

# Vermont Psychiatric Care Hospital Policy

## Nursing Services

Revised: X

Date:

### **Nursing Services: Overview**

The Vermont Psychiatric Care Hospital (VPCH) has an organized nursing service 24 hours per day, 7 days a week.

Nursing services are provided or supervised by a registered nurse licensed in Vermont.

VPCH leaders shall provide for a sufficient number and mix of individuals to support safe, quality care, treatment, and services. The number and mix of individuals shall be appropriate to the scope and complexity of the services offered.

The VPCH nursing service shall have adequate numbers of licensed registered nurses and other personnel to provide nursing care to all patients as needed. There shall be supervisory and staff personnel at VPCH to ensure, when needed, the immediate availability of a registered nurse for the care of any patient.

### **Nursing Services Governance and Supervision**

The VPCH Nursing Service is directed by a nurse executive, the Director of Nursing.

The Director of Nursing:

1. is a registered nurse currently licensed as a registered professional nurse in Vermont, who is qualified by advanced education and management experience;
2. functions at the senior leadership level to provide effective leadership and to coordinate leaders to deliver nursing care, treatment, and services;
3. is responsible for the operation of the nursing service, including determining the types and numbers of nursing personnel and staff necessary to provide nursing care for all areas of the hospital;
4. is responsible for the provision of nursing services 24 hours a day, 7 days a week;
5. directs the delivery of nursing care, treatment, and services;
6. provides access to all nursing policies, procedures, and standards to the nursing staff;
7. coordinates and the development of hospital-wide plans to provide nursing care, treatment, and services, and directs the implementation of hospital-wide programs, policies, and procedures that address how nursing care needs of the patient population are assessed, met, and evaluated; and
8. directs the implementation of an effective, ongoing program to measure, analyze, and improve the quality of nursing care, treatment, and services.

The Director of Nursing, registered nurses and other designated nursing staff write nursing policies and procedures.

The Director of Nursing approves nursing policies and procedures; nursing standards of patient care, treatment, and services; and other standards of nursing practice for the hospital before implementation, and then directs the implementation of those standards, policies, and procedures.

The Director of Nursing, registered nurses and other designated nursing staff write nursing staffing plans. The Director of Nursing approves and directs implementation of those plans.

The Director of Nursing or designee exercises final authority over staff that provide nursing care, treatment, and services.

### **Nursing Practice**

VPCH verifies current RN licensure with the primary source (Vermont Board of Nursing) via a secure electronic communication or by telephone.

A registered nurse must supervise and evaluate the nursing care for each patient.

A registered nurse completes a nursing assessment within 24 hours after the patient's inpatient admission.

Based on the initial assessment, a registered nurse determines the patient's need for nursing care.

Nursing staff develops, and keeps current, a nursing care plan for each patient.

Each patient is reassessed as necessary based on his or her plan for care or changes in his or her condition. Reassessments may also be based on the patient's diagnosis; desire for care, treatment, and services; response to previous care, treatment and services; and/or on the setting of care.

A registered nurse must assign the nursing care of each patient to other nursing personnel in accordance with the patient's needs and specialized qualifications and competence of the nursing staff available.

The VPCH nursing service defines the competencies it requires of its staff who provide patient care, treatment, or services.

Non-employee licensed nurses who are working at the VPCH must adhere to the policies and procedures of the hospital.

The Director of Nursing must provide for the adequate supervision and evaluation of the clinical activities of non-employee nursing personnel which occur within the responsibility of the nursing service.

## Nursing Staff Responsibilities in the Environment of Care

Nursing service staff are provided training and supervision in understanding their roles and responsibilities relative to the environment of care.

Nursing service staff can describe or demonstrate actions to take in the event of an environment of care incident.

Nursing service staff can describe or demonstrate how to report environment of care risks.

Approved by:	Signature:	Date:
Paul Dupre, Commissioner, DMH		4-9-12