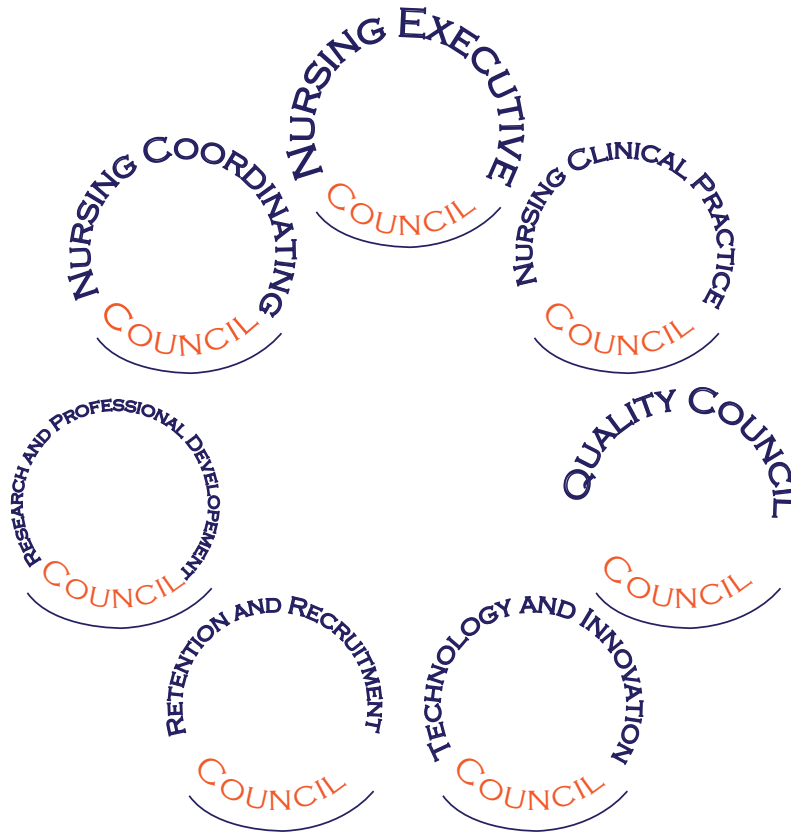


JOHN T. MATHER MEMORIAL HOSPITAL CELEBRATES NURSING EXCELLENCE



NURSING
2012 ANNUAL REPORT



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Special thanks to Photographer Michele DeSimone and Graphic Designer Thomas D'Amato

2012

A YEAR OF PROFESSIONAL GROWTH

It is hard to believe another year has passed and it's time to put pen to paper and compose our annual report. 2012 was a year of unprecedented professional growth for Nursing at Mather Hospital. As I reflect upon the past year I am proud of our nurses and what they do every day that impact patient care.

Our nursing staff and leaders continue to demonstrate the commitment in our voyage to nursing excellence. Our 2012 nursing annual report is a reflection and celebration of our many achievements over the past year. Nurses at every level worked diligently to showcase their leadership, professional practice, innovation, empowerment and outcomes in preparation for the successful submission of our Magnet document on October 1, 2012.

The rapid growth and maturity of our shared governance councils occurred which brought forth strong participation in decision making processes which realized improved patient care outcomes as well as patient/family and nurse satisfaction. Our Nursing councils fostered autonomy, partnership, accountability, ownership and professional growth which further strengthened our culture of environment supporting nursing practice. We attribute this healthy work environment to our extremely low vacancy rate of .95% for 2012.

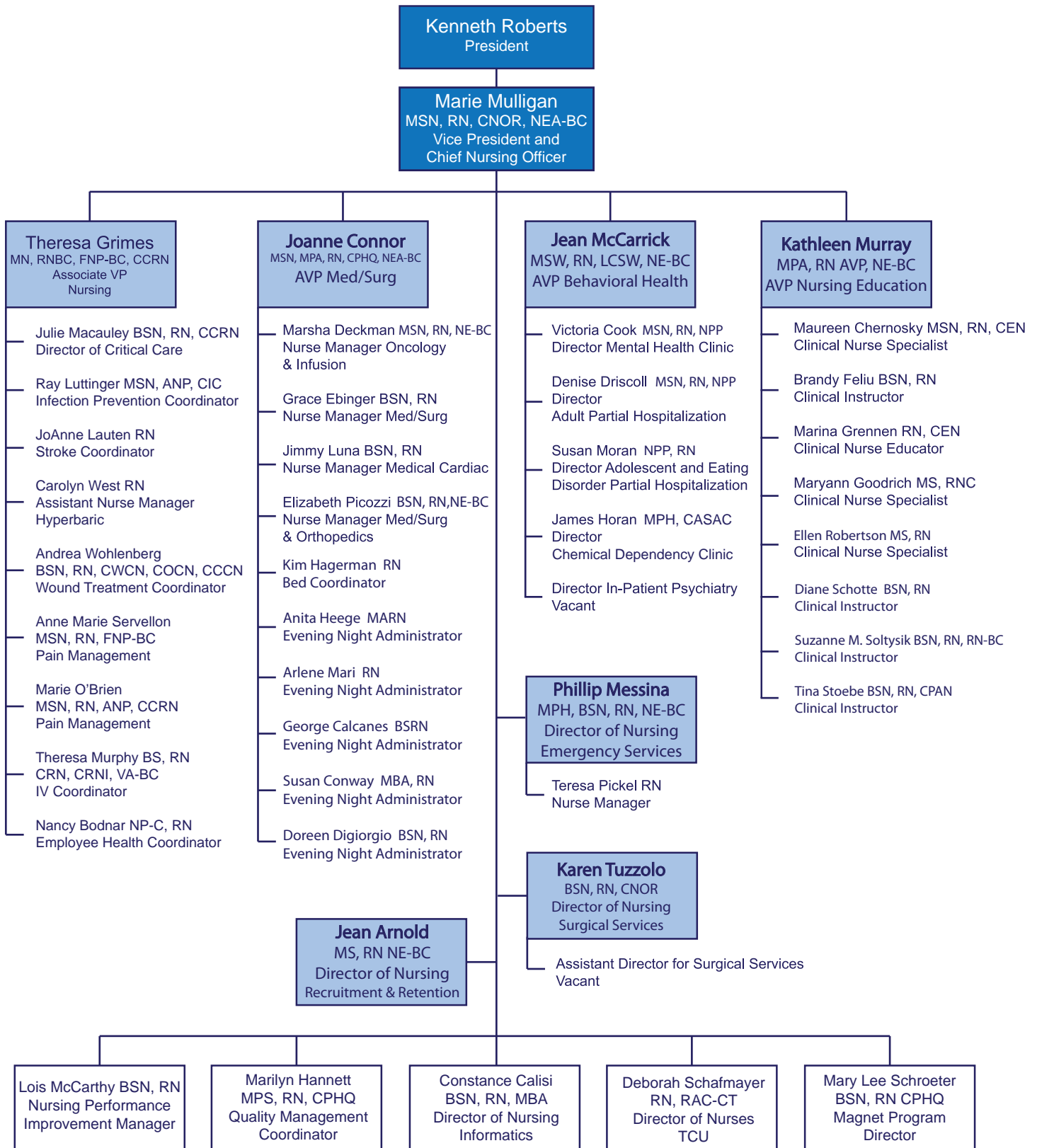
This annual report depicts many of the outstanding work that our shared governance nursing councils accomplished this year. I am extremely proud of all the accomplishments and achievements that our nurses have made over the past year. This report reflects the dedication that our nurses demonstrate every day in helping assist patients and families in attaining health and wellness. I look forward to another year of progress in our voyage in nursing excellence.



