

# Strengthening Nursing Knowledge of Health Care Law

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## PROBLEM

- A knowledge deficit exists in nurses regarding health care law and the legal implications of practice decisions
- This lack of knowledge and understanding may lead to:
  - Errors
  - Compliance/Privacy violations
  - Risk
 (Grant & Ballard, 2018)



## BACKGROUND

### Error & Compliance:

- Errors rates increasing over the last 20 years despite systems level intervention (James, 2013)
- New nurses are responsible for >50% of errors (Kiernan, 2018)
- Shortcuts/workarounds are commonplace but impact quality care and outcomes (Fraczkowski, 2020)
- Preventable adverse events during care is one of the ten leading causes of death (WHO, 2019)
- OIG guidance for compliance programs exist to increase quality and deter fraud/waste/ & abuse of health systems (OIG, 2005)

### Privacy & Confidentiality:

- HIPAA
- Advanced technology contributes to increased violations (Appari & Johnson, 2010)

### Risk:

- Point of care decisions introduce risk to patient, nurse, and organization
- Proactive risk strategy may produce success with patient and organization outcomes (Stewart, 2011)
- Empowers nurse to participate in positive outcomes for all stakeholders

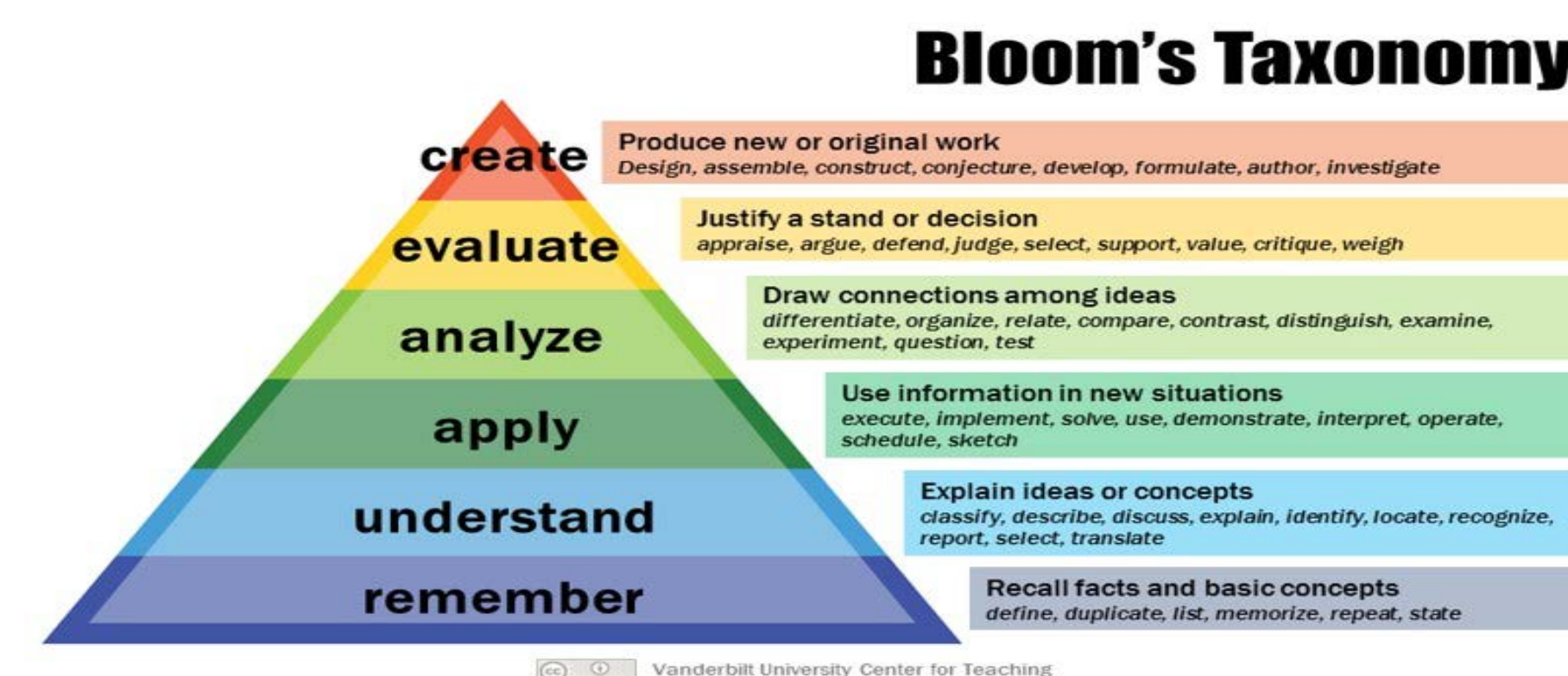
## PURPOSE

Explore and describe development of a series of educational programs aimed at increasing awareness and knowledge of health care law as it applies to licensed nurses.

