

St. Joseph's Regional Medical Center in Paterson, NJ is a tertiary care center that provides specialty nursing in almost every stage in one's lifetime... from conception through adulthood.

St. Joseph's Regional Medical Center also offers specialties in every type of nursing, such as emergency and trauma nursing, critical care, neurology, oncology, orthopedic, neo-natal and pediatric, geriatric, renal, and ambulatory nursing.

EMERGENCY AND TRAUMA

The Emergency Department and State Designated Trauma Center at St. Joseph's Regional Medical Center provides quality and compassionate care, 24 hours a day, 7 days a week, regardless of a patient's ability to pay for services or insurance status. With over 120,000 visits per year, the nurses in the Emergency Department provide care to all age groups of patients and manage both medical or injury related diagnoses. Nurses focus on optimizing efficiency of patient care, while following ENA guidelines.

Patients are assessed by a nurse in triage who determines the order in which patients are seen. The triage nurse may initiate treatment, orders and diagnostics as defined by protocols. During peak hours (11 a.m. – 11 p.m.), a physician works with the nurse in triage to initiate and expedite patient management. Patients received via ambulance or Advanced Life Support are triaged and management is initiated within 5 minutes.

Nursing staffing levels are maintained through the use of full-time, part-time and per-diem personnel. Fluctuations in volume are managed by the use of flexible shifts and alternate start times.

Relationship Based Care, including the Jean Watson Theory of Care, is implemented throughout the different sections within the Emergency Department/Trauma Center at St. Joseph's Regional Medical Center including:

Pediatric Emergency Department at St. Joseph's Regional Medical Center

- Servicing patients from birth to age 20,
- 14 treatment beds,
- A dedicated physician on staff 24 hours a day who is a boarded pediatrician, as well as an Emergency Medicine physician.

Main Adult Emergency Department at St. Joseph's Regional Medical Center

- 53 treatment beds,
- Two dedicated, Board-certified Emergency Medicine physicians. During peak hours, 11 a.m. – 11 p.m., the Emergency Department has one additional physician in the main area and one additional physician is in the triage area, assisting the nurse on duty,
- 5 treatment beds that are used for patients with minor illness to help speed treatment and processing.

State-Designated Trauma Center at St. Joseph's Regional Medical Center

- Servicing patients of all ages,
- 3 treatment areas,
- A dedicated trauma surgeon, anesthesiologist, and operating room team who are available 24 hours a day, 7 days a week for any traumatic emergency.

Psychiatric Emergency Services at St. Joseph's Regional Medical Center

- Dedicated psychiatric social workers

The five most common diagnoses treated in the Emergency Department include:

- Chest Pain,
- Difficulty Breathing,
- Abdominal Pain,
- Trauma and Crisis Intervention (in Paterson).

Emergency Department nurses at St. Joseph's provide education to staff nurses in the Emergency Department, as well as other nursing units. Emergency Department sponsored house-wide courses include TNCC and ENPC.

Emergency Department specific classes include TNCC, ENPC, ED skills lab review and other in-services that may be required by the department. A schedule of required courses is published each year and instructors coordinated by the Emergency Department educator. Continuing Education Units are offered for the courses as well. Our nurses also take responsibility for coordinating course materials for each educational offering. The clinical ladder program is often used as a vehicle to encourage participation of the nursing staff in the provision of educational programs, as well as outreach programs.

Outreach programs are coordinated through the trauma division. Once a presentation is requested, the trauma coordinator identifies the emergency department nursing staff available to provide the program. Course materials are provided to the instructor and instructors are reimbursed for their time and expenses. There are many programs geared for school-age children, high school students and teenagers, parents, car seat safety, and seasonal type activities. Our nurses enjoy providing the programs to the community and are frequently cited in local newspapers for their efforts.

CRITICAL CARE

Managing the most critically ill patients with expertise and care, the nurses in the Division of Critical Care at St. Joseph's Regional Medical Center specialize in assuring that the patients and their families get a state-of-the-art healing experience. Working in partnership with physicians and other members of the health care team, our nurses function as the autonomous coordinators of the complex care required by their patients.

As one of the largest critical care divisions in New Jersey, we manage multiple complex and challenging cases, including those patients being treated in our large interventional cardiology

program and patients admitted through our large and busy Level II trauma center emergency department.