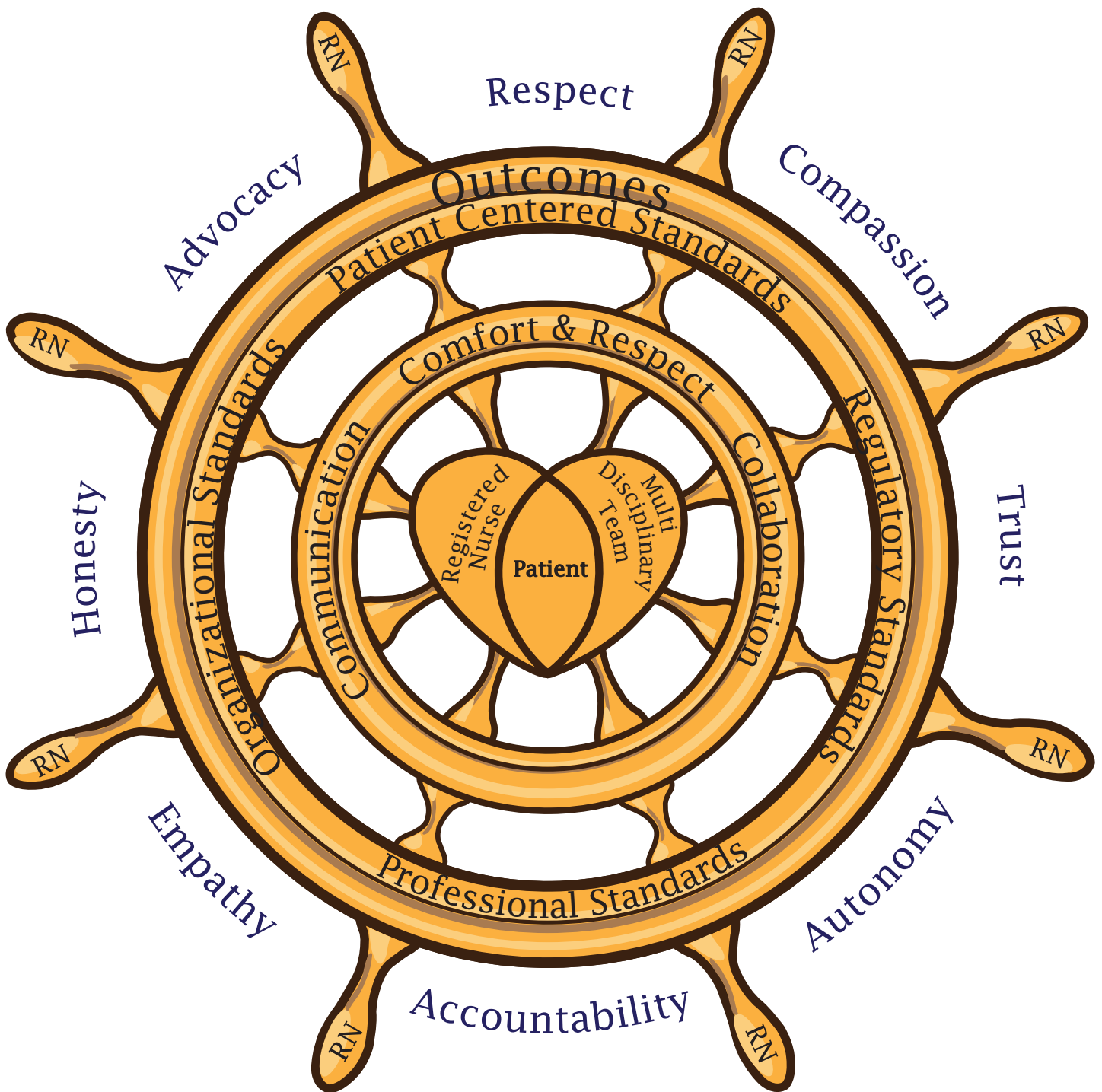
A handwritten signature in cursive script that reads "Marie Mulligan".

Marie Mulligan
MSN, RN, CNOR, NEA-BC
Vice President and Chief Nursing Officer

TABLE OF ORGANIZATION



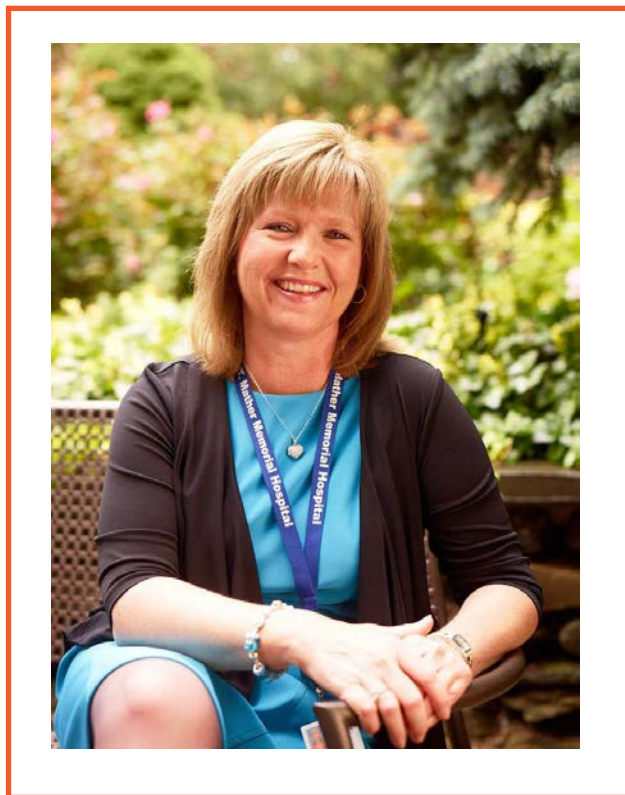
NURSING PRACTICE MODEL



PEOPLE: DEVELOP PEOPLE, CULTURE AND WORKFORCE

NURSING RECOGNITION FOR PRACTICE EXCELLENCE

Sue Morin NPP, Director of Adolescent and Eating Disorder Partial Hospitalization Program – Mather Hospital Nurse of Excellence - 2012 and Long Island Business News Award Winner of Health Care Hero 2012 – Nurse.

