



**Joe DiMaggio
Children's Hospital®**

Building a Culture of Psychological Safety In the Cath Lab Using Pedi-PAUSE

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Background

The CVI Procedural Suites at Joe DiMaggio Children's Hospital was established following the separation of the pediatric interventional cardiology program from the adult cardiology department. As a newly formed unit, it required rapid recruitment and training of staff, many of whom initially had limited experience with high-acuity pediatric cardiac patients. The clinical nursing team experience averages 3.5 years. Novice clinical experience can affect perceived psychological safety, presenting challenges to fostering a strong culture of safety in a high-stress, high-acuity environment. Following a procedural debrief, clinical nurses proposed a structured pre-intervention huddle that would focus on communication, readiness, and improving emergency preparedness directly impacting the teams perceived psychological safety.

Objectives

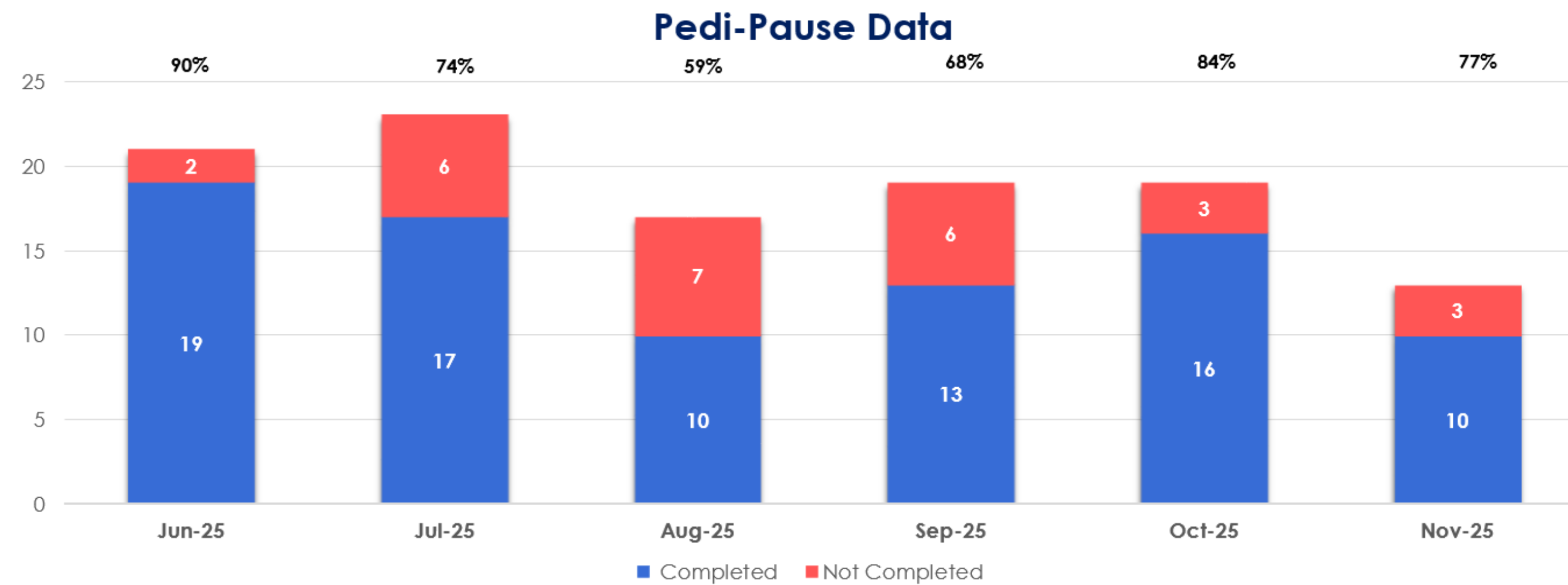
- Promote psychological safety
- Improve interdisciplinary communication
- Clarify team roles
- Enhance procedural readiness
- Reduce preventable harm
- Improve emergency response coordination
- Increase team knowledge of case complexity

Methods

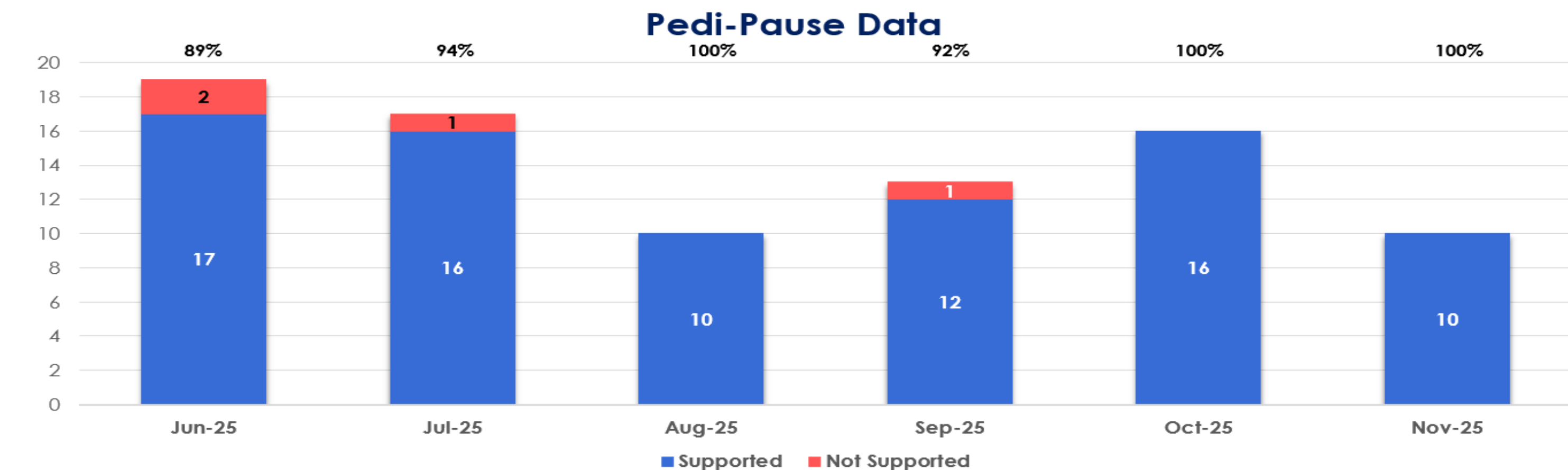
The Pedi-PAUSE tool was developed by the clinical nursing team using the following methods:

