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SWAT: Empowering Staff to OWN Their Environment through Peer Accountability

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SWAT: Empowering Staff to OWN Their Environment through Peer Accountability

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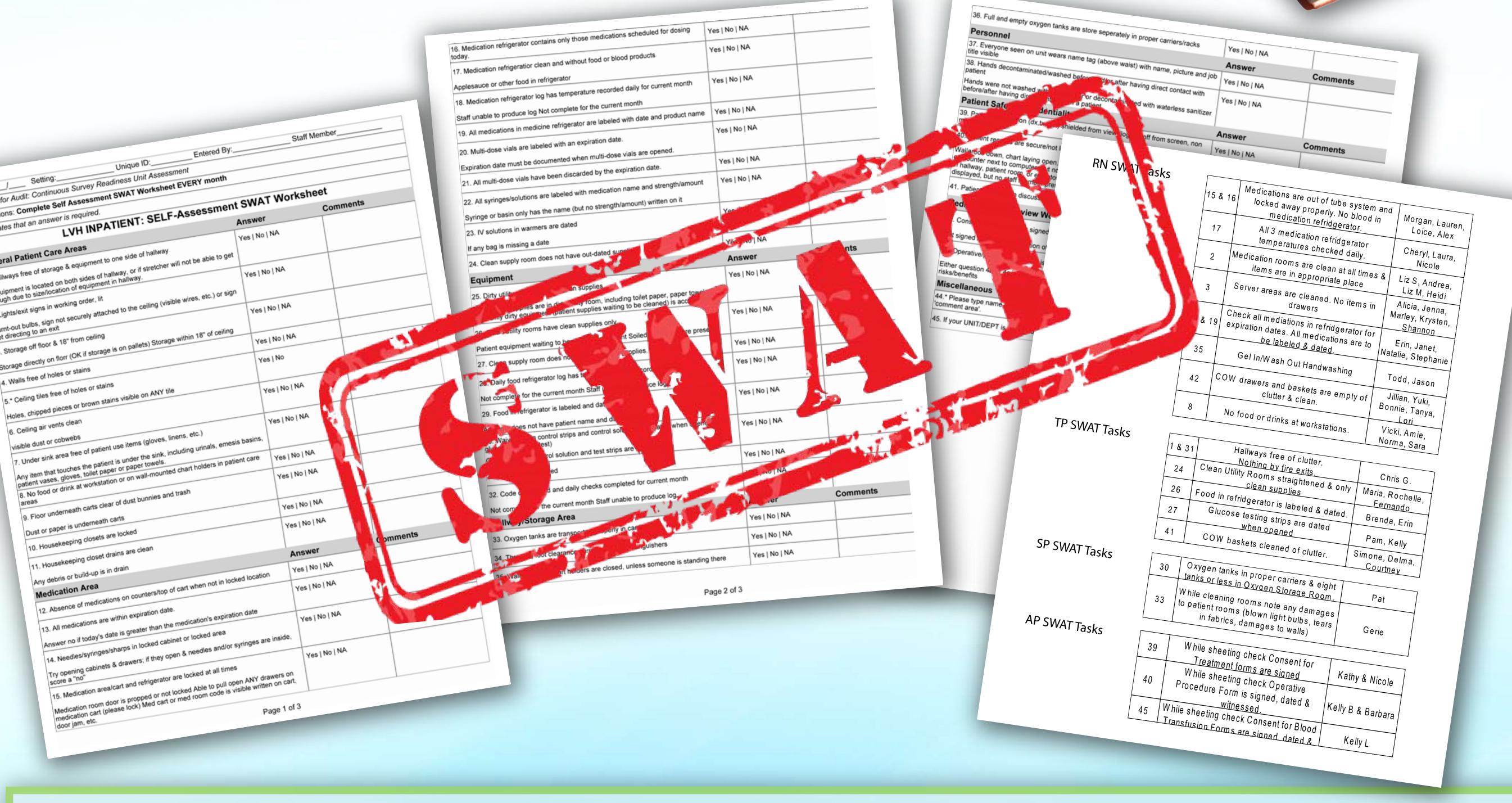
This poster describes a staff-driven quality and safety initiative to prepare a 30-bed surgical unit for readiness in all areas of regulatory significance, as well as the everyday practices ensuring quality and patient safety.

Strategies

- Existing mock "SWAT" tool, consisting of 48 generic environmental and safety items, was customized
- Every staff member accountable to SWAT (check)
 1 item, every time they work
- 65 staff members regularly performing SWATs
- SWAT items appropriate for skill set and randomly assigned
- Problem prone areas duplicated for consistent coverage
- Items of vulnerability covered by all shifts
- Job charts identifying staff member and assigned item posted; individual signs and dates the chart when SWAT completed

Goals

- "EVER READY"
 - Prepare for an upcoming regulatory survey
 - Assure constant ideal practice environment
- Foster peer accountability



"Unit Leadership cannot monitor critical environmental factors around the clock. We have to help the whole team understand the critical importance of 'EVER READY' and how it relates to all of us." Sharon Clark, BS, RN, Director, Patient Care Services, 4K.

Implications for Practice

- SWAT becomes routine work not 'another thing to do'
- Staff are engaged, empowered and accountable for best practice
- Visibility of the job charts cultivates peer accountability and self-discipline
- Culture of quality and safe patient care is sustained

Outcomes

- SWAT by external personnel revealed compliance of all items and unit rated as "EVER READY"
- Successful regulatory agency survey all SWAT items in compliance

A PASSION FOR BETTER MEDICINE."