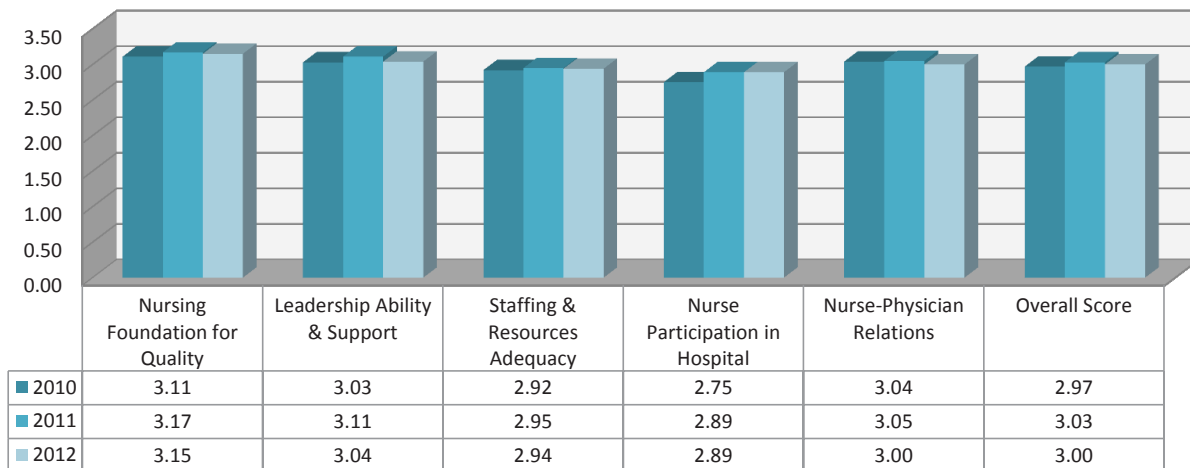


Sue Morin has been a nurse for 27 years and a Psychiatric Nurse Practitioner for 22 of those years. In her role as Director in the Partial Hospital Program, Sue leads two interdisciplinary teams. Her knowledge, expertise and clinical skills provide a role model for excellence in clinical practice for the adolescent psychiatry treatment team and the eating disorder treatment team. As a psychiatric nurse, Sue's compassion and respect for all patients forms the basis of a therapeutic relationship that enables her to assist the patient to address the clinical issues necessary to begin the path to recovery. Sue Morin exemplifies what it means to be Mather's Nurse of Excellence and a Health Care Hero

NURSING SURVEY

As part of our strategic plan, RN satisfaction with the nursing practice/work environment and job enjoyment is measured yearly using the National Nursing Database of Nursing Quality Indicators (NDNQI) survey tool and then our results are compared to all hospital nurse's responses in the database. This is the second year that Mather Hospital nurses have responded to the survey above the all hospital benchmark and scored Mather above the benchmark in 5 of 6 practice environment capacities. This marks the 4th year that our nurses scored Mather Hospital above the benchmark in job enjoyment.

**Nursing Survey
Practice Environment Survey
2010-2012**



RN TO BSN COLLABORATION WITH ACADEMIA

We are committed to offering resources for our staff to achieve baccalaureate, master and doctoral nursing education to best serve our patients into the future of health care. Our Nursing Department sought to partner with St. Joseph's College School of Nursing when our staff looked for opportunities to return to school for their baccalaureate degree in nursing (BSN). This partnership was successfully funded, in part, with a grant from the New York State Department of Health Workforce Retraining Initiative and supported with tuition reimbursement from Mather Hospital. Ten staff RNs were selected to attend classes toward their BSN over a three year period. Courses are provided on site at Mather as well as at the college.



PROFESSIONAL DEVELOPMENT YEAR: 2012

As our Nursing Department is moving ahead in our Journey to Magnet, advancing in our profession has been a major thrust for nurses at all levels at Mather Hospital.

We are seeing nursing assistants studying to become an RN; the RN is now returning to school to complete a Bachelor of Science Degree in Nursing; many of our direct care staff, managers and directors are studying to complete a Master of Science Degree, and we have our own CNO, Associate Vice President, and Assistant Vice President attending school to complete a PhD. We are very proud of everyone who has taken the initiative to not only advance themselves professionally but also, contributing toward advancing the professional as well. Our department has had major increases in the level of nursing education in the last year. In the year 2011, 36 % of our direct care nursing staff completed a BSN or higher degree, this year at the close of 2012 that number jumped to 39 %. We are also pleased to announce that over 75% our Nursing Leadership has a Bachelor's Degree in Nursing or higher and the Nurse Executive Leadership is over 87% Master's prepared and 100% certified in a nursing specialty.



SERVICE: DELIVER EXCEPTIONAL PATIENT EXPERIENCE AND CARE

INPATIENT ADOLESCENT UNIT HORTICULTURAL PROGRAM

The Recreation Therapy Department in Behavioral Health Services secured a grant from the Starlight Children's Foundation to fund an 8 week Horticulture Therapy program. The program goals for patient healing were designed by the Recreation Therapy staff in collaboration with a master gardener from the Cornell Cooperative Extension. The healing themes included:

- Foster self confidence by caring for a living thing.
- Foster sense of accomplishment growing vegetables.
- Reinforce caring for self by caring for the needs of a plant.
- Relaxation through creating a sensory garden.
- Creativity through the art of plant and pot design
- Impact of beauty as soothing and inspiring.