- Present to the unit-based **Shared Governance** committee by clinical nurses
- Select project leads
- Develop and complete staff survey
- Establish an interprofessional team (comprising of CVI RNs, cardiologists and anesthesia providers)
- Identify procedure/patient tool **inclusion criteria**
- Develop a **standardized** interventional timeout tool/checklist for complex procedures with intervention
- Tool reviewed and approved by interprofessional team
- Staff education
- Establish tool usage audits and re-education

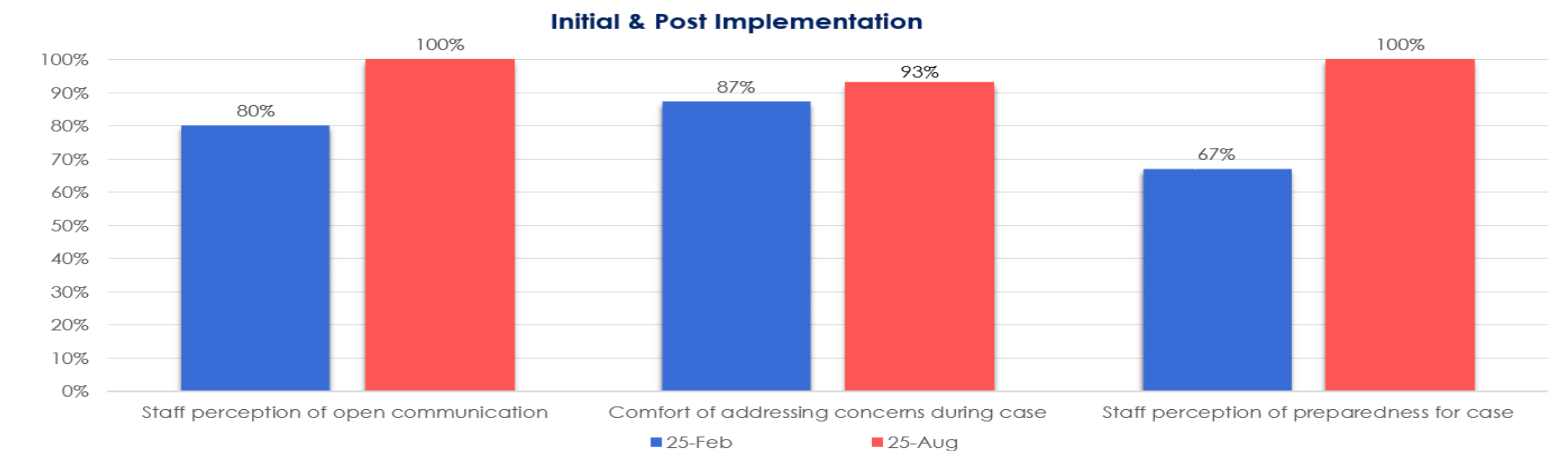
Tool Usage Compliance



Staff Support Response



Psychological Safety Survey Results



Description

The Pedi-PAUSE tool is a structured checklist and secondary timeout for high-risk cardiac catheterization procedures requiring intervention. This tool guides the team through an interventional checklist that includes patient risk stratification, emergency supply verification, blood product availability, role clarification, and escalation planning. By ensuring that each team member clearly understands their responsibilities and the anticipated needs of the case, the tool reduces uncertainty and promotes shared situational awareness.

- A second timeout is performed using the tool prior to the intervention with involvement from the procedural team
- If one of the criteria is omitted during the interventional timeout, the procedure does not proceed until that area is clarified with the physician and team.



Scan to view sample tool

Results

The initial implementation of the Pedi-PAUSE identified inconsistency in the usage. The clinical nurse project leads identified barriers that required staff re-education and reinforcement with the interprofessional team. Following these efforts, the usage compliance increased significantly. The post-implementation staff survey indicated an increase in perception that the Pedi-PAUSE has improved the culture of safety in the CVI Suites. The tool reinforces the culture of safety by enhancing communication, validating team experiences, and creating space for continuous improvement enhancing preparedness for emergent events. Collectively, these components support a psychologically safe environment where team members feel empowered to speak up, ask questions, and advocate for patient and team safety without fear of blame or judgment.

Contact Information