The Division of Critical Care has been the recipient of a number of clinical awards including one from NJ Hospital Association for 2 years with no ventilator associated pneumonia, numerous American Heart Association awards for management of MI and CHF, a Health and Human Services federal award for organ donation, and a hospital pressure ulcer management program excerpted for presentation at the first NDNQI conference in Las Vegas in 2007.

The division is comprised of 7 separate units, including a Medical Intensive Care Unit, an Intermediate Respiratory Care Unit, a Cardiac Care Unit, a Post Interventional Cardiac Telemetry Unit, a Cardio-Thoracic Recovery Unit, a Post Cardio-Thoracic Telemetry Unit, and a Surgical Intensive Care Unit.

Committed to the Magnet tenets of Nursing practice, the Division of Critical Care has implemented many innovations to assure our continued leadership in high quality critical care including:

- A modular orientation program that allows both new graduates and experienced nurses to gain needed knowledge and skills at their own pace. Our orientation is designed around **ECCO**, a 64-hour web-based critical care course developed by the American Association of Critical Care Nurses (AACN). This course is complemented by a strong unit based preceptor assisted unit orientation and multiple specialty classes.

- We are proud of our Professional Nursing Career Ladder program that provides a variety of opportunities for self-development for the staff nurse. Staff can participate in the Rapid Response Team, implement Performance Improvement projects, develop and implement educational programs for their colleagues, become members of the code team, and develop patient education projects to satisfy the project needs for this program.

- These nurses are valuable contributors to the continued excellence of the division. One of these nurses developed the first of our "Watson Rooms", as a quiet place for nurses to de-stress. The room is complete with aromatherapy, the soothing sounds of a fountain and relaxing music, and a massage chair!

Become part of our critical care team and enjoy growing your career in an exciting, satisfying and challenging way.

Director – Christine Cutugno, PhD, RN, CCRN

Open Heart Recovery

In our 7-bed Open Heart Recovery Room (OHRR), we manage some of the most critically ill patients in the hospital. OHRR staff are offered frequent educational programs to maintain their level of skill and knowledge of the latest surgical interventions

Surgical procedures are admitted to OHRR post open heart surgery for CABG, valve repair or replacement, MAZE procedures for arrhythmias, and aortic and ventricular aneurysm repairs

Staffing is 1:1 until stable, then 2:3 until transfer.

Surgical Intensive Care Unit

Patient diagnoses in our 8-bed Surgical ICU (SICU) include multiple trauma, general surgery, vascular surgery, neurosurgery, orthopedic surgery, GYN surgery, necrotizing fasciitis, and septic shock.

Our RNs serve as resources and mentors to their peers throughout the hospital in the provision

of care to neurosurgical patients. Additionally, nursing staff receives specialized training in the care of complex trauma patients. Staffing is 1:1 to 1:3, depending on patient acuity.

The interdisciplinary team has received multiple awards for their commitment to and promotion of excellence in organ donation.

Unit-based quality programs focus on enhancing patient outcomes through decreasing complications associated with higher acuity.

Coronary Care Unit

Our 12-bed Coronary Care Unit (CCU) is a proud participant in the American Heart Association's "Get With the Guidelines" program, a national initiative to deliver state of the art care to patients with AMIs and CHF. This program assures that all patients experiencing a MI or in CHF will receive evidence based care to treat these diseases. St. Joseph's has received multiple AHA awards for compliance with these guidelines.

St. Joseph's Regional Medical Center's CCU RNs are vital members of the hospital-wide code team whose experience with resuscitation and stabilization contribute to positive patient outcomes.

Patient diagnoses in the CCU include myocardial infarction, cardiogenic shock, post cardiac/respiratory arrest, dysrhythmias, need for Intra-aortic balloon pump, septic shock, and acute stroke. Our staffing ratios are maintained at 1:1 to 1:3, depending on patient acuity

Medical Intensive Care Unit

In our 18-bed Medical Intensive Care Units (MICU), our patient diagnoses include respiratory failure requiring ventilatory support, acute stroke, severe sepsis/ septic shock, GI bleed, hepatic failure, and post cardiac/ respiratory arrest.

The MICU is on the Beacon Journey toward recognition of excellence in critical care and promotion of patient safety within a healthy work environment. We are proud of the work our interdisciplinary team has done to care for our patients including the implementation of evidence-based practice standards to virtually eliminated ventilator-associated pneumonia in the unit.

The MICU RNs serve as expert critical care nursing consultants throughout the hospital as members of the Rapid Response Team. Our nurses have made a commitment to certification and showcase their credentials on the "Wall of Honor" outside the unit, demonstrating their ongoing quest for excellence in provision of care to patients and families.