One Adolescent patient stated: "planting to me means hope, I just gave life to a plant, which makes me feel like I've done something good"

OUTPATIENT PSYCHIATRIC SERVICES

The Outpatient Mental Health Services, including the Mental Health Clinic, Chemical Dependency Clinic and the Partial Hospitalization Program, moved into a new and larger location directly across from the hospital to be able to improve the access to mental health services for the community. The Nursing Leadership of Behavioral Health Services worked with the CNO and Hospital Administration to secure improved quarters for these vital community programs. The interdisciplinary treatment teams for each program worked together to design a calm, healing, professional environment that enhances the treatment experience for every client.



In September 2012 Assemblyman Steve Englebright presented the Partial Hospitalization Program with a proclamation from the New York State Assembly commemorating the move of the program to 100 Highlands Blvd., Port Jefferson. The proclamation states “the dedicated employees of the Adult Partial Hospitalization Program have worked to make the organization a thriving place for the growth of clients and their families who look to the program for hope and guidance, and are being honored for their dedication to the community and for expert service provided at the most appropriate level of care indicated for each person’s treatment;”

PAIN RESOURCE NURSE EXPERTS PROMOTE CARE AND COMFORT

Pain Management Nurse Practitioners at Mather Hospital developed a Pain Resource Nurse (PRN) Program from national guidelines in 2011. The purpose of the program is to create more awareness of the impact of pain on patients and to enrich nurses' knowledge of pain management treatments. We have provided this training to 129 RNs who successfully completed the course, 56 of which were Mather RNs.



With these Pain Resource Nurses throughout the hospital, we are better able to identify and reduce or relieve pain in our patients. The program, with monthly meetings to share expanded knowledge and additional pain management practices, promotes work as a team to address the issues of unrelieved pain and ultimately toward better pain management for all of our patients..

After participating in a national research study regarding patient perception of pain management, we discovered that many patients felt that nurses do not offer non-pharmacologic treatment options to relieve pain. Our Pain Resource Nurses came up with the idea to create a Comfort Cart for our patients. The Comfort Cart provides soothing and engaging activities for patients' use to promote a relaxing environment and to help manage pain and/or stress to accompany the prescribed medication management plan.

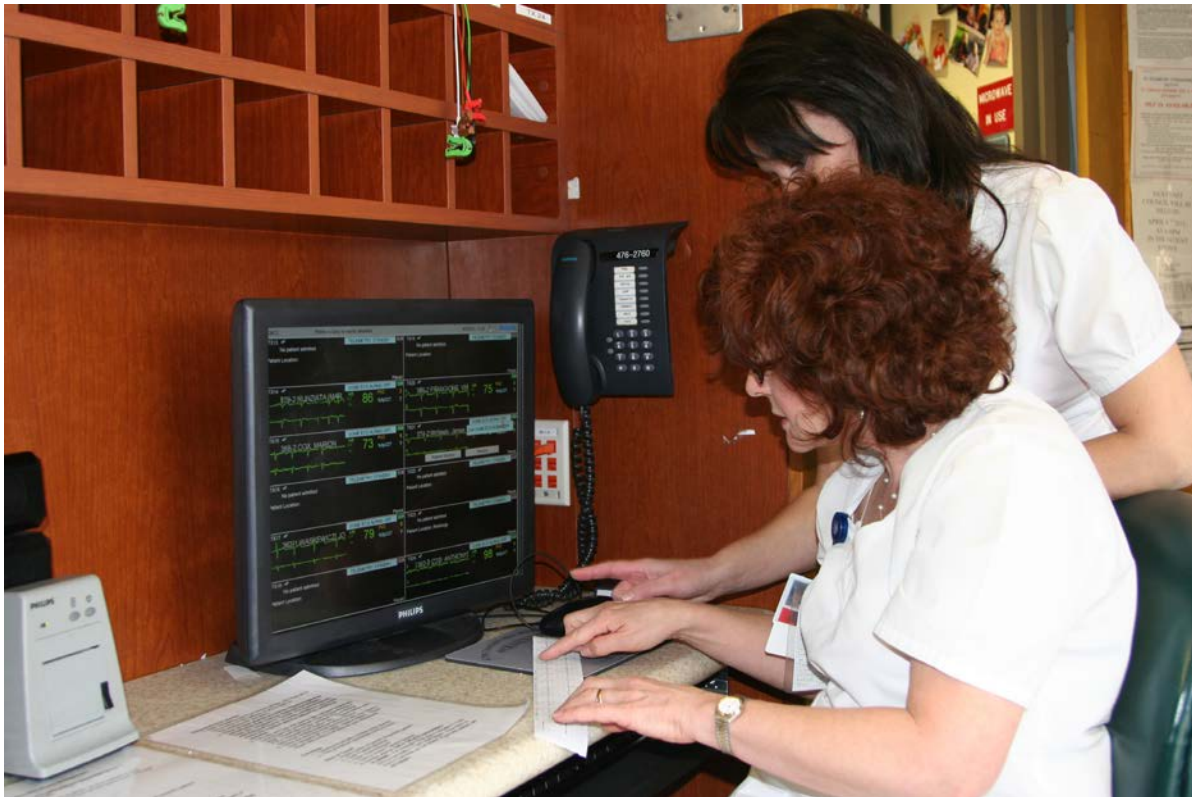
CONCIERGE PROGRAM

Nursing and Food and Nutritional Services partnered to improve the patient experience around meal time. A nursing unit based "Nutritional Concierge" Program was established. The coordinated effort enhanced communication among the disciplines as well as with the patient and their families. The nursing units welcomed dietary aides as ambassador's to work side by side with the nursing staff, conducting patient rounds to assist patients with managing meal selections, quick responses with patient requests, and collaborating with the nurse to coordinate the nutritional needs of the patient.



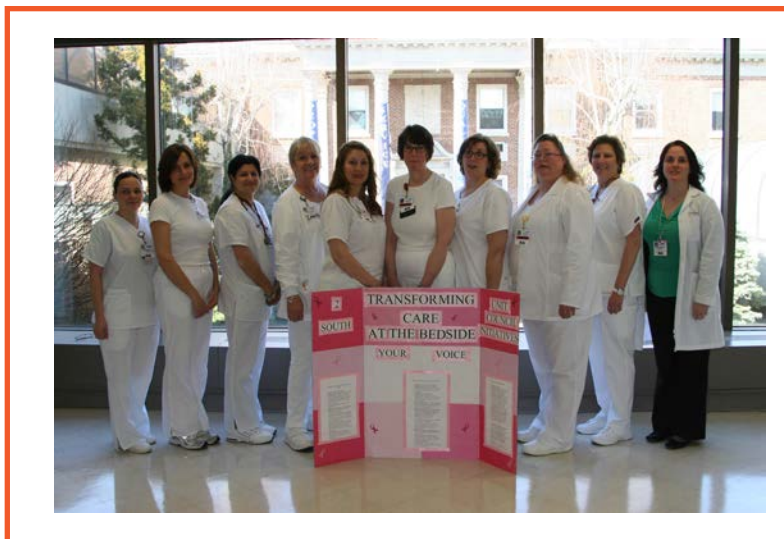
CARDIAC MONITORING

Cardiac monitoring capability has expanded to the medical surgical unit, 3 South. The unit has been equipped with a wireless infrastructure for the use of telemetry throughout the unit. This technology improves the nurse's ability to accommodate changes in patient care without the inconvenience of moving the patient to another unit. The continuum of care is maintained in a patient centered environment.



