



Driving Team Member Engagement Through Competition

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We do not have any disclosures.

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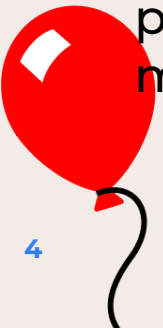
Objectives

-  Discuss previous state
-  Explore barriers in PICU
-  Development of contest

-  Present data outcomes
-  Share lessons learned
-  Q & A

Critical Care Services (CCS) at Children's Medical Center of Dallas

- CCS at Children's Health spans two floors, containing 44 beds, and sees a wide variety of critically ill patients. Both floors serve as a high acuity general PICU, but each floor has their own specialty as well. C11 specializes as a Trauma/Neuro ICU and C12 specializes as a Solid Organ Transplant Unit.
- Children's Health operates the only pediatric Level I Trauma Center in North Texas.
- Due to the complex diagnoses of the patients we serve, we support many modalities, such as CRRT and ECMO.



2022 State of the Pediatric Intensive Care Unit



Lack of Resources

Team members asked on how to improve this, explained that there were not enough nurses, resources, etc.



Decreased Incentive

Post Covid, left staff feeling burned out as our acuity was increasing. Overall staff was burned out and demonstrated decreased engagement



Increase in Hospital-Acquired Conditions

Moderate/Serious PIV Infiltrate	30
Central Line Associated Blood Stream Infection	10
Hospital Acquired Pressure Injury	32
Catheter Associated Urinary Tract Infection	8
Unplanned Extubation	13
Adverse Drug Event	10