With excellent staffing ratios ranging from 1:1 to 1:3, depending on patient acuity, St. Joseph's Regional Medical Center's MICU is an exciting place to work.

Intermediate Respiratory Care Unit

In our Intermediate Respiratory Care Unit (IRCU) there are 16 beds with patient diagnoses include asthma, pneumonia, prolonged ventilatory management, and COPD (emphysema).

Recognizing that the family is an integral part of wellness, the staff focus on provision of care that incorporates the patient's loved ones throughout the entire hospital stay. IRCU nurses serve many roles from consultants to peers throughout the hospital regarding care of patients with tracheostomy tubes.

RNs on the unit developed strategies for incorporation of ventilator-associated pneumonia prevention standards into care of patients in the IRCU and in the intensive care units. As an intermediate care unit, staffing is maintained at a 1:5 to 1:6 ratio, with supplemental PCAs.

The IRCU nursing staff is consistently recognized for their commitment to excellent teamwork by students and employees throughout the organization.

Regan 5 North Post Interventional Telemetry

St. Joseph's Regional Medical Center's Post Interventional Cardiac Telemetry 44-bed unit participates in many of the new product trials inherent in this rapidly evolving specialty. New medications, new uses for old medications, new vessel and skin closure devices post cardiac catheterization, and multi-center research studies all contribute to making this unit an interesting and challenging place to work.

The Post Interventional Cardiac Telemetry unit is successfully participating in the highly successful national project to manage AMI and CHF according to the latest evidence based guidelines and has been the recipient of multiple awards for these efforts.

Patient diagnoses include post-angioplasty, post-stent placement; unstable angina, post MI, management of complex arrhythmias, post cardiac cath with vessel disease, CHF, pacemaker insertion, cardioversion or ICD placement, electrophysiology studies, and management of hypertension. Staffing is maintained at a 1:5 to 1:6 ratio.

Regan 4 North Post Cardiothoracic Telemetry

In our Post Open Heart/Telemetry Unit (R4N) there are 33 beds. The unit located at R4N receives patients post cardiac surgery, as well as patients with multiple other cardiac diagnoses. Staff receives additional and ongoing orientation topics due to the high acuity of the post open heart patients

Patient diagnoses include Post CABG or Valve replacement, arrhythmia management, management of hypertension, unstable angina, CHF, post MI, pacemaker insertion, cardioversion, or ICD placement. Staffing is maintained at a 1:5 to 1:6 ratio.

MATERNAL AND CHILD HEALTH

St. Joseph's Regional Medical Center is a Level III Regional Perinatal Center and a State Designated Children's Hospital. Patients are transferred from hospitals in several counties to obtain the diverse specialty services we offer. The excitement of caring for patients with unique and challenging nursing needs is found within each patient area.

Nurses in the Maternal Child Health division have the opportunity to collaborate with Advanced Practice Nurses, Clinical Nurse leaders and a collegial medical staff. Educational opportunities are numerous and classes are held to prepare nurses for certifying exams. Nursing Grand rounds and journal clubs are ongoing and present other opportunities for learning. The Nursing standards in this division come from the Association of Women's Health, Obstetric and Neonatal Nursing, National Association of Neonatal Nurses and Pediatric nursing society, with practice based on evidence and practice guidelines in these organizations and MCH research.

Caring is an essential component to all aspects of Maternal Child Nursing with Jean Watson's Theory providing the backdrop for our processes. Our nursing staff has incorporated the philosophy into all aspects of care, ensuring the 10 carative factors are evident from the time a patient is admitted through a patient's discharge. The model of nursing used in this division is Relationship Based Care with special emphasis placed on the nurse-patient relationship. We view this as perfect fit with our philosophy of caring. Pediatrics was the first unit to practice this model and has guided the rest of the division with the implementation of strategies.

Nurses participate in Nursing councils and are encouraged to join their professional organization. Self-staffing is practiced in all areas with resounding success.

When you are part of the Maternal Child Health Division, you are supported professionally and encouraged to become a nursing leader.

General Pediatrics

The nurse on the Pediatrics Unit is equipped to deal with a variety of patient care issues. Children in this unit may have a variety of health concerns from croup to advanced cancer. The unit is noted for its comfort care rooms that are used for children and their families with life threatening and chronic illnesses. Helping identify needed resources for the family, a staff member can refer patients to the comfort care committee.