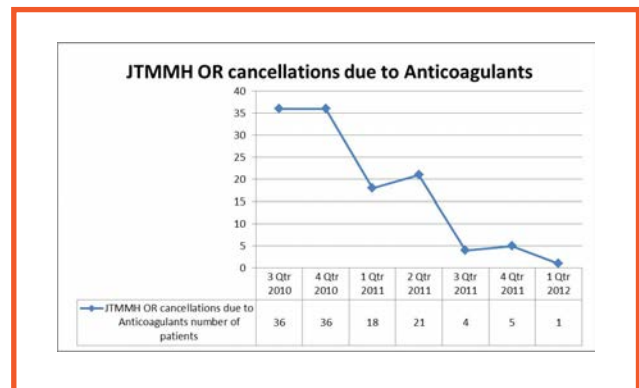
ONCOLOGY NURSING

Nursing is an integral part of the multidisciplinary efforts to achieve and maintain the Commission on Cancer accreditation through the American College of Surgeons. Nursing partners with the American Cancer Society to enhance patient education on diagnosis, treatment, and support programs such as Road to Recovery, and an oncology nurse led Look Good Feel Better Program.



PRE-SURGICAL TESTING PREVENTS CANCELLATIONS

The nurses in Pre-surgical Testing department identified OR cancellations due to patients taking anticoagulants as an opportunity to improve system processes and customer service. The nurses developed an anticoagulation questionnaire that was distributed to the physician offices. The team decided that the best way to prevent OR cancellations would be to have the surgical coordinator in each physician office facilitate completion of the questionnaire with the patient and the surgeon to identify patients on an anticoagulant pre-operatively in a timely manner and more importantly to provide patient instruction for holding or continuing the medication before surgery. As a result of the implementation of the anticoagulation questionnaire we have decreased the OR cancellations significantly, increasing both patient and physician satisfaction.



COMMUNITY SERVICE

Mather nurses are committed to improving the health of our communities through education and empowerment. During the Greater Port Jefferson Health and Wellness Expo, Mather nurses volunteered from the Fortunato Breast Center, Total Joint Replacement Program, Wound Care/ Hyperbarics, Imaging Services, Stroke Program, Bariatric Center of Excellence, Robotic Surgery Program and Medical/ Surgical Nurses provided education and screening to promote health and wellbeing for our community.



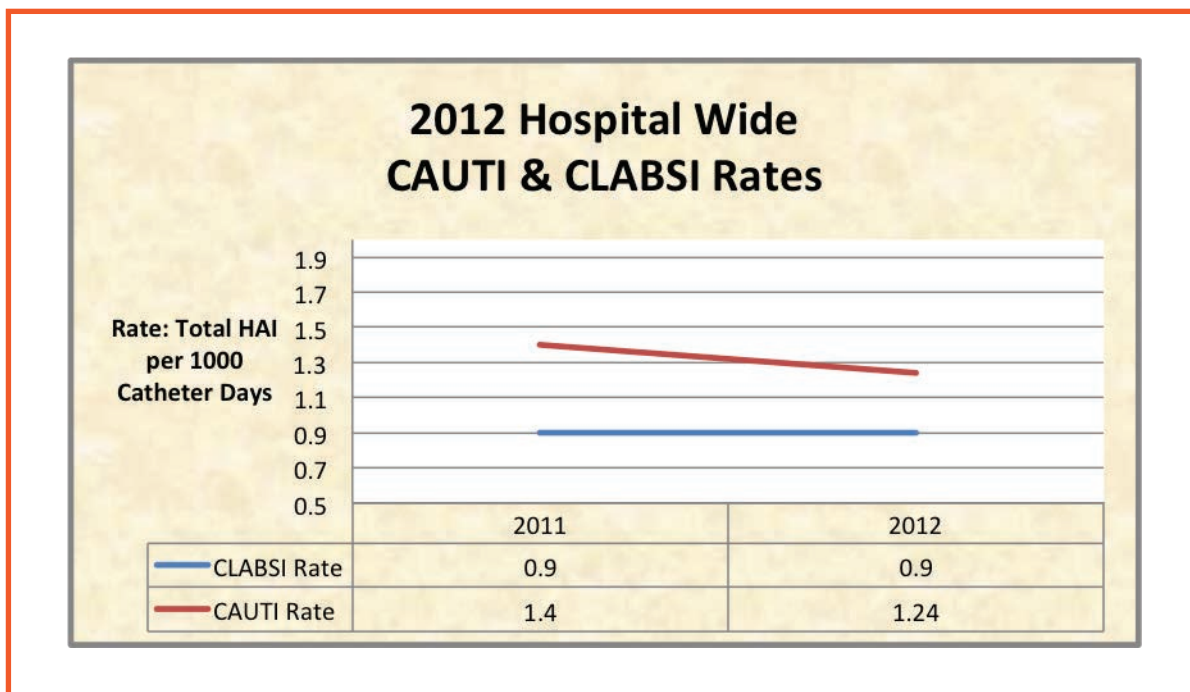
AMERICAN HEART ASSOCIATION'S GET WITH THE GUIDELINES-STROKE GOLD PLUS QUALITY ACHIEVEMENT AWARD

This marks the 2nd year that our staff has been recognized by the American Heart Association/American Stroke Association's (AHA/ASA) Get With the Guidelines–Stroke for a prestigious quality achievement award. The Gold Plus Award recognizes Mather's commitment and success in fulfilling an exemplary standard of care by ensuring that stroke patients receive treatment according to nationally established guidelines. AHA/ASA Get With the Guidelines–Stroke provides staff with goals to develop and carry out acute and secondary prevention measures that meet and exceed national expectations, resulting in advancements in patient care and outcomes. The quick and efficient use of guideline procedures by nursing in collaboration with the interdisciplinary staff can improve the quality of care for stroke patients and may reduce disability as well as save lives.



