



Elevating Procedural Practice: A Collaborative Journey in a Magnet® Environment

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BACKGROUND

- **Two-time Magnet designated facility**
 - 2017 inaugural designation
 - 2023 redesignation
- **Facility Shared Governance Structure**
 - Unit Based Councils
 - Facility Councils
 - Leadership Council
- **Facility Nursing Practice Council meets once per month**
 - Mid-Morning
 - All departments invited to attend
- **Barriers for Procedural RNs attendance to Facility Council Meeting**
 - Meeting time (mid-morning often the busiest time for procedural departments)
 - Meeting in person (many procedural areas are off-site)
 - Relevance to topics discussed to the procedural RN workflow (often topics focused on the inpatient bedside nursing)

PURPOSE

Design and implement a Procedural Nursing Practice Council to:

- Ensure equitable representation for all procedural nursing departments
- Foster collaboration among procedural nursing
- Create an accessible platform for procedural nurses to meet
- Encourage procedural nurses to lead quality improvement efforts, influence policy, and share best practices
- Break traditionally siloed departments and unify procedural nursing

IMPLEMENTATION

Council Creation

- Obtained approval from the Facility Nursing Practice Council
- Obtained leadership support
- Aligned the Procedural Nursing Practice charter and goals with the Facility Nursing Practice Council
- Established membership and voting criteria
- Established council meeting structure

Meeting Structure

- Meet virtually (allows for all locations to meet in one place without travel)
- Time of meeting 0600 (before procedures start)
- Meeting every other month on the third Thursday (day after our facility nursing practice council meeting and more manageable for attendance commitment)
- Procedural areas invited (Preop, Recovery, Pre-Anesthesia Testing, All Ambulatory Surgery Areas, Main OR, Cardiovascular OR, Cath/EP Lab, Outpatient Cath Pre/Post Unit, Pain Center, Interventional Radiology)
- Multidisciplinary attendance allowed by charter (RNs, Certified Surgical Technologists, Radiology Technologists, CRNAs, LVNs)

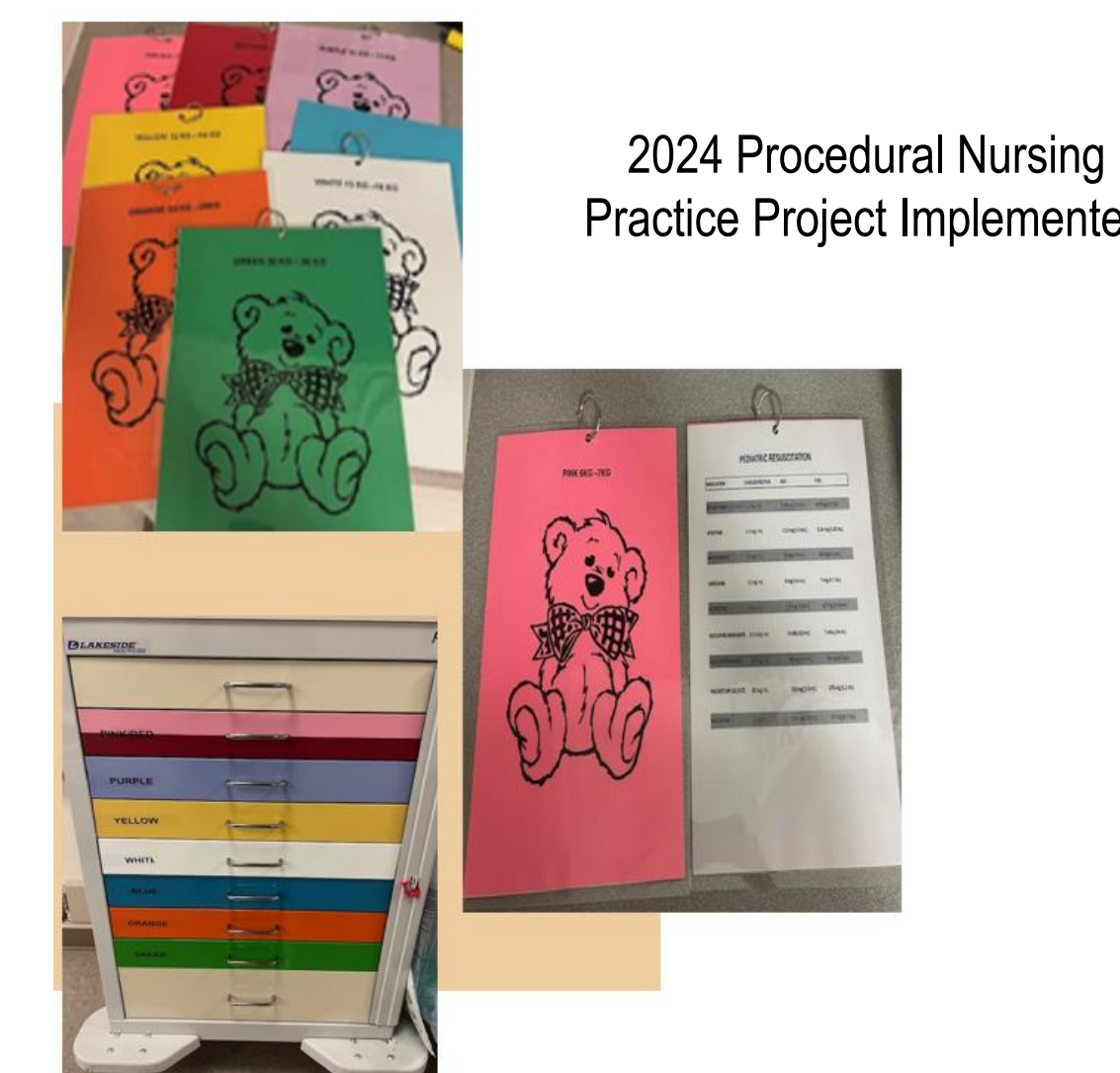


Professional Practice Model

OUTCOME

1 Year Post Implementation

- Met 75% participation/representation goal for each meeting
- Within first seven months of council creation successfully implemented a multidisciplinary project across procedural departments, and a few inpatient departments have asked for the information
- Consistent collaboration on topics and workflow process that effect procedural nursing