The nursing staff are leaders in Pediatric Patient Safety where they participate in a Pediatric Quality and Safety Committee. Additionally, the staff can call on the Pediatric Rapid Response team whenever it is needed.

The Child Life Program staff provides a playroom of games, as well as conduct bedside activities for children. They also coordinate the frequent character and pet therapy visitors for the children.

Nursing on this unit was one of the first to develop Relationship Based Care. We have enhanced teamwork and established caring relationships between the staff and other providers. The residents and nurses have weekly conferences to discuss patient issues and develop strategies for improvement. They have embraced the principles of Relationship Based Care, caring for yourself, caring for your patient, and caring for your partners. Unit based nursing councils meet to discuss and resolve staff issues. Our staff is expected to be PALS certified, chemo certified and each team member is given a specialized orientation to the unit.

Nurse Manager: Bea Fernandes 973.754.3632

High Risk Antenatal Care

Nurses in the Antenatal Testing Unit and the High-Risk Clinic create a plan of care to meet the goals of the pregnant mother and her family. A highly professional nurse who can coordinate the many facets of the patient's experience is required for this unit since patients with a variety of conditions are referred to St. Joseph's Healthcare System. Some of our patients require our care due to impaired cardiac functioning, neurological complications, diabetes, multiple gestations, and other pregnancy-related conditions.

Seton 3 is home to our inpatient unit, where Relationship Based Care is the model of nursing practiced. When a patient must stay in the hospital due to such conditions as premature labor, uncontrolled diabetes or hypertension, our model of care perfectly blends the situation. We

understand that our patients may not be in their community and may have children at home, therefore our outpatient and inpatient departments collaborate on a care of plan for each patient during biweekly interdisciplinary meetings. Seeing a patient through a successful delivery is a joy to our Seton 3 nurses.

Fetal monitoring courses and specialized program in high-risk pregnancy are available to the staff that participates in screening for post partum depression and begin preparing patients to care for their newborns. Nurses appreciate the opportunity to work in a Regional Perinatal Center that gives them the opportunity to care for patients with complex pregnancy related conditions.

Nurse Manager: Ruth Harrell 973.754.4375

Intermediate Nursery

The intermediate nursery is a transitional home for premature and ill newborns. The goal of this unit is to return the child to their family. Because collaboration and interdisciplinary planning are essential to the process, team meetings are held twice a week to formulate plans to reach this objective.

Every day there are families being taught the essential, often complex, skills they will need to care for their child at home. Babies often go home on apnea monitors, needing supplemental feeding tubes, and developmental therapies. Medication administration for families is another skill they may need to know. Each family is treated with patience and understanding until they become proficient with the skills they need to care for their child. To continue ensuring success at home, referrals are made with community nursing services for follow up after the patient is discharged.

Nurses are certified in Neonatal Resuscitation and have ongoing education in newborn nursing.

The clinical nurse leader is available to the staff and helps organize and lead biweekly planning sessions. Nurses in this unit develop close relationships with families and help set realistic goals for their babies.

Nurse Manager: Sheila Carr 973.754.3337

Labor and Delivery

The nurse who works in Labor and Delivery experiences challenges and rewards in a supportive and caring environment. The labor and delivery suite consist of 8 LDR, 3 C-Sections rooms, 4-triage area and a recovery room. The unit performs over 3,000 deliveries a year. St. Joseph's is a regional Prenatal Center, transferring patients to our unit from several outlying hospitals. Our nurses display empathy and care to each patient and their family during this life changing experience.

Nursing care is based on AWOHNN standards, with education provided on fetal monitoring, high-risk pregnancy, and neonatal resuscitation. Labor and Delivery nurses participate in joint physician nursing projects, development of nurse driven protocols, and implement safety and risk reduction strategies. The nurses in this unit must have highly developed critical thinking skills and be ready for any emergency situation. Documentation on this unit is completely electronic. Nursing resources in this unit also include a dedicated nurse educator and clinical nurse leader.

There is a great bond among all members of the labor and delivery staff, indicating the number one reason why our vacancy rate is so low. Patients are constantly writing notes of thanks and praise to these nurses; however, the greatest reward comes as our nurses gently hand the newborn to his/her mother.