Increase from 2021 of 22%



Improving engagement through competition



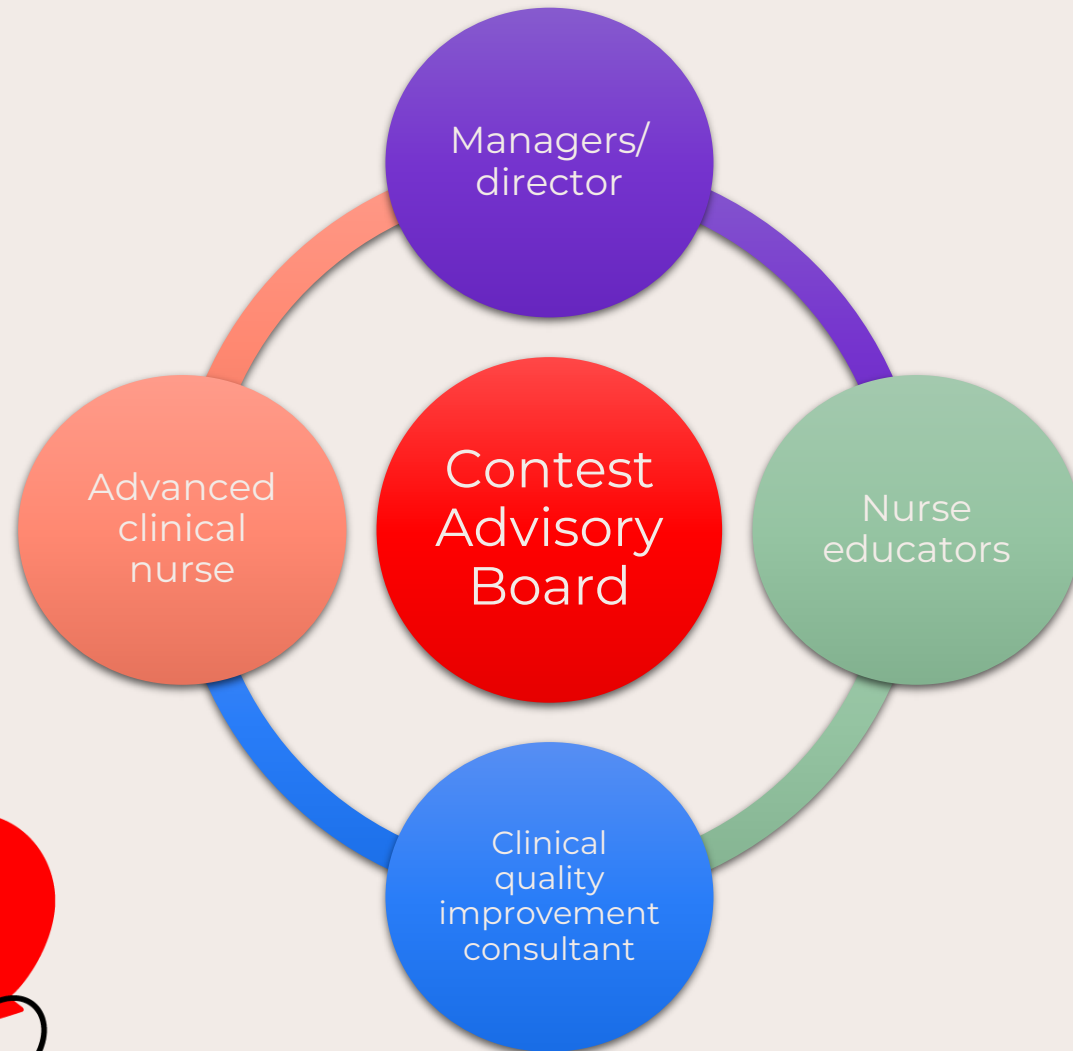
Creation of the Contest

- PICU Quality partner integral part of the development
- Aligning organizational priorities with unit priorities
- Development of scorecard
- Roll out to staff
 - Contest Name
 - Team Names and Colors
 - Prizes and Incentives

ICU HUG
smackdown
DOWN



Contest Advisory Board



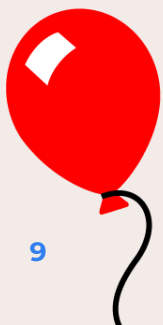
Responsibilities:

- Quantifying point values
- Quarterly updates or changes to the scorecard
- Final determination for unclear events
- Prize decisions, quarterly winners, and MVPs



The Scorecard

Category	Value	Foley Guacamole	Black in Business	Purple Reign	Orange is the New HAC	Methylene Blue Crew	The Coral Reefers
Good catch - general	1-10	18	14	5	15	14	11
Good catch - medication related	1-10	81	47	88	76	74	137
Mild PIVIEs/Phlebitis	1-2	34	5	13	7	7	21
7 consecutive days w/o moderate or serious PIVIE	5	55	55	55	55	50	55
7 consecutive days w/o stage II or greater HAPI	5	55	55	55	50	50	50
Whole month w/o CLABSI	20	60	60	60	40	40	40
Whole month w/o CAUTI	20	20	20	20	40	40	40
Whole month w/o UE	20	40	40	40	20	20	20
Whole month w/o HAI	20	40	40	40	40	40	40
Audits	1	5	1	13	3	5	3
5 Instances of Environmental Hygiene	1	81	47	89	44	52	43
Volunteering (ex. skills day, prevalence days)	2	20	10	0	5	15	10
Education/rounding	10	5	10	15	0	0	0
BSR attendance	1	14	30	27	23	14	19
HAC meeting attendance	1	27	18	44	27	20	15
POCT Check-offs	1	26	12	50	12	6	7
Bonus Points (ex. contest name, t-shirt)	10	0	0	0	0	0	10
Red cards	-1	0	2	0	0	0	1
Medication event	-1-10	25	10	20	10	10	30
Moderate PIVIE	-5	0	5	0	0	10	0
Serious PIVIE	-10	0	0	0	0	10	0
HAPI Stage II or Above	-20	40	40	40	40	40	40
CLABSI	-20	0	0	0	20	20	20
CAUTI	-20	40	40	40	20	20	20
UE	-20	40	40	40	40	40	40
Missed bundle element when HAC identified	-2	0	0	0	0	0	0
HAI	-20	60	60	60	20	20	20
Total		376	267	414	307	277	350



