

CONVERSATION OUTCOMES FROM 2023 ONA HOUSE OF DELEGATES



Shared Governance

Top Leadership Involvement and Buy In
Multidisciplinary
Value of nurses' voices in decision-making
Communication
Solution Driven - Autonomy



Just Culture

Empowering Nurses to Report
Reporting Systems Easy To Access and Use
Non-Punitive
Team Approach - Safety Huddles
Education - Error Reporting
Support for Nurses that Make and Report Errors - no retaliation
Solution Driven for Near Misses and Errors - Root Cause Analysis
Transparency



What Nurses' Need

Access to resources - training, education, equipment, skills, etc
Appropriate Staffing Ratios that include skill mix, patient acuity, and nurse expertise
Adequate Staffing Support
Voices of Nurses to be heard - especially nurse leadership when making staffing decisions
Wellness of nurses - Work-Life balance
Support of Administration/Leadership
Ability to Work to the highest level of practice
Retaining experienced Nurses
Value and Appreciation of Nurses
Nurse Leadership at all levels needs appropriate training
Trauma-informed care training for all involved - to include security