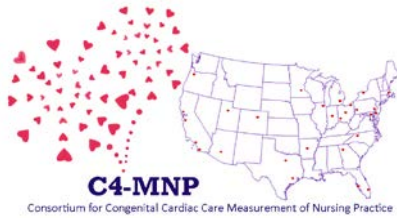


Consortium for Congenital Cardiac Care Measurement of Nursing Practice Quality Measurement Plan

Overall Years of Nursing Experience	
Measure Description	Nursing experience is a unit-level measure of the percentage of registered nursing staff providing patient care that has 0-2 years of any clinical experience.
Type	<input type="checkbox"/> Outcome <input type="checkbox"/> Process <input type="checkbox"/> Balancing <input checked="" type="checkbox"/> Structure
IOM Domain	<input checked="" type="checkbox"/> Safety <input type="checkbox"/> Efficient <input checked="" type="checkbox"/> Effective <input type="checkbox"/> Equitable <input type="checkbox"/> Timely <input type="checkbox"/> Patient Centered
Background/Rationale	Research conducted by Hickey et al (2013, 2016) confirms the relationship between overall clinical nursing experience and pediatric inpatient outcomes. Further, unit staffing models with more than 20% of nurses with 0-2 years of overall nursing experience resulted in an increased risk of inpatient mortality. As a result, this annually reported measure will document the percentage of nursing staff that has 0-2 years of overall nursing experience to inform staffing models and safeguard patient outcomes.
Operational Definitions	<p>Nurse = any registered nurse employed in any direct care role on the designated unit(s).</p> <p>Experience = any clinical registered nursing practice in any setting (e.g. inpatient, outpatient, intensive care, adult) and any schedule (e.g. travel nurse, full-time, part-time, per diem).</p> <p>Numerator – Number of registered nursing staff employed by the unit as of January 1 with 0-2 years of any clinical experience.</p> <p>Denominator – Total number of registered nursing staff employed by the unit as of January 1.</p> <p>Inclusion criteria – All registered nursing staff employed by the unit</p> <p>Exclusion criteria – None</p>



Overall Years of Nursing Experience	
Data Collection & Sampling Method	Data will be collected annually based on human resources records. All registered nursing staff employed by the unit is to be included (no sampling). Years of experience is calculated based on the date of initial nursing licensure.
Data Analysis	Data will be analyzed as a proportion of registered nursing staff with 0-2 years of clinical experience divided by the total number of registered nursing staff employed by the unit.
Data Display	Data will be displayed graphically as a percentage over time.
Target	Internal: Goal of $\leq 20\%$ of nursing staff with 0-2 years of nursing experience in unit External: Goal of $\leq 20\%$ of nursing staff with 0-2 years nursing experience in unit
Sources/References	Hickey, P. Gauvreau, K. Curley, M. Connor, J. The effect of critical care nursing and organizational characteristics on pediatric surgery mortality in the United States. JONA. 2013; 43: 637-644.
Last Updated	January 2016