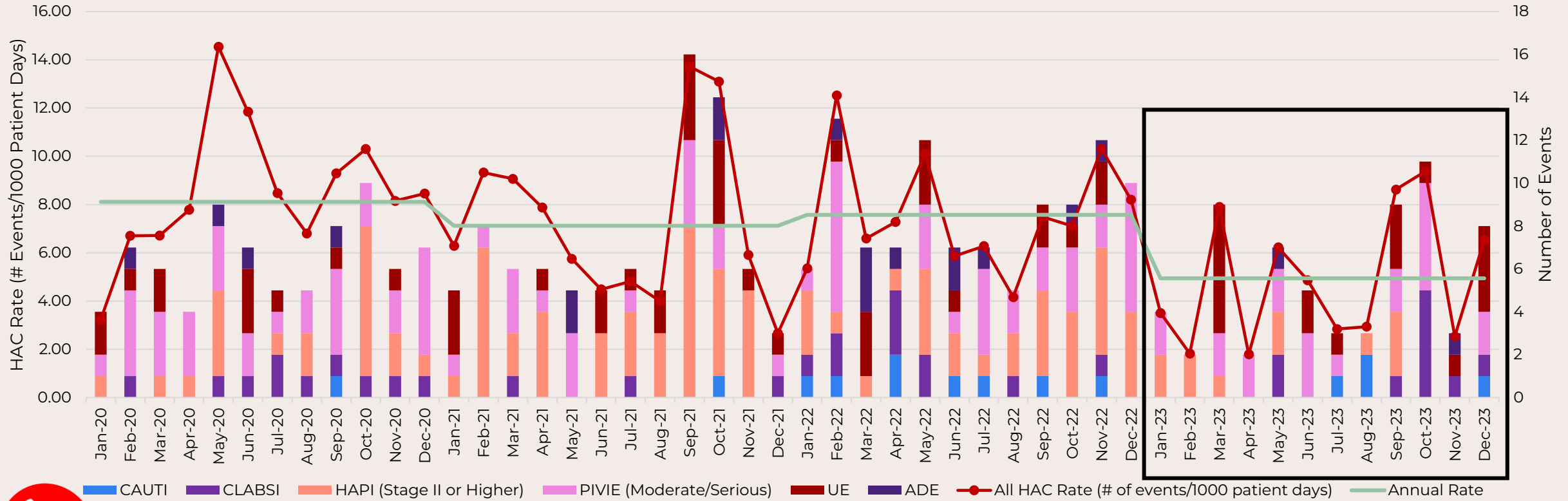
2023 Outcomes

	2022	2023	Percent change
CLABSI	10	10	0.00%
CAUTI	8	4	50.00%
HAPI	32	11	65.63%
PIVIE	31	21	32.26%
ADE	10	2	80.00%
UE	13	18	(38.46%)
Total Events	104	66	36.54%
Patient Days	13731	13348	2.79%
HAC Rate	7.57	4.94	34.72%

This difference in event count represents an estimated **\$462,000** in prevented costs.

