

### Publishers:

Rita Smith RN, BSN, DNP  
Senior Vice President  
Patient Care Services

Cheryl Owens, RN, MSN  
Director, Surgical Services

Therese Boruta, RN BSN  
Nurse Manager, Pediatrics

Karen Caldas, RN  
Manager, Nursing Operations

Jacqueline Berrios  
Administrative Assistant

## Welcome!

### May 2008:

Marlene Benjamin – ICU  
Odette Mathos – ICU  
Janet Schafer – ICU  
Maria Evangelista – 7 West  
Robin Haynes – ER  
Jose Joya – ICU  
Jensie Javelosa – 7 West  
Twyla Rentas – ER  
Mary Ann Uy-Vila – CSU  
Fatimah Aquinos – ER

### June 2008:

Sherlaine Baas – 6 East  
Roslyn Balmes – 7 East

### Welcome Back:

We would like to welcome Jennifer Morales who joined the JCMC family as a pediatric staff nurse. Jennifer now joins us as the new member of the education department.

We wish you all the best

## From the Desk of Rita Smith, Senior VP, Chief Nursing Officer:

Our journey to Magnet designation began in 2002 while still located at 50 Baldwin Avenue. At that time, Jersey City Medical Center was faced with a constant shortage of resources, high nurse turn over and excessive vacancies. Quality monitoring and process improvement systems were not well developed and nurse satisfaction was very low. Many of us remember those days. We certainly recall the struggles and the challenges we faced as we decided that Nursing would be the leader in Jersey City Medical Center's move to Grand Street and in redefining JCMC's role as the leader in health care for Hudson County.

These past 6 years have been exciting. The deci-

sion to adopt self-governance, to develop a structure in Nursing that was based on a strong vision for our future and a philosophy of care that governs our nursing practice was key to the foundation of the nursing department that we have today. We have been privileged to work with many excellent schools of nursing. We have benefited greatly from the wonderful new graduates that came to us through Earn and Learn and continue to grow and ensure the on-going strength of our department. We have also been privileged to work with so many superb nurses who have stayed with us for their careers and mentored our new nurses. Our nursing staff has embraced the concepts of self-governance as evidenced by the

involvement in differentiated practice, the clinical nurse leader program and the nursing councils.

In June, our application for Magnet designation was accepted and we look forward to the site review in August when staff will articulate the progress we have made and our plans for the future. This journey will continue. Our progress constantly opens new avenues for even more improvement and my excitement with this process continues. I look forward to the growing independence of staff and the continued satisfaction of our nurses with their professional careers. I am glad to be a part of this journey with all of you. May we spend a long and fulfilling career together at JCMC.

## Family Initiated Rapid Response *By: Mabel LaForgia*

The Rapid Response Team (RRT) was successfully implemented at Jersey City Medical Center in February of 2006, an initiative that was part of the 100,000 Lives Campaign. The goal of JCMC was to prevent deaths through early intervention in patients who are clinically unstable, or visitors that may develop sudden illness while on the premises.

Successfully, there has been a positive correlation between the increase in the number of rapid response calls and a decrease in Code Blue calls. This positive correlation has been a result of rapid responses initiated by staff nurses. Our future endeavor is to extend rapid response access to family members.

Effective August 1st, 2008 family members will be encouraged to join our safety campaign by having the opportunity to activate the rapid response team. This call will provide patients and families the opportunity to call for immediate assistance by dialing 8 on any phone, when they encounter an emergency situation. The role of the rapid response team is to respond to changes in patient's condition and help families and hospital staff in assessing, stabilizing, communicating, educating, preparing equipment and moving the patient as needed. A strong partnership with patients and family members will be the key to continued success in clinical excellence and patient satisfaction.

# **STAFF NOTICE**

## **MAGNET RECOGNITION PROGRAM®**

### **SITE VISIT**

- o Your organization has applied to the American Nurses Credentialing Center (ANCC) for the prestigious Magnet designation. The Magnet designation recognizes excellence in nursing services.
- o You have an opportunity to participate in the evaluation process and are encouraged to do so. We will be coming to your hospital, **August 20, 21, 22, 2008**, for a site visit.
- o You may talk with the appraisal team when they arrive, or you may fax or e-mail comments to the Magnet Program Office. **All phone comments to the Magnet Program Office must be followed up in writing**. YOUR COMMENTS ARE CONFIDENTIAL AND NEVER SHARED WITH ANYONE IN YOUR ORGANIZATION. IF YOU CHOOSE, YOUR COMMENTS MAY BE ANONYMOUS, BUT MUST BE IN WRITING.
- o YOUR COMMENTS MUST BE RECEIVED BY **August 11, 2008**.

PHONE: 866-588-3301 (TOLL FREE)

FAX: 301-628-5217

E-MAIL: [MAGNET@ANA.ORG](mailto:MAGNET@ANA.ORG)

WRITE: AMERICAN NURSES CREDENTIALING CENTER  
MAGNET RECOGNITION PROGRAM  
8515 GEORGIA AVENUE, SUITE 400  
SILVER SPRING, MARYLAND 20910-3492

- o Your organization has submitted written documentation for the appraisal team to review. That information is available to you for review in the NURSING OFFICE on the first floor in the lobby. A second copy is located in the HOSPITAL LIBRARY, on the third floor.

