

# Shared Governance:

For nurses, by nurses



# Objectives:

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- Identify the benefits of a shared governance model.
- Describe one structure of a shared governance model.
- Understand the process for establishing a shared governance model in your workplace.

# Shared Governance Model:

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Shared governance is an organizational model that gives healthcare professionals who are closest to the point of care influence over their practice & administrative areas, which were historically controlled by management.



# Shared Governance Promotes Nurse Wellness

- Increases staff engagement<sup>1</sup>
- Improves job satisfaction<sup>1</sup>
- Increases staff retention<sup>1</sup>
- Improves care delivery & patient outcomes<sup>2</sup>
- Promotes workflow efficiency
- Supports professional growth & leadership development<sup>3</sup>
- Encourages interdisciplinary collaboration

1. Kutney-Lee, 2016
2. McKnight, Moore, 2022
3. Dearmon et al, 2015

# Our “why”: Memorandum Of Understanding (MOU)

RN administrators and MESDEA (the union) shall collaboratively work to **restructure** the Nurse Council to **be a problem-solving resource** and address the following concerns:

- Tracking topics of concern
- Timely completion of projects
- Protected work time and/or comp time accrual

# Restructuring Goals:

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- Increase staff engagement
- Improve timeliness of addressing concerns
- Improve follow up and tracking of work
- Create historical record to support future work
- Continuous improvement through ongoing evaluation of our practice

# Implementation:

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1. Established a workgroup
2. Purpose statement
3. Process/protocols
4. Created paths to bring concerns/ideas to nurse council
5. Established preferred mode of communication
6. Set a deadline for implementation
7. Provided information regarding changes to nurse council



# Tools:

- Policy update
- [Google form](#) questionnaire
- Shared email address & folder
- [Project tracking spreadsheet](#)
- [Workgroup start-up guide](#)
- Project liaison
- Workflow



# Essentials for Success:

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- Support from supervisors and administrators
- Protected time to do the work
- Commitment and continuity from the workgroup members
- Ongoing education
- Evaluation and flexibility

# Evaluation:

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## Accomplishments:

- Workflow efficiencies
- Deliverables to school staff
- Improved student safety by addressing gaps in care
- Environmentally conscious

## Challenges:

- Lack engagement
- Use of tools
- Isolated work environment
- Management culture

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