Introduction

In 2002, we conducted interviews with nurses and physicians with respect to how they viewed care of the geriatric patient in our hospital. As a result, a commitment to creating a more geriatric-friendly environment through nursing evaluation and specific interventions for successful healing (GENESIS) was made.

Methods

Organizational assessments lead to the development of a three-pronged approach for education, environmental changes, and 5 nurse driven protocols. It was originally designed as a pilot program on one unit in 2002. Initial outcomes prompted us to implement GENESIS on the remaining ten nursing units over a five year period.

Results

Primary measures targeted for outcome included falls; falls with injury; hospital acquired pressure ulcers; sitter hours; restraint prevalence. Secondary measures targeted for outcomes included patient satisfaction and nurse satisfaction.

Initial evaluation of GENESIS demonstrated significant impact on all five primary indicators within the first two years of implementation. Over time the GENESIS model has continued to positively impact our overall fall rates. The data reflects a sustained decline in fall rates from 4.3% in 2002 to 2.8% in 2010. The HAPU rates also showed similar sustained trends.

Discussion

GENESIS has become enmeshed throughout the organization and outcome measurements continue to improve. Over time, expanded multidisciplinary programs and research related to mobility exercises and delirium management have evolved based on the original nursing protocols. While the model has proven effective, resource constraints continue to be our biggest challenge during daily operations. Nursing executive leadership has remained committed to the model and progress continues even with leadership changes since initial program implementation.

In 2010, the entire GENESIS program was reevaluated for impact and effectiveness. At this time, revisions were made to the original nurse driven protocols with an implementation date set for Fall 2011. The organization completed the NICHE GIAP Survey Fall 2010 and will be using this data to define 2011 nursing department initiatives. GENESIS Delirium training was completed with 104 nursing assistants in December 2010. In 2011 GENESIS Delirium training will be offered for all nursing staff.