**Attending Registered Nurse**

Meeting Minutes

Wednesday September 7, 2022

12:00 – 1:00PM

Via on Zoom

**Presiding:** Christina Alexander, Cori Fogarty

**Coach:** Gino Chisari

|  |  |  |
| --- | --- | --- |
| Agenda Item | Discussion | Action |
| Welcome/Introduction to New/Returning ARNs | Christina and Cori called the meeting to order at 12:00PM with 18 participants present on Zoom. | Noted |
| Magnet Overview with Lore Innamorati, RN | * Lore is Staff Specialist & Co-Magnet Program Director & DAISY Co-Coordinator. She was ARN on Bigelow 11 * MGH was 1st hospital in MA to receive Magnet status * Going for 5th designation this year * Magnet hospitals have increased RN retention, decreased mortality rates, increased patient and nurse satisfaction * Key take away: Professional practice model=puzzle pieces graphic   + Working with Leadership & Magnet Champions to get this “cheat sheet” displayed on units in preparation for Magnet site visit * ARN role is key in the Magnet requirement of collaborative care * Lots of unit based initiatives go into Magnet report   + Ex: Fall Prevention implementation strategies | * Lore transitioned from ARN to Staff Specialist after presenting her work on Retention of Millennial Nurses   + She received her MSN in Nursing Leadership from Framingham State University * ARNs brought up addressing conflict/giving constructive feedback to new grad nurses   + Younger nurses tend to be more receptive to “feedback sandwich”= positive feedback> constructive feedback> positive feedback |
| Moral Distress with Hilary Gorgol, RN | * ARN is key in planning GOC meetings since they tend to be constant care team member & have a relationship w/ pt & family * Moral distress=feeling uncomfortable because goals aren’t aligned * Ethical Principals defined   + Beneficence     - Quality of life   + Nonmaleficence     - decreasing painful lab draws, tests and procedures   + Autonomy     - Patient must be informed of what is involved with their decision     - Be considerate of cultural differences     - some need to “try every option”     - understanding/accepting patient decisions if they have capacity, even if it might harm them     - Ex: Continuing to smoke, accepting fall risk & refusing rehab   + Justice     - What we offer needs to be able to be maintained     - Ex: Sperm banking cost to keep specimen frozen   + Veracity=truth & honesty     - Are we withholding info?     - Do they know what they are signing up for? | * Offered ARNs safe space to share their experiences with moral distress. * Several ARNs related to ***autonomy*** and whether their patients had truly been informed of the long term consequences of their medical decisions. |
| Check In | * ARNs verbalized dissatisfaction with frequently being “pulled into the numbers” on short-staffed units * Christina & Cori seeking feedback or ideas for future guest speakers or topics of interest | * Please e-mail Christina or Cori if you have input or suggestions for future meetings |