Nurse Manager: Nicole Palkewick 973.754.3340

Mother and Baby Unit

In our Mother Baby Unit, there are 30 beds and a 35-crib nursery. Nurses on the unit practice couplet care, caring care for the mother and the baby. This provides a high degree of satisfaction to both the new mother and family. Emphasis in this unit is on developing the skills needed for the new mother to provide care for her infant at home. Nurses encourage the breast-feeding mother and are supported by a lactation consultant. Ongoing classes are held on the unit for newborn care. We now offer a breastfeeding class and a Discharge Instructions class for patients during their hospital stay.

Nurses are educated in neonatal resuscitation and in post partum depression screening. As a participant of the Northern New Jersey collaborative, the staff is updated on the ongoing needs of the post partum mother and baby. Nurses regularly attend education sessions on newborn topics and have ongoing staff in-services on maternal nursing.

The standards of care are guided by AWOHNN. Nurses are particularly focused on breast-feeding. Nurses feel early bonding in labor and delivery, as well as rooming in, support this breast-feeding objective. Nurses also praise couplet care as a satisfier of mommy, baby, and nurse. When you walk on this unit, it is obvious that caring for mother and baby is top priority.

Nurse Manager: Joanne Beck 973.754.3392

Neonatal Intensive Care Nursery

As one of the first in the State, St. Joseph's Regional Medical Center's Neonatal Intensive Care nursery is a 30-bed facility where nurses participate in high tech care for the tiniest babies. Our nurses, who are respected as valuable members of our team, are supported by an advanced practice nurse, a clinical nurse leader, and a dedicated educator. The care, while highly technical, centers on providing a nurturing experience for the parents and the baby. We host a 24 hours visiting policy, a breast-feeding lounge, as well as ongoing classes for parents. This unit provides a transfer service for referring hospitals.

Nurses in this unit complete an extensive orientation, are trained in advanced neonatal resuscitation and transport services and are provided the opportunity to attend national conferences. The nurses collaborate on several ongoing research projects and actively implement performance improvement measures that have placed them in the top tier of national ranking programs.

The Neonatal Intensive Care Unit cares for many "tiny babies", less than 1000 gms, and our nurse develop ongoing relationships with the babies and their families. Primary nursing is practiced in this unit and highly praised by the staff. Under the guidance of the clinical nurse leader, the staff has developed a tiny baby team that is responsible for protocols to guide physicians and nurses in goal driven care.

There are many nurses who have been employed more than 20 years in the NICU. Why do they stay? These nurses will tell you that seeing the babies thrive and go home with their family is a reward you can't measure. It gives them the satisfaction of giving back for all they received in nursing.

Nurse Manager: Sheila Carr 973.754.3337

Pediatric Intensive Care Unit

St. Joseph's Children's Hospital was one of the first in New Jersey to develop a Pediatric Intensive Care Unit. With 12 beds, 6 of which are step down beds, our nurses care for children with a wide range of conditions such as post open heart, trauma, Nero surgery, chronic renal failure, and respiratory failure with patients transferred from several hospitals in the northern New Jersey area. Parents are given open visitation in the unit and are supported emotionally by the staff during this crisis.

The staff is expected to be PALS certified, chemo certified and encouraged to obtain certification. Several staff member hold certification in trauma and intensive care nursing. Certification preparation classes are available and staff is encouraged to attend. The critical cases in the unit require the most skilled and knowledgeable nurses.

A prolonged orientation is mandatory in the PICU. There is a pediatric nurse educator and an advanced practice nurse additionally as resources. St. Joseph's Children's Hospital has a Chaplin readily available to support families and staff when needed. Child life specialists and music therapy are available to the patients.

Nurses in PICU are unique individuals. They are able to put aside their emotions and meet the needs of the patient and family under the most difficult circumstances. It is amazing to observe our nurses interact with families, provide very technical care, communicate, and coordinate complex needs with dignity and grace.

Nurse Manager: Lynn Campbell 973.754.3265

MEDICAL - SURGICAL

What is it like to work at St. Joseph's Regional Medical Center's Medical-Surgical Division? We are devoted to learning, research, and the latest technologies. Medical-Surgical staff make a difference, not only to the patients, but also to each other. We are collaborators, teachers, supporters, and respect each other's talents.

With more than 200 beds in our Medical-Surgical division, our extraordinary specialty services have made St. Joseph's Regional Medical Center the referral hospital of choice for patients seeking the highest level and quality of care.

