Effect of Triad Team Nursing Staffing Model on Teamwork & Patient Outcomes in a Medical Surgical Unit

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Significance / Background
- In the acute care setting, medical-surgical nurses are challenged to provide safe care with an increasing number of patients as well as higher acuity levels.
- Barriers to patient discharge and transfer process
- High patient ratios & poor teamwork can lead to nurse dissatisfaction and poor patient outcomes.

Purpose
- To evaluate a change in nursing care delivery from primary nursing model to a "Triad" team model.

Framework / Methods
- This study is framed using both the AACN Healthy Work Environment Standards
- Nursing Teamwork Survey (NTS).
- Evaluate the effects of Triad on nurse sensitive indicators, nursing teamwork and overall improvement in the quality of care
- Study conducted over 12 weeks in a 62 bed Medical Surgical unit
- IRB approval was obtained from facility

Analysis
- Evaluation of NTS, Nurse Sensitive Indicators and Key Metrics

Nursing Teamwork Survey

Conclusions
- There was significant improvement in teamwork
- Staff morale, trust and better communication.
- There was a 50% reduction in falls and restraint use
- 11% improvement in nursing-related HCAHP scores.