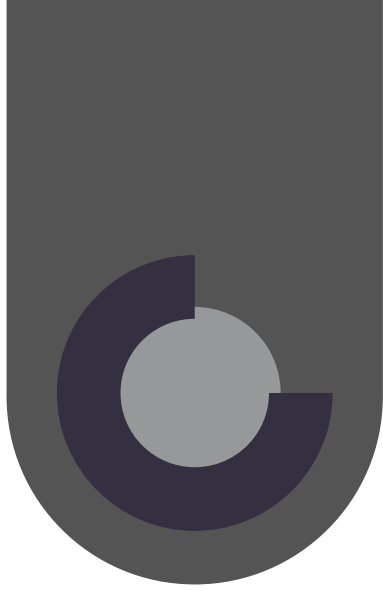


SHARED GOVERNANCE

**A Guide to Tanner's Nursing
Professional Governance**





Tanner Nursing Vision & Mission

Vision

Through the caring and dedication of our team of employees and physicians, Tanner Health System will be recognized as The Provider of Choice in quality, accessible healthcare for our patients and community.

Mission

Nursing embraces the Tanner Health System mission: To provide a continuum of quality health services within our resource capabilities; to serve as a leader in a collaborative effort with the community to provide health education, support services and care for all our citizens.

Our nursing mission is to be a top-tier health system that creates a workplace of choice environment for nurses where education, creativity, innovation, and highly reliable care with zero harm are valued.





WHAT IS SHARED GOVERNANCE?

Shared Governance moves the control of decision-making closer to where the work is being done. This empowers nurses to make decisions regarding their practice, the practice environment, or professional practice. These decisions become part of a nurse's day to day work and nursing practice.

The goal is to provide better patient care through outcomes and change fostered by Shared Governance.



Shared Governance Model

The model consists of councils from the unit-based level to the system level. Councils will have staff nurse representation and equal representation from each specialty.



How to get involved!

Membership

All RNs and LPNs employed by Tanner Health System are eligible to participate. Nurses who are not a part of a council are encouraged to attend your unit's council meetings where you can suggest opportunities for change and areas that need improvement.

Officers

Each council will have a Chair, Co-Chair, and Secretary that are elected annually and are given certain responsibilities pertaining to that council. The Chair and Co-Chair will both report up to the next level of councils. Other staff nurses may volunteer or be chosen to act as representatives for certain councils.

5 WAYS ALL NURSES CAN PARTICIPATE....

1. Attend unit meetings.
2. Vote in elections for officers.
3. Speak up when you see a problem or process that could be improved!
4. Be supportive of council and their work.
5. Take accountability for your own nursing practice!

Shared Governance Councils



Unit

Unit Practice Councils

Each unit or department will have their own Unit Practice Council (UPC). Unit Practice Councils help identify opportunities for improvement in nursing practice in order enhance patient care outcomes. Smaller departments under the same manager may combine to make up one unit practice council.

Practice Councils

Hospital-based councils have a specific focus and aim to improve patient outcomes and nursing practice. The practice councils for Tanner Health System are listed below.

- Practice and Education Council (Carrollton and VR)
- Quality Council (Carrollton and VR)
- Innovation and Improvement Council (Carrollton and VR)
- Retention and Staffing Effectiveness Council (Carrollton and VR)
- Entity Council (Willowbrooke, Higgins, and TEA)

Nursing Coordinating Councils

The Nursing Coordinating Councils (NCC) provide leadership and direction to all Nursing Councils at each individual facility. It serves as a clearinghouse for issues being presented and disseminates them to the appropriate council for action. The NCC is chaired by one of the council chairs (a staff nurse). The NCC will provide final approval for all Nursing Council recommendations within that facility.

Nurse Executive Council

The Nurse Executive Council (NEC) provides leadership and direction to each hospitals Nursing Coordinating Council. It serves as a standardization for issues being presented by each NCC that might affect other NCC at each facility. The chair of the different NCC will serve as the highest Nursing Leadership body.

Hospital

Hospital

System

Retention and Staff

Effectiveness:

Promote certifications for nursing, staff recognition, work environment initiatives, and employee engagement.

Innovation and

Improvement Council:

Focus on evidenced-based practice, process improvement, and epic optimization.

PRACTICE COUNCILS

Hospital based councils that have a particular focus.

Carrollton and VR will have all 4 councils.
TEA, Higgins, and WB will combine the 4 to make one large council.



Practice and

Education Council:

Focus on education needs, nursing competencies, and policies/ procedure review.

Quality Council:

Help meet quality goals for the hospital, quality initiatives, and audits

COUNCIL MEETINGS

Each council will have monthly meetings.

Unit Practice Councils meet the first week of month.

Practice Councils will meet second week of the
month

Coordinating Councils will meet the second week of
the month.

Executive Council will meet third week of the
month.

AGENDA

Chairs will create an Agenda
of topics to be discussed
during meeting.

If you wish to add something to the
Agenda for discussion please inform
the Chair 5 days prior to meeting.

The Chair will share Agenda for
review 3 days prior to meeting.



Bylaws

Details the purpose of Shared Governance, how it should function, and what rules govern the members and leadership.

What do the Bylaws include?

- Tanner Nursing Vision and Mission
- Characteristics of Tanner's Shared Governance Councils
- Membership
- Roles and responsibilities for Officers
- Meeting specifics
- Rules of Order

