

Changing Nursing Practice

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Introduction

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Clinical nursing practice is on the cusp of significant and unrelenting change amid globalization, austerity measures, and technological advancements as the world moves out of the industrial age into the knowledge age. With advances in technology, theory, and research, the potential changes to future nursing practice are unlimited. Organizations such as the Canadian Nurses Association (2009), the Institute of Medicine (2011), and the International Council of Nurses’ (1999) have all produced documents that address potential changes facing nursing practice. Understanding the process nurses undertake to change their practice can help to identify strategies to facilitate change in a safe and effective method. The literature is replete with discussion about barriers and facilitators to Evidence-Based Practice (EBP), Research Utilization (RU), Quality Improvement (QI), Theory-Based Practice (TBP), yet the success of these approaches at influencing nursing practice change has been less than optimal. I believe one factor contributing to this lack of success is our deficiency in understanding the process nurses undertake to any of these approaches into her/his practice.

Problem

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Trends indicate an unprecedented amount of change facing clinical nursing practice. Understanding the process nurses undertake to change their practice is critical. **Yet, no researchers have published findings that investigate the process of nursing practice change.** The insight gained from a study identifying the process nurses undertake to successfully change their practice will improve patient outcomes by providing a framework for planning change in the healthcare setting. As nurses face a steady onslaught of predicted and unpredicted transformations, understanding the clinical change process may help to design measures that reduce the stress and maintain a safe practice as transformations become reality. As nurses incorporate new knowledge into their practice in a safe manner, patients receive enhanced care that is judiciously implemented.

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Purpose

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The purpose of this study is to describe the process Registered Nurses undertake to successfully change their clinical practice using a constructivist grounded theory approach. As nurses face a future of increasing pressures and development, having theory that describes a process undertaken by other nurses who have successfully changed their practice will be a resource and a guide to their own change. Grounded theory will be used because this methodology allows for theory to be inducted or emerge from the data thus the resulting theory will be one that reflects both the participants’ and the researchers’ experience with nursing practice change. By focusing on individuals who have successfully changed their nursing practice, I will be contributing to our understanding of the thinking, interpretation, or action of individual professionals as they adopt new ways of practicing. Grounded theory will be used to begin the initial construction of a practice change theory focused on individual nurses that currently does not exist.

Objective

- Objective**
1. Describe the process undertaken by individual professional nurses when changing his/her nursing practice.
 2. Describe factors that initiate clinical practice change.
 3. Describe factors that mediate clinical practice change.
 4. Describe factors the necessary for clinical practice change persistence.

- Research Question**
The main question guiding this study will be:
1. ‘What is the process nurses undertake to change their nursing practice?’.
Secondary questions will include:
2. ‘What initiates change?’.
3. ‘What are the factors that mediate practice change?’
4. ‘What are the factors that help maintain practice change?’

Methodology

Constructionist/Constructivist Grounded Theory.
Grounded Theory is a methodology that facilitates the emergence of theory grounded in data. To date no researchers have undertaken a grounded theory approach to study the process of nursing practice change. Theoretical sampling will guide participant recruitment for the emerging theory. Participant interviews in addition to memo's will be analyzed using line-by-line coding technique in addition to constant comparative analysis until a theory of nursing practice change emerges.

Lessons from Literature

Nursing Practice Change examples from the literature				
Nursing Theory		Nursing Outcomes	Patient Outcomes	Organizational Outcomes
Erci, Sezgin, & Kacmaz (2004)	Peplau			
Flanagan (2009)	Newman & Watson			
Bent et al. (2005)	Watson			
Ryan (2005)	Watson			
Pipe (2007)	Watson			
Drenkard (2008)	Watson			
Kerfoot et al. (2006)	Synergy			
Hohdorf (2010)	Orem			
Alligood (2011)	MRM			
Tonges & Ray (2011)	Swanson			
Knowledge Utilization				
Romp & Kiehl (2009)	Stetler			
Mathers (2011)	Stetler			
Ellis et al. (2005)	PARHIS			
Sandhaus et al. (2009)	OMRU			
Mcleary et al. (2009)	KTA			
Anderson et al. (2010)	CMKT			
Quality Improvement				
Munforto et al. (2012)	Interdisciplinary practice			
Jarman (2009)	Individual nursing rounds			
Happnell & Martin (2004)	Practice development			
Karga (2011)	Medication Errors			

Contact Information

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