

**Poster Session III
Poster # 5**

Developing a Theoretically-Based Nursing Productivity System

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Purpose: Nursing productivity systems are usually not theoretically based, systematically developed and validated, or centered on the nursing care needs of patients and families. The purpose of this study was to generate foundational data necessary for the development a nursing productivity system that describes patient and family needs using the Synergy Model as a conceptual framework.

Theoretical Framework: AACN Synergy Model for Patient Care

Methods: A convenience sample of experienced pediatric intensive care nurses completed up to 3 surveys reflecting varying levels of nursing workload. Surveys included patient/family characteristics described by charge nurses as factors considered when making nurse-patient assignments. Characteristics were clustered using the patient side of the Synergy Model. Data were analyzed using both qualitative and quantitative methods.

Results: 32 nurses completed 79 surveys. Patient stability was ranked as the most important dimension in patient/family care followed by patient/family complexity then resiliency. Participants linked patient stability to fluctuations in vital signs. Patient predictability was described by the patient's trajectory of illness (57%) and potential for change (49%). Patient vulnerability was linked to the invasiveness of procedures (46%), patient age (34%), procedure risk and responsiveness to therapy (25%). Patient complexity was linked to the number and severity of diagnoses (57%) followed by the number of ICU therapies (37%) and tubes/lines (34%). Patient resiliency was linked to the lack of patient reserve (32%). Family participation in decision making/care was linked to the parent's educational level (46%), participation style (32%) and newness in parent role (25%). Patient/family resources were linked to the home environment (51%), parent presence at the bedside (41%) and availability of extended family (33%).

Conclusions and Implications: Findings demonstrate that the Synergy Model can be used to describe patient/family needs and may be used to enhance our ability to quantify nursing resource allocation.