### **Notice To Registered Nurse Staff**

- o IN ADDITION, A STAFF NURSE SURVEY IS LOCATED ON THE MAGNET WEBSITE:  
<http://www.nursecredentialing.org/MAGNET/snsurvey.html>

Although you are not required to identify the organization in which you work, doing so will provide the appraisal team with valuable information that can be considered in the evaluation. If you do choose to indicate your organization, rest assured your comments are received anonymously and the Magnet Program Office has no way of identifying you. (To assure complete anonymity, complete the survey from a home computer)

## **Pharmacy Highlights:** *By: Aicha Alaoui, BS Pharm, Pharmacy Intern*

### **Vitamin K and Coumadin® (Warfarin): What You Need to Know**

Vitamin K is necessary for the natural formation of blood clotting factors in the body. Coumadin® (Warfarin) is an anticoagulant. It helps treat or prevent blood clot formation in the veins, arteries, lungs, or heart. Warfarin reduces the liver's ability to use vitamin K to produce normal clotting factors. Therefore, changes in the intake of vitamin K could affect warfarin therapy.

Foods, herbal products and dietary supplements high in Vitamin K content should be avoided or limited. High levels of vitamin K are found in:

- Vegetables: brussel sprouts, kale, cabbage, broccoli, collard greens, parsley, lettuce, soybeans, spinach (raw) and watercress (raw)
- Herbal products: danshen, garlic, ginkgo, ginseng, green tea and kava kava
- Dietary supplements like fish oil
- Mayonnaise

However, patients should not avoid these foods entirely; they should be consumed in moderation. It is important to keep in mind that vitamin K is necessary in blood clotting and small amounts are essential to prevent uncontrolled bleeding. Patients should eat a normal, balanced, low fat and high-fiber diet that maintains a consistent amount of vitamin K. Drastic changes in diet, such as eating large amounts of leafy green vegetables, excess of garlic and green tea should be avoided.

## **EARN and LEARN Nurse Fellowship 2008**

*Submitted by: Christine Pangilinan RN BSN CCRN*

The Earn and Learn Nurse Fellow Program for the summer of 2008 offers new nurse graduates the opportunity to work with our experienced nurses while earning money. By working on a nursing unit on a fulltime basis, nurse fellows will become more comfortable with the nursing process and patient assessment as well as the policies and procedures of LibertyHealth.

Who can be a candidate? We have a total of eleven (11) nurse fellows for this program. We have candidates from Rutgers University, New Jersey City University, Christ Hospital, Felician College, and Seton Hall University, who, after a process of pre-hire evaluation and interviews, have been granted fellowship at Jersey City Medical Center.

Support for this program was coordinated by the extraordinary team work of our Nurse Recruiter, Resource Management Department, Directors of Nursing and Education Departments from Jersey City Medical Center and Meadowlands Hospital Medical Center. Nurse Managers from 6E, 6W, 7E, 7W, ED and Critical

Care, Clinical Nurse Leaders, as well as managers from Respiratory, Rehab Services, Infection Control, Performance Improvement, and Pharmacy have all participated in providing a well organized integrated experience.

Earn and Learn is a 9-week program of intense clinical work that exposes the fellow to real time nursing, nurse-patient ratios and 8-hour or 12-hour shifts. Some fellows will have clinical rotations on 3-11 shifts as well. Nurse fellows will be working to obtain essential skills and first time experiences with the clinical guidance and moral support from their Nurse Preceptors.

We recognize the dedicated staff of nurses who have been chosen to precept this special group. The preceptors are a powerful component to providing an enriching experience for the new nurse at LibertyHealth. Careful planning and investment in our new nurses now will have long range benefits for our future for the nursing body in Jersey City Medical Center. To each of you a well deserved "Thank you!"

## Corporate Compliance Corner

By: Shari Grenier

LibertyHealth has a new Compliance HOTLINE and Web-based Reporting!

The new HOTLINE number is: **877-432-4838**

The new Website where you can submit a concern is:  
[www.MyComplianceReport.com](http://www.MyComplianceReport.com).

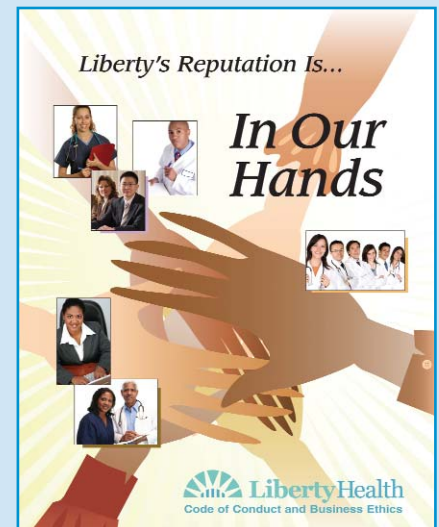
**IMPORTANT:** The access code is, **LHE**.

Both the hotline and website are managed by an independent company, Compliance Concepts, who will discuss with you any concerns you have related to issues of non-compliance with LibertyHealth policies and procedures, laws, rules, regulations, or matters related to unethical conduct.

The purpose of the Hotline and reporting Website is to establish open lines of communication for all of LibertyHealth staff to discuss instances of non-compliance. The Corporate Compliance Officer will receive a report from Compliance Concepts, and will investigate the issues and, if necessary, assist in the correction of any problems.

Please use the compliance hotline and website so that we can prevent, detect, and fix instances of non-compliance or unethical conduct. You may report anonymously or leave your name as a contact. The Office of Corporate Compliance will make every effort to keep your identity confidential.

We all want LibertyHealth to maintain a culture of compliance and ethical conduct so that we can continue to have a great environment for employees and quality patient care.



Have a Safe & Happy Summer!