Nurses use a Relationship-Based Care Model, along with Jean Watson's Caring Theory, throughout the Medical-Surgical division, giving our nurses responsibility and authority for the provision of care. Nurses practice autonomously, consistent with professional standards, by providing a caring, therapeutic relationship between nurses, and the patient-family relationship. A reflection of the daily commitment made by our professional staff to providing a caring environment for our patients, we have seen improvements in the Press Ganey satisfaction scores

The Medical-Surgical units were the first to demonstrate that health care needs to improve, streamline, and consolidate the nursing care process. This demonstration led to the implementation of an electronic documentation system on all Medical-Surgical units.

As a Medical-Surgical nurse, you'll experience firsthand a patient-centered environment, where

breakthrough thinking results in extraordinary levels of care.

Medical & Neurology

Neuroscience nursing represents a comprehensive continuum of services and care for neurology and neurosurgery patients, with nurses working together to support patient processes and care throughout each level of need. With a capacity for 16 patients to be telemetry monitored, the nurses on this unit care for wide range of neurology diagnosis including stroke and epilepsy. The Neuro Step-Down Unit consists of 4 beds for patients who have undergone complex elective neurosurgical procedures as well as trauma.

On Regan 6 North, there is a Stroke APN who oversees the care of the neurology patients and is a member of the St. Joseph's Regional Medical Center Stroke Team. Additionally, there is also a Neurosurgical APN who oversees the care of the neurosurgery patients. In May of 2007, we were designated as a Primary Stroke Unit and as of December 2007, our unit received the New Jersey Department of Health's Comprehensive Stroke Center designation.

The Neuroscience Services Department is looking forward to the connection of the new vertical expansion in which an entire floor will be dedicated to Neurosciences. The floor will consist of 16 beds Stroke Unit with Epilepsy monitoring, a 4 bed Neuro Surgical Step Down Unit and 12 bed Neuro-Medical beds.

I am thankful to manage, mentor, encourage, and engage such an exciting staff. Together we have worked extremely hard to achieve many goals in a short period of time, including successfully developing and growing a neurology unit at St. Joseph's Regional Medical Center. Our endeavor has lead to many awards and national recognition, including DOH Comprehensive Stroke Certification, and the Silver Award from the American Heart Association's "Get with the Guidelines" in Stroke Care.

Improving patient care, the Neuroscience nursing staff continues to grow personally and professionally while enjoying many successes of hard work.

Medical & Infectious Disease

As the unit leading changes within Medical-Surgical nursing within the last year, St. Joseph's Regional Medical Center's (SJPMC) Regan 6 South (6RS) has successfully piloted electronic documentation, as well as the innovative nursing delivery, transformational change model - Relationship Based Care.

As a manager, I motivate, guide, and inspire my staff to bring about change by promoting a professional autonomy among my staff and supporting opportunities for growth and development. I have great admiration and appreciation to be able to work with such creative, motivated, compassionate, and caring people, who provide a supportive and healing environment that connects to the whole patient – mind, body, and spirit. Our staff has transcended this caring model throughout the unit, promoting a healthy relationship with each other and other disciplines within the organization.

We believe and demonstrate that patient care delivery is more than just away of organizing work; it supports a therapeutic relationship and maximizes teamwork. As a manager I focus on creating an environment that fosters leadership at all levels. I encourage staff to accept responsibility, authority, and accountability for decision-making in patient care.

On Regan 6 South, our primary goal is to combat infectious diseases worldwide through research, patient care, prevention, and education. 6RS initiated the SJPMC Professional Model of Nursing, Relationship Based Care in 2007.

Patients and their families are the center focus of all our interactions; activities of care are organized around the needs and priorities of the patient and their families. Our professional practice roles of the nurse are based on the scope of Practice and the ANA Standards. Caring and healing relationships occur at the point of care. The outcome of the Professional Model based on Relationship Based Care is clinical excellence. The nursing/ physician staff was surveyed six months after starting the Model and saw better patient outcomes with the new model. Our staff have also been leaders in the administration of Pneumococcal Influenza vaccine Core Measure Studies.

Oncology

St. Joseph's Regional Medical Center's 30 bed Oncology/Hematology unit has nearly 200 annual admissions, primarily treating breast cancer, leukemia, lymphoma, lung cancer, solid tumors hemophilia, and sickle cell anemia. Our nursing staff is committed to excellence in delivery of care to all cancer patients and their families.