2024 Procedural Nursing Practice Project Implemented

2 Year Post Implementation

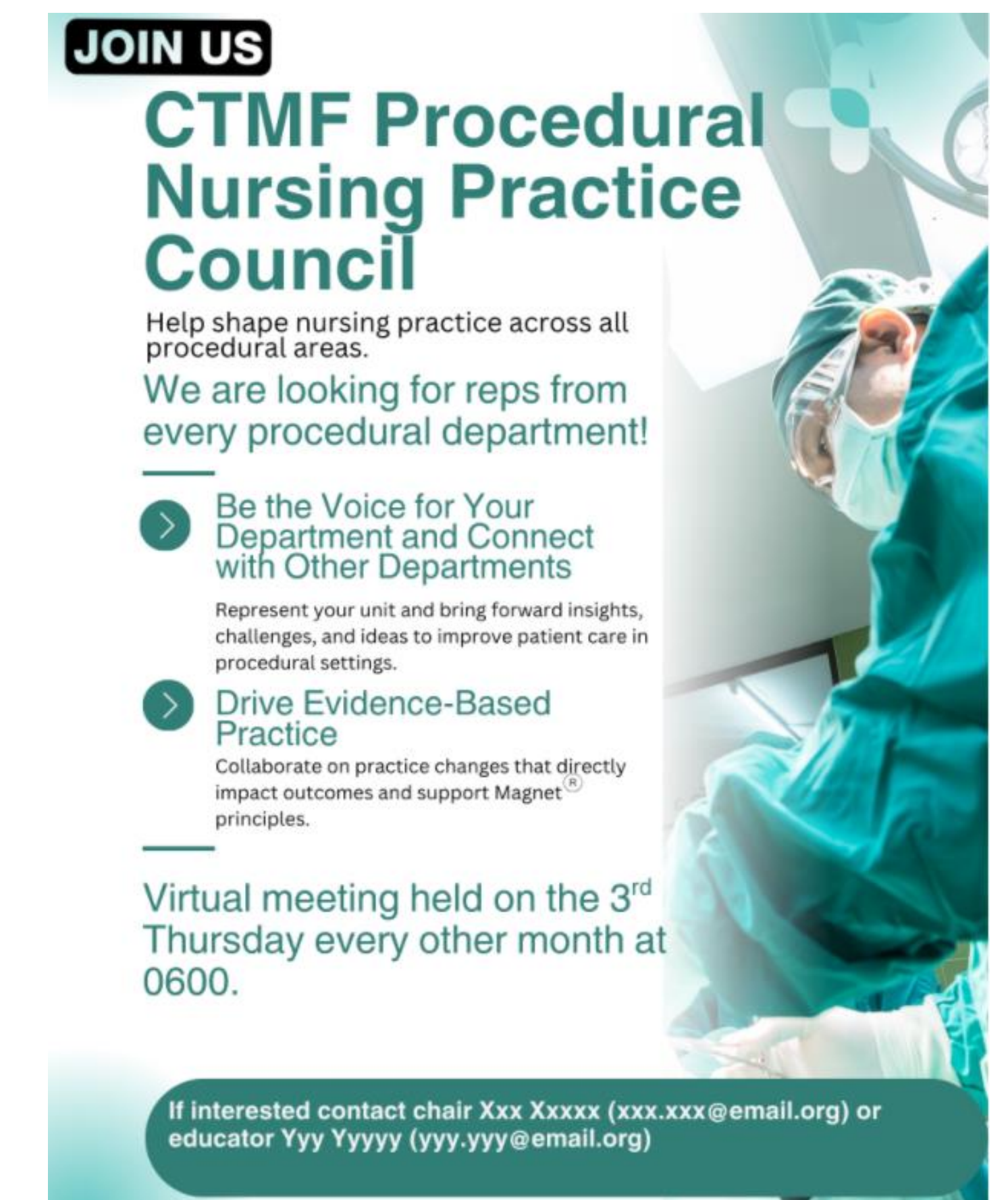
- Successfully implemented a second multidisciplinary project
- Continued collaboration on topics and workflow process that effect procedural nursing
- Developing focus area for building a sustainable council membership pipeline



2025 Procedural Nursing Practice Project Implemented

CONCLUSION

The implementation of a Procedural Nursing Practice Council strengthened our shared governance model by amplifying the voices of procedural nurses and fostering a culture of inclusion, innovation, and accountability.



IMPLICATIONS FOR PERIOPERATIVE NURSING

Perioperative and procedural nursing are specialty nursing areas that play a vital role in patient care within an organization. Collaboratively adapting shared governance to procedural settings provides a practical framework to enhance perioperative engagement, leadership, and quality outcomes in a Magnet environment.

REFERENCES

American Nurses Credentialing Center. (2023, October). 2023 ANCC National Magnet Conference®. [Conference]. Chicago, IL, United States.

Saver, C. (2008). How to keep shared governance alive. *OR Manager*, 24(11).