Implementing NICHE at CRMC
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Background

- 13% of the current U.S. population is age 65 and older
- 41.4% of all inpatient admissions to CRMC in FY2014 were for patients 65 and older
- 44% of all CMS reportable Hospital Acquired Conditions for FY2014 occurred in patients 65 and older equating to a potential cost of over 2.8 million dollars
- Patients 65 and older are affected by longer lengths of stay, higher readmission rates, and greater instances of functional decline
- Of 2.2 million currently practicing RNs in the country, less than 1% are ANCC certified in a geriatric specialty

Problem Statement

- To improve the attitudes and behaviors toward the older adult in our health system

Goals and Objectives

- CRMC will administer Geriatric Institutional Assessment Profile (GIAP) to assess current state of geriatric knowledge and attitudes
- Develop a Geriatric Resource Nurse model with 2 GRNs functioning on each inpatient unit within 1 year of organizational implementation of NICHE
- Implement knowledge deficit based educational series for all staff geared toward the older adult

Methods

- Project team was built including a NICHE coordinator, Physician Champion, Senior Services Service Line Administrator, and members throughout the interdisciplinary team
- NICHE Leadership Training Program (LTP) was used as a framework for implementation
- Interventions used in multimodal approach: education in staff meetings and huddles, monthly webinar sessions open to all staff, re-invigoration of falls initiatives, specialty training for volunteers, embedding age sensitive principals for new employees during orientation, collaborative work with surgical services for pre-hospitalization education of patients 65 and older

Conclusion

- Six units now have at least one GRN within their core staff
- NICHE Volunteer program has been created as an offshoot of the GRN program
- Long-term evaluation will continue to determine effectiveness of GRN model and impact on older adult care

References

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