

LAC+USC MEDICAL CENTER

DEPARTMENT OF NURSING SERVICES POLICY

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Subject: DEPARTMENT OF NURSING OBJECTIVES		Original Issue Date: 08/91	Policy # 102
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Departments Consulted:	Reviewed & Approved by: Professional Practice Committee Nurse Executive Council	Approved by: (signature on file) Nancy Blake Chief Nursing Officer	

PURPOSE

To outline the objectives that supports the purpose and philosophy of the Department of Nursing and to support the strategic objectives of the LAC+USC Medical Center.

POLICY

Nursing objectives are the base for short and long term objectives and are used to orient new personnel and support a goal-oriented approach to the Department of Nursing operation.

Current Departmental Goals and Contributory Objectives are as follows:

GOAL 1. PROFESSIONAL ACCOUNTABILITY

1. To promote career advancement and professional development.
2. To develop a culture that encourages critical thinking and independent decision making to enhance professional practice.

GOAL 2. CLINICAL EXCELLENCE

1. To assure a high quality outcome driven evidenced based, nursing practice.
2. To create a culture of continuous improvement with a 1-5 year plan.
3. To incorporate data based on research and benchmarks into nursing practice.
4. To maintain and sustain compliance with regulatory standards.
5. To become actively involved in professional associations.

GOAL 3. VALUE FOR OUR PATIENTS

1. To advocate for the needs, rights and privacy of patients and their families/significant others.

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2. To deliver patient centered care.
3. To respect the rights of the patients and families/significant others and demonstrate sensitivity to the religious, ethical, and cultural beliefs of our diverse population.
4. To improve patient satisfaction.

GOAL 4. VALUE FOR OUR EMPLOYEES

1. To foster a professional and collaborative environment that instills a sense of involvement and ownership.
2. To recognize our Nursing workforce.
3. To promote a positive and culturally sensitive work environment where employees feel values and respected.
4. To promote a professional and collaborative model or care delivery.
5. To recognize the achievements of our nursing workforce.

RESPONSIBILITY

The Nursing Executive Council develops nursing objectives.

The Nurse Manager/designee discusses the nursing objectives with nursing staff during orientation.

REFERENCE

Joint Commission Standards (Leadership)

REVISION DATES

92, 95, 97, 98, 04/00, 03/05, 06/06, 09/08, 04/13, 11/17, 09/22