist* aide*" OR "pharmacy technician*" OR "physical therapist*" OR "physiotherapist*" OR "physical therapy assistant*" OR "respiratory care practitioner*" OR "respiratory therapist*" OR "surgical staff" OR "surgical technician*" OR "surgical technologist*"))

Search Strategy/Results

- 2,610 articles returned
- 87 remained for full text review after title and abstract screening.
- 13 articles met inclusion criteria and were appraised for evidence level and quality



Level and Quality of Evidence

- Good and consistent Level III and V
- Research (n=10) and non-research (n=3) evidence
- Mix of quantitative, qualitative, mixed-methods, literature reviews, and expert opinion
- Strategies uncovered that promote safe patient care by traveling clinical staff.

Table 1. Individual Evidence Table

| Citation | Design | Rating |
|----------------------------|---|--------|
| Bethel, C, et al. (2019) | Research, Quantitative | III B |
| Ferguson, et al. (2020) | Research, Quantitative Cross-sectional study | III A |
| Ivan Gan JD (2019) | Research, Qualitative | III A |
| Jooste and Prinsloo (2013) | Research, Quantitative exploratory descriptive | III B |
| Matlakala, et al. (2014) | Research, Qualitative | III B |
| Matlakala and Botha (2016) | Research, Qualitative | III B |
| Rispel and Moorman (2015) | Research, Mixed-methods | III B |
| Ronnie, L. (2020) | Research, qualitative | III B |
| Senek, et al. (2020) | Research, secondary analysis of survey data | III B |
| Tuttas (2015) | Research Mixed-Methods Study | III B |
| Birmingham, et al. (2019) | Integrative literature review | V B |
| Mazurenko (2015) | Literature review | V B |
| Shuldman (2016) | Expert opinion | V B |

Synthesis and Best-Evidence Recommendations

Pre-employment

- Right fit
- Interview competency tool
- Communication

Orientation & Onboarding

- Quick access to essentials
- Unit specific
- Resource packet
- Unit mentor

Contract Duration

- Foster relationships
- Ongoing support
- Evaluations
- Feedback
- Professional development
- Education

Translation

- Low risk
- Aligned with hospital and organizational priorities
- Internal dissemination
- Proposal: workgroup of stakeholders to
 - Assess for gaps
 - Design and implement program changes
 - Evaluate outcomes



Implementation Challenges

- Traveling clinical staff department:
Leadership changes
- EBP team role in implementation



Implementation

- Reviewing modules assigned
- Revising competency assessment tool
- Increased professional development opportunities
- Challenge: mentorship



Project Success

- EBP process
- Best practice recommendations implemented
- Ensure traveling clinical staff provide safe patient care



Acknowledgements

- EBP Cohort Members
- JHACH Nursing Leadership
- JH Center for Nursing Inquiry



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Questions?