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## Positive healthcare practice environments: Implications for patient safety and outcomes

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Studies show that environments with certain characteristics help improve nursing satisfaction and retention. The pathway to Excellence framework helps organizations develop those characteristics. Pathway standards represent traits that nurses and researchers agree which are critical to an ideal practice environment. Recognition of these positive characteristics objectively demonstrates to consumers, health care providers, third-party agencies, and potential Accountable Care Organization (ACO) partners that processes are in place to support a culture of safety, wellbeing, excellence, inter-professional collaboration, and innovation. Presentation includes case studies and testimonials of how a more satisfied and motivated nursing workforce led to better results for long-term care organizations around the country. Broward Health Imperial Point nursing leaders sought ANCC's Pathway to excellence framework as a blueprint to deliver high-quality, cost-effective care in a rapidly changing environment which led to marked improvements in several nursing measures and outcomes like: 40% decrease in patient falls in 2 years, 36% reduction in CAUTI rates in 1 year, 33% reduction in CLABSI in 1 year, with a projected annualized rate of 60% fewer. And CLABSI through 2015: zero CLABSI in the ICU for more than 18 months, zero HAPU, CAP, and post-op VTE for more than 2 years and significant improvement in engagement scores, up to 98%.

### Biography

Christine Pabico is the Director of ANCC's Pathway to Excellence program. She has vast experience in the creation and maintenance of positive practice environments, and expertise in quality improvement strategies, staff engagement, collaborative practice, and evidence based practice. She provides leadership for all local and international activities of the Pathway to Excellence and Pathway to Excellence - Long Term Care programs. She seizes every opportunity to cultivate collaborative partnerships with professional organizations, governmental entities, academic centers, commercial businesses and national and international health care entities that recognize the important roles nurses play in all aspects of healthcare delivery.

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