PARTNERSHIP FOR PATIENTS

In 2012, John T.Mather Memorial Hospital partnered with New York State Partnership for Patients (NYSPFP) to further decrease the incidence of catheter associated urinary tract infections (CAUTI) and central line associated blood stream infections (CLABSI). NYSPFP is a collaborative effort funded by the Center of Medicare and Medicaid Services (CMS) and administered by the Greater New York Hospital (GNYHA) Association and Healthcare Associates of New York (HANY). This collaborative includes nursing centered initiatives. To facilitate a decrease in the utilization rate for urinary catheters, as well as decrease CAUTI and CLABSI, a member of the Infection Prevention and Control Team attends unit-based interdisciplinary rounds. A discussion on continued catheter/line necessity and approved CMS indications is done at that time, resulting in continuation or removal of unnecessary catheters/lines. We will continue our efforts to achieve our goal of ZERO CAUTI and CLABSI. The following graph reflects a decrease in CAUTI rate of 11% and no change in the CLABSI rate.



FALL PREVENTION

Fall prevention is a priority for nursing as well as a strategic goal for Mather hospital. Hospital-wide awareness was recognized as an important aspect for fall prevention; therefore, the multidisciplinary Falls Committee conducted fall prevention education to all of the non-clinical areas. A fall prevention approach is the placement of a stop sign with the message "Stop, Don't Fall Call for Help before Getting Up," in each patient room. Other fall prevention strategies include yellow socks, yellow wristbands, and a yellow sign outside the patient room and above the bed of those patients who are at a high risk for falling. Nursing also leads strategies with the New York State Partnership for Patient fall prevention campaign.



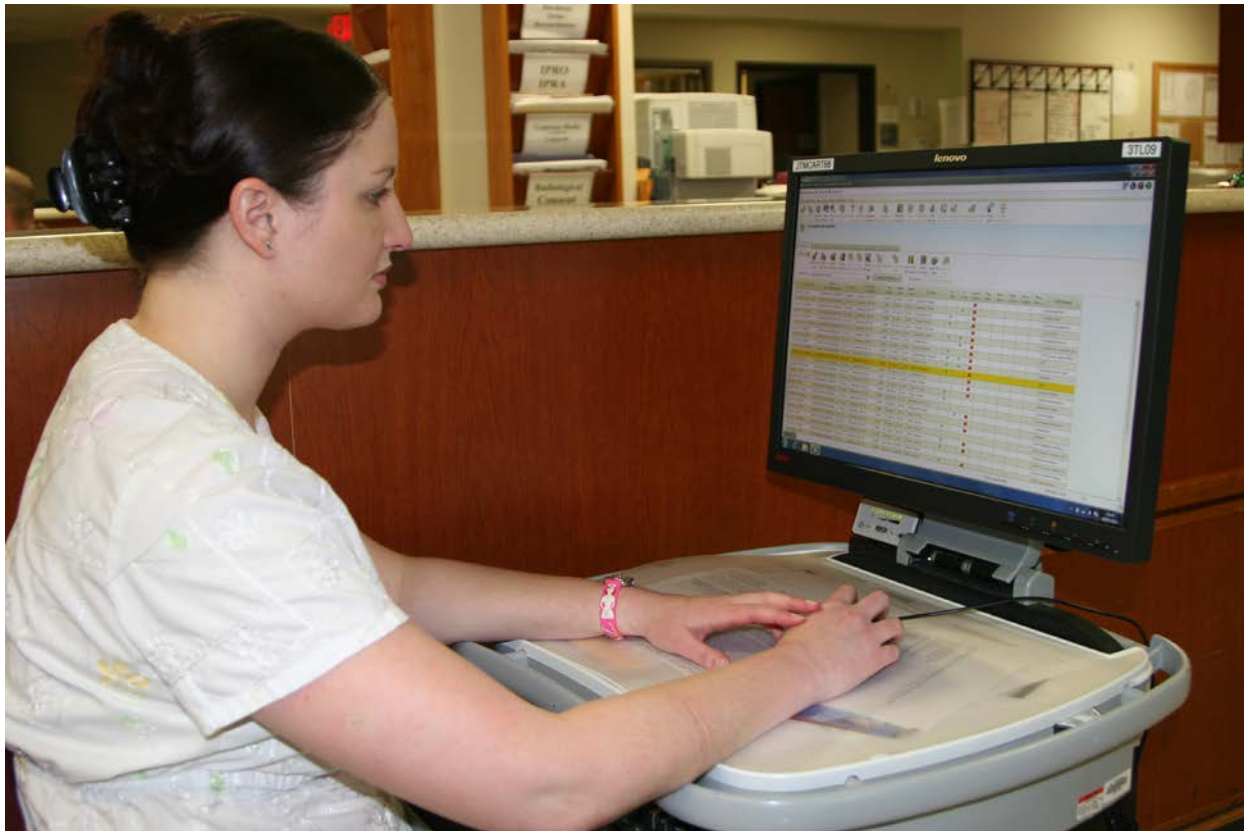
PRESSURE ULCER PREVENTION

The Department of Nursing in synergy with the Transdisciplinary Wound Care Committee, the Inpatient Wound Treatment Coordinator, Wound Care Educator, Unit Wound Care Champions, and the nursing staff accomplished a reduction in the number of hospital acquired pressure ulcers. In addition to staff education; pressure redistribution mattresses and off-loading heel lift suspension boots have been implemented as the standard of care for pressure ulcer prevention. The outcome of these efforts resulted in a 29% reduction in hospital acquired pressure ulcers from 2011 to 2012.



SUNRISE AT MATHER

2012 saw the implementation of the new Electronic Health Record (EHR) at Mather Hospital nicknamed “SAM” for “Sunrise at Mather”. The Nursing Department was integral to the selection, design and development of the Sunrise Acute Care EHR, which included physician computerized orders, electronic medication record and clinical documentation. Over 40 nurses functioned as “super users” during the first 2 weeks of the implementation in January, 2012 and were available to support the staff during their initial use of the new system.