Regardless of their specific roles and work environments, the oncology nurses share a commitment to patient education. This common goal helps provide a continuum of care to cancer patients as they navigate the healthcare system's cancer diagnosis and treatment, which may involve surgery, chemotherapy, and or radiation therapy. Oncology nurses are with cancer patients every step of the way, from screening and diagnosis to treatment and beyond. The Nursing Staff is 75% Chemotherapy certified and are conducting a Clinical Research on which thermometer is best for taking accurate temperature.

Regan 4 South has both experienced and novice Oncology nurses whose enthusiasm for patient care is contagious. Within a year on the unit, all the nurses will be chemotherapy certified and demonstrate good techniques and knowledge of cancer care. With the nurses' input, we have been conducting monthly in-services with our Oncologists who give us up-to-date lectures on the newest cancer treatment available. The compassion with which our nurses treat our patients is reflected in our outstanding Press Ganey scores. I am proud to be part of a team that manages both patients and families at the most difficult time in their lives with both compassion and dignity.

Medical

Opening in January 2008, Regan 3 North (3RN) is an Inpatient Medicine Unit serving a variety of medical patients across the adult age continuum. 3RN provides a rich learning environment with consistent support from fellow nursing staff. The variety offered enhances present nursing knowledge, is a great area in which to build new skills, acquire new knowledge, and prepare new nurses for competent and confident practice. New graduates are welcome to this unit, which is dedicated to compassionate and competent care, making Patient Safety and Patient Satisfaction our top priority.

I am proud to work with such an energetic, creative and enthusiastic staff. Together we value education and self-fulfillment. Professional autonomy is created through self-scheduling and time paid to participate in nursing communities, nursing councils and nursing research.

We support our believe that life-work balance is very important. Having created an atmosphere of mutual support and caring, our dedication has led to high morale and team spirit. Each RN has the opportunity to become a unit champion by selecting a patient care improvement idea of their choice. We have created innovative programs to communicate our caring spirit and dedication to excellent patient care, such as hourly room rounding and making follow up phone calls to discharged patients.

It is truly my pleasure to mentor the unit champions and see their satisfaction of putting their ideas in motion. The staff is involved and engaged in the organization and actively demonstrates St. Joseph's core Values of Dignity, Justice, Excellence, and Stewardship.

Medical Geriatrics

St. Joseph's Regional Medical Center is home to an "Acute Care of the Elderly" (ACE) Unit on Regan 3 South. Our commitment to geriatric nursing care and our dedication to improving the quality of care provided to older adults has been acknowledged by our designation of a NICHE site in 2006. NICHE, or Nurses Improving Care to Health system Elders, is a National comprehensive program that fosters system wide improvements in the care of older adults.

Some of the projects we have implemented on our ACE Unit include our Snoezellen Room used for patients with dementia or delirium. This room is used to help calm the patient using multi-sensory devices that incorporate lights, sounds, motion, and aromatherapy. Additionally, a protocol we have implemented is "The Appropriate Use of Urinary Catheters," discontinuing urinary catheters on patients that do not meet a certain criteria.

Projects in development include communal dining, Pet Therapy and an activity room to help prevent functional decline in our elderly patients.

This newly remodeled ACE Unit has a team of dynamic and highly professional staff, who successfully make a difference at St. Joseph's Regional Medical Center. I am honored to head a group of people who create the crosspatch between NICHE and the new Relationship Based Care (RBC) model of care. Extensive NICHE and RBC education and training has energized the staff, strengthening their passion to better care for their patients and build their relationships with each other.

[Click here for an article recently published in *Nursing Spectrum* about our designation as a NICHE site at St. Joseph's Healthcare System.](#)

Click below to view our award-winning NICHE video.

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Psychiatric

St. Joseph's Regional Medical Center's Psychiatric Nursing consists of a 20 bed unit, admitting individuals 18 years and over, on a voluntary basis, with various psychiatric diagnosis, with nurses who assist patients with self-understanding in an atmosphere of acceptance, caring, and trust. Patients are offered an individualized plan of care including individual and group therapy, emphasizing skill development through a psychoeducational programming. The interdisciplinary team and patient work together to develop a comprehensive plan, with discharge planning as an important component of the patient's treatment plan.

The nursing staff of R2 is highly skilled and experienced in caring for behavioral health patients and their families. The nurses are continuously monitoring ways in which I can assist them to maximize patient safety.