Desired outcomes to benefit society:

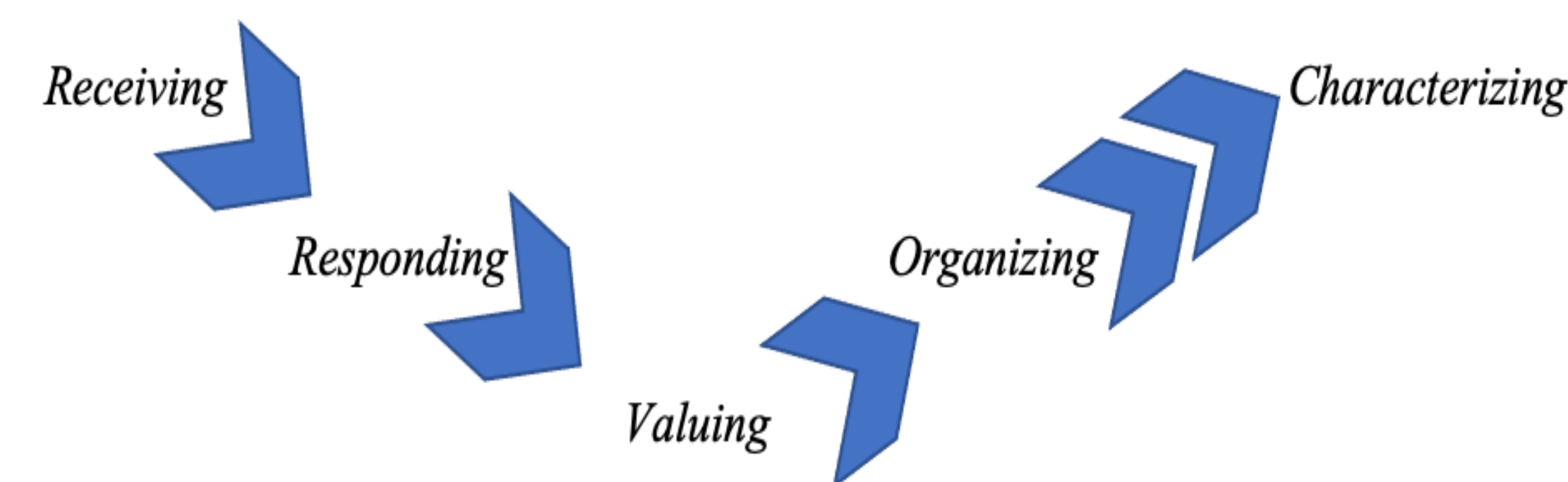
- ✓ Decreased nursing error
- ✓ Decreased negative outcomes for patients
- ✓ Decreased organizational risk/legal compromise

## THEORETICAL FRAMEWORK



Vanderbilt University Center for Teaching from "Bloom's Taxonomy," by P. Armstrong, 2010, Center for Teaching. CC. Reprinted with permission.

### Krathwohl & Bloom's Affective Taxonomy



Formatted from: Loveless, B. (2022, April 12). *15 learning theories in education (A complete summary)*. Education corner. Retrieved June 20, 2022, from <https://www.educationcorner.com/learning-theories-in-education/>

## OBJECTIVES

Upon completion of the educational series, nurse participants will demonstrate/be able to:

- Increase awareness of health care law as it relates to nursing practice
- Internalization of values surrounding health care law
- Decrease errors
- Increase compliance and privacy behaviors
- Decrease risk for all stakeholders



## METHODS

- Collaboration with Hospital X: Leadership committed to drive quality improvement
- Initial meetings to identify stakeholders:
  - nurses = primary stakeholders
  - secondary stakeholders include:
    - Hospital X
    - Patient Population
    - Community
- Proposal committee formation at Hospital X
- Needs Assessment conducted through initial survey which indicates need for education
- Invitation to all employed nurses to participate with a large sample of response
- Hospital X retains Proposal Committee to:
  - Design/ Implement educational series
  - Areas of instruction:
    - Scope of Practice
    - Compliance/Privacy
    - Risk
- Collaboration- Board of Nursing, legal consultants, risk management specialist/medical malpractice litigators
- Pretest/Posttest format for each session with follow up evaluation in 3, 6, and 12 months

## EXPECTED OUTCOMES

The Learner will participate in a 3 series course targeting licensed nurses, each offered over 12 weeks:

- Series I: Scope of Practice
  - Understand NPA
  - Apply NPA knowledge to practice setting
  - Synthesize knowledge for use in New practice situations
- Series II: Compliance/Privacy (C/P)
  - Develop awareness of C/P issues
  - Synthesize knowledge through behavior/practice
  - Application of values when dissecting complex healthcare issues
- Series III: Risk
  - Understand risk management process
  - Embrace risk management concepts
  - Synthesize knowledge for use in New practice situations
- The Learner will receive and internalize above concepts
- With new knowledge the Learner will contribute to safe care delivery and Hospital X quality improvement

## RELEVANCE TO NURSING

- Decreased error = improved environment of care
- Supports professional development and practice improvement
- Enhanced nursing culture
- Minimization to multiple layers of the Risk Profile

## CONCLUSIONS

- Proposed educational series will aid in quality improvement
- Participation will allow nurses to critically analyze complex issues and consider legal perspective
- Completion of educational series will combat knowledge deficit in health care law to ensure
  - Protect patient
  - Protect license
  - Protect organization





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