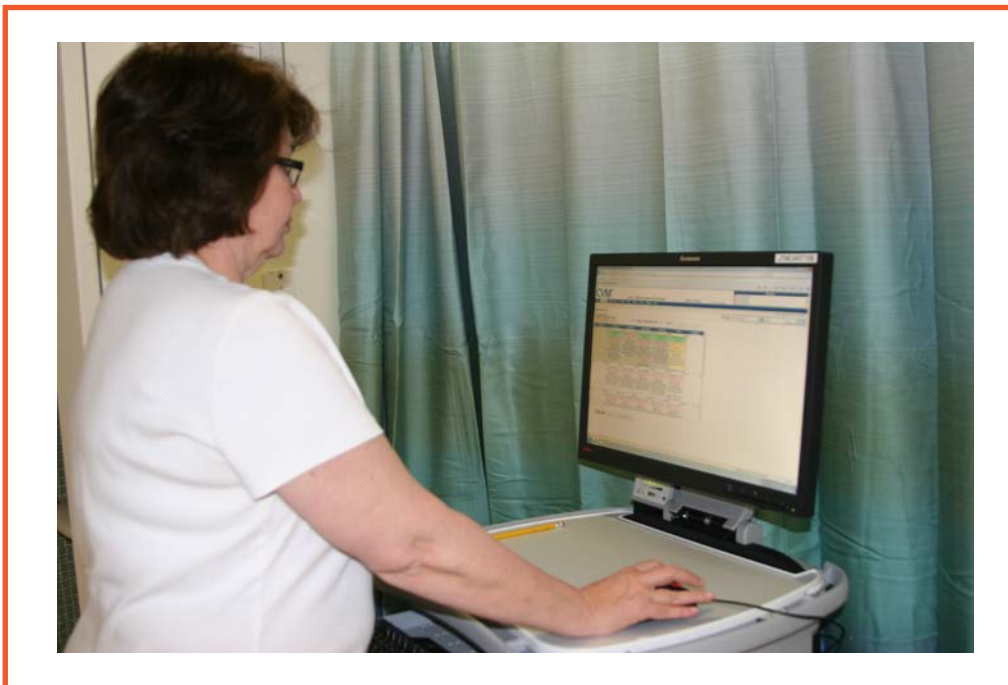


The nurses on the Technology and Innovation council worked together with the Nursing Informatics and Information Technology Department to modify the functionality of the system to meet the needs of nursing, physicians and allied health staff. Changes that were implemented included the e-Mar, clinical documents, flowsheets and the clinical summary. Patient health care information that is recorded on one admission is available the next time the patient may need to come back to the hospital, improving the efficiency and quality of patient care. Patient's have commented on how helpful it is for their health care information to be available for the nurses to review and update with them.

MATHER NURSES MOVE TO STAFFING WITH NEW TECHNOLOGY

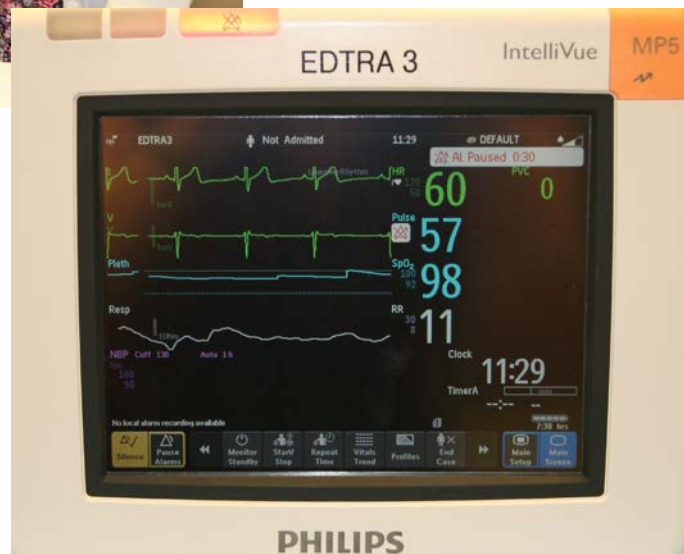
Along with Sunrise at Mather (SAM), our electronic medical record, Mather Hospital provided Mather nurses and other departments with Clairvia Care Value Management (CVM). The CVM Staff Manager, an electronic staffing by skill application, was implemented in September, 2012. Staff Manager allows each employee to request days to work, days off and vacation days on the electronic schedule from home or at work. Once the schedule is published, the employee can offer to swap shifts or select open shifts to fit a flexible working schedule. The manager finalizes the schedule with this information and the qualifications, credentials, skills, and experience of each staff member, linked in the system from each individual's database.

Planned for 2013, with the application of knowledge based charting into our electronic medical record, CVM will integrate real time elements of patient assessment and treatment from the medical record to allow our nursing managers an electronic snapshot of patient acuity and staff skill mix throughout the day and night. The CVM Patient Assignment and Patient Acuity Manager continuously measures, tracks and predicts patient-specific care demands, allowing each manager to allocate the correct staffing workload required to attain optimal clinical outcomes for every patient. Other management applications will allow an on-going analysis of these activities to plan future strategies for patient care.



EMERGENCY DEPARTMENT WIRELESS ECG MONITORING

In 2012 the ED Unit Council raised concern of the need for additional electrocardiogram (ECG) monitors in times of high patient volume. As a result of this information Mather purchased in 2012, wireless monitors and extended the wireless communication network throughout the Emergency, Radiology, and Cardiology Departments to inpatient Nursing Units. This new technology now allows for the continuous monitoring and recording of patients electrocardiogram (ECG) while being transported throughout the hospital.



JOHN T. MATHER MEMORIAL HOSPITAL CELEBRATES THE RECOGNITION OF ALL OUR CERTIFIED NURSES



Nursing board certification indicates that each registered nurse has met a national standard for the quality of nursing knowledge and competence in professional nursing practice. Many of our nurses have multiple board certifications with each certification based on successfully completing a 3 or 4 hour examination following hours of study, continuing education and clinical practice. The following 158 nurses attained their generalist and/or specialty certifications for the pride of professional nursing and for the satisfaction of knowing that they serve their patients well. This is an increase of 27% over year 2011. Some of the specialties include: critical care (CCRN), operating room (CNOR), peri-anesthesia (CPAN and CAPA), emergency room (CEN), radiology (CRN), wound and ostomy care (WOCN), nurse executive (NE-BC and advanced NEA-BC). All advanced practice nurses are required to have and maintain national board certification in their specialty including: adult (ANP-BC), family (FNP-BC or FNP-C) and other specialties (APRN-BC). Several certifications hold the RN-BC title including: medical-surgical, pain management, and gerontology. There are several others in our list below, all standing for professional advancement and each nurse's commitment to providing best nursing care.