Together, we have made great improvements to the therapeutic milieu of the unit, including the purchase of new artwork depicting claiming waterscapes and the creation of several comfortable sitting areas. In the spirit of collaboration and cooperation, I implemented an RN interviewing protocol, in which both a staff nurse and myself interview new nurses. The staff nurse has direct input into the decisions made on the unit. I have tremendous respect and admiration for the R2 nursing staff and their boundless commitment to their patients and to each other.

Surgery & Orthopedics

St. Joseph's Regional Medical Center's Orthopedic nurses are on the cutting edge of orthopedics. The nursing staff cares for patients undergoing elective joint replacement surgery as well as those who have surgery for orthopedic trauma in this 15-bed, fast-paced. Highly specialized nurses, who also collaborate with Physical Therapy and the Social Work Department, provide care in the newly renovated and decorated unit which includes patient rooms and a nurse's station.

Our Acute Surgical Unit consists of 26 beds and is also a very high paced unit with patient satisfaction as the staff's priority, as reflected in their positive Press Ganey scores. General surgery patients and trauma patients are the populations on this unit. To assist the staff in closely monitoring patient outcomes, a new position of surgical Clinical Nurse Specialist was created.

The professionalism with which the nurses in Seton 5 carry on their day-to-day activity in caring for our patients is amazing. The seasoned nurses in the orthopedic and surgical sections ensure that proper care protocol is followed with each patient during the post-op period, including pain issues. The experience with which our nurses tackle every issue is admirable. Nursing interaction with the family during this recover period, including teaching them about the patient's disease process, put family members and patients at ease. I have remarkable respect for the compassion and excellence with which our nurses treat our patients.

SURGICAL SERVICES

St. Joseph's Regional Medical Center is a Magnet recognized Level II Trauma Center, with its Perioperative Department performing over 13,000 surgical procedures per year.

The Perioperative Department houses 15 operative suites, 14 Post Anesthesia Care Unit (PACU) bays, a pain management center and minor procedure rooms, with plans for expansion to improve and accommodate a more futuristic state-of-the-art department. We are always at the forefront of practice as is evident with New Jersey's first Disc Replacement surgical procedure being performed at St. Joseph's.

Our management department encourages evidence based practice, and forward thinking among the staff.

St. Joseph's Regional Medical Center is a teaching hospital affiliated with several medical schools including Seton Hall University and St. George's University, as well as Nursing programs including William Paterson University, Passaic and Bergen County Community Colleges. We have a department-based perioperative educator who plans and implements the annual AORN Perioperative 101 Course for new graduates and RNs.

The Perioperative Department fosters professionalism, and provides opportunities for extensive training and on going continuing education. Before choosing a specialty cluster team, the staff is given the opportunity to rotate through twelve specialties including: Open Heart, Orthopaedic, Neuro, General and Vascular, GYN/GU, and ENT.

Within the Perioperative Department, staff enjoy flexible hours and are encouraged to grow both personally and professionally as is evident with their participation in such activities as Research projects, and Nurse Practice Council where they demonstrate individuality, teamwork, and

collaboration.

RENAL SERVICES

St. Joseph's Regional Medical Center (SJRMC) is home to the largest hospital-based dialysis program in New Jersey. With a total of over 80 stations in 3 units, patients received care through the continuum of health, from acute bedside to chronic outpatient treatments. In addition to staff assisted treatments, SJRMC offers self care and home hemodialysis, as well as peritoneal dialysis services.

The strength of the program is founded in the comprehensive education program. Nurses with at least one year of Medical Surgical experience are mentored through a 16-week preceptor program to deliver evidence based care. The educational program incorporates key components of evidenced based care, as well as the theory of Caring by Jean Watson. Relationship-Based Care is delivered using an interdisciplinary model where patients, and members of the healthcare team assess and plan for care.

The consistently high level of quality is the result of guidelines set by Kidney Dialysis Outcomes Quality Initiative (KDOQI) and the work of the Vascular Access and Anemia Management Nurses. Recently the TransAtlantic Renal Network rewarded our efforts toward the "Fistula First Program" with a certificate of achievement. This is one more way nurses in the Nephrology Division are making a difference in our patients' quality of life.

Patients in our program are presented a choice of treatment modalities. We offer in-center staff assisted, as well as Self Care Hemodialysis, done in our unit. As part of the Home Dialysis Program, we offer Peritoneal Dialysis.

We are excited to announce our designation by the State Department of Health and Senior Services as a Home Hemodialysis training center. This new designation adds yet one more modality which allows our patients to chose a treatment option that best fits their lifestyle.