The following RN's and Advanced Practice RN's are being recognized for their achievement in Nursing Certification for the year 2011 – 2012:

Lori Accetta CCRN • Joan Adams CNOR • Deborah Amato CLNC • Lisa Ambrose CPAN, CCRN
 Jean Arnold NE-BC • Melissa Baranowski CGRN • Carol Bergeron ANP-BC
 Kathleen Biase RN-BC • Donna Blaskopf CRN • Nancy Bodnar FNP-C
 Brianne Bonner-Layne CPHM • Denise Bonneville RN-BC • Nancy Bodnar FNP-C
 Elise Boyd CEN • Donna Bragg CRN • Christine Brandstadter RN-BC
 Anna Marie Braslow CCRN, CBN • Catherine Breitenbach RN-BC • Jeanne Brennan RN-BC
 Christine Brons CAPA • Sandra Brown RN-BC • Deborah Buganza-Esteva CEN
 Janet Buitenkant CNOR • Filomena Buncke PMHCNS-BC • Trisha Calvarese CAPA
 Dana Cardiello RN-BC • Barbara Carlstrom ANP-BC • Maria Cassara CMSRN
 Irene Cassata CPAN • Maureen Chernosky CEN, CCRN • Jean Clark CPUR
 Nancy Clavin OCN • Margaret Coffey FNP-BC • Donna Collins CPAN
 Teresa Collins RN-BC • Elizabeth Conneally CGRN • Marilyn Conner ANP-BC
 Joanne Connor CPHQ • Elizabeth Contri RN-BC • Victoria Cook PMHCNS-BC
 Laura D'Amato CNOR • Marianna David RN-BC, ONC • Janet DeAngelis CPAN
 Christine DeBernardo RN-BC • Marsha Deckman NE-BC • Barbara DeMaio CPHM
 Joyce DeMoore RN-BC • Susan DeTurris CAPA • Laureen Diot ANP-BC • Lillian Donnelly OCN
 Lisa Doumas CCRN • Denise Driscoll PMHNP-BC, CARN, RN-C • Christa Dwyer RAC-CT
 Lorraine Farrell FNP-BC • Patricia Fernandez ANP-BC • Elaine Fox RAC-CT
 Carolyn Germaine OCN • LoriAnn Gersbeck CEN • Nina Gervais CCRN
 Cameron Gittens CEN • Dina Giulietti CEN • Mary Ellen Glennon CCRN
 Joan Godbold RN-BC • Maryann Goodman ONC • Thomas Gorman RN-BC
 Marina Grennen CEN • Patricia Griffin CNOR • Theresa Grimes RN-BC, FNP-BC, CCRN
 Susan Grover PMHCNS-BC • Diane Gully CEN • Laura Hamilton CPUR
 Marilyn Hannett CPHQ • Kimberlee Hanson CRN • Mary Harwood CEN
 Margaret Hassett CAPA • Allison Heller ANP-BC, CEN • Louise Hershberger CPAN
 Stacy Heuschneider ANP-BC • Mary Higgins-Maresco CNOR • Linda Hill PMHCNS-BC
 Jill Hinds PMHNP-BC • Joan Hofbauer RN-BC • Donna Hughes CAPA • Lisa Iulucci RN-BC
 Kathleen Jochen RN-BC • Stacey Jolley OCN • Ellen Kasprzak CPHM
 Judith Kenny-Lourine RN-BC • Marianne Kiernan CBPN-IC • Susan Kiernan CPAN
 Jeffery Kniffen FNP-BC • Deborah Lamendola ANP-BC, CWCN • Vivien Langford CRN
 Andrea Lauckhardt CAPA • Mary Lindner RN-BC • Ray Luttinger CIC • Julia Macauley CCRN
 Phyllis Macchio ANP-BC, GNP-BC • Nita Malik FNP-BC • Margaret Maltz CAPA
 Kathy Manzi CNOR • Thomas Manzi CNOR • Cynthia Mattson CWOCN • Jean McCarrick NE-BC
 Mary Ellen McCarthy ANP-BC, CCRN • Barbara McDonald RN-BC • Shirlee McKenna CAPA
 Christi McManus CCRN • Phillip Messina NE-BC • Karen Middel-Jones WCC
 Katherine Montefusco RN-BC • Susan Morin PMHCNS-BC • Marie Mulligan CNOR, NEA-BC
 Christine Mulvey CNOR • Theresa Murphy CRNI, VA-BC, CRN • Kenneth Nissen CNOR
 Lynn-Marie Nitti ANP-BC • Maureen Nofi ANP-BC • Nicole Noonan ANP-BC
 Laura O'Brien CRN • Marie O'Brien CCRN, NP-C • Jamie O'Hara CAPA
 Maureen Oummadi RN-BC • JoAnne Palladino OCN • Leslie Parker APRN-BC
 Phyllis Parker CEN • Nina Pellegrino CCRN • Anthony Piazza RN-BC
 Elizabeth Picozzi NE-BC • Teresa Pickel CCRN • Madeline Pieloch CPUR • April Plank ANP-BC
 Emily Pozgay NP-C • Kevin Pryor CNOR • Karen Purr NP-C • Debbie Reuter RN-BC
 Irma Rivera CAPA • Nancy Robb RN-BC • Anne Roberts CCM, CPUR • Nancy Rochler CCRN
 Elizabeth Rogers CNOR • Katie Rush CCRN, CRN • Jennifer Samghabadi ANP-C
 Deborah Schafmayer RAC-CT • MaryLee Schroeter CPHQ • Karen Schwartz CEN
 Genine Schwinge ANP-BC • AnnaMaria Servellon FNP-C, RN-BC • Deborah Shull CPAN
 Patricia Slokovitz ANP-BC • Agnieszka Sobolewska RN-BC • Suzanne Soltysik RN-BC
 Pasqua Spinelli PMHNP-BC • Darlene Steigman RN-BC • Karen Sproul FNP-BC
 Patricia Stillwaggon CCRN • Faustina Stoebe CPAN • Michelle Swensen CPAN
 Najmi Tanwir CEN • Karen Tuzzolo CNOR • Erin Vaccariello RN-BC
 Caryn Valencia PMHNP-BC • Jeannette Voelger CCRN • Trudy-Ann Weekes-Roach CNOR
 Lynn Weiss RN-BC • Andrea Wohlenberg CWCN, COCN, CCCN • Patricia Woods CRN
 Michele Wyllie CWS • Patricia Zarb RN-BC

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