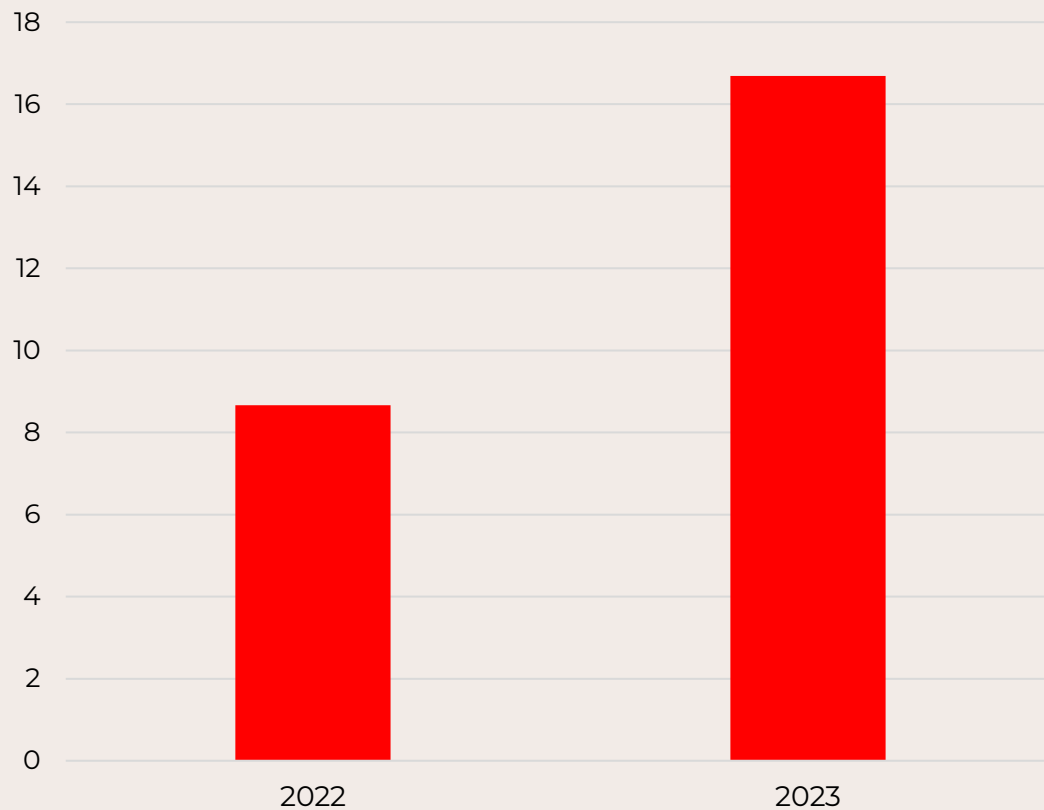


2020-2023 PICU/TICU All HACs



Unexpected Outcomes

Average Committee Attendance



- Staff engagement in committee meetings increased 93%
- Staff-led initiatives and education
 - Infection Prevention & Control video submission by ECMO team
 - Creation of content for Critical Care Academy
 - ‘Tip of the Month’ flyers for all HACs
 - CAUTI wheel initiative
 - December Safety Challenge



Lessons Learned

- Increase in onboarding created challenges to compliance
- Mid-Year slump in excitement
- Team leader engagement
- Team movement through the year



Next Steps



Fall 2023

Sharing with other units within the hospital



December 2023

Poster presentation at the Institute for Healthcare Improvement Forum



January 2024

Start of 2024 contest



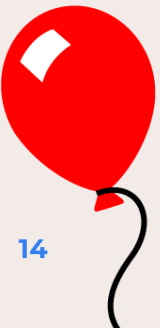
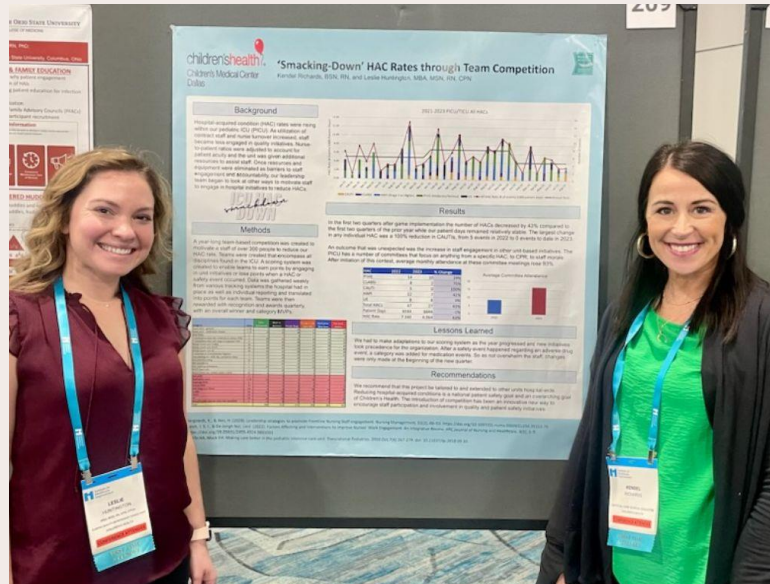
March 2024

Nursing Grand Rounds



April 2024

Podium presentation at the Society of Pediatric Nurses Conference



References and Acknowledgements

A HUGE THANK YOU to all the staff in the PICU/TICU for their hard work and dedication to keeping our patients safe! Without you, this contest would have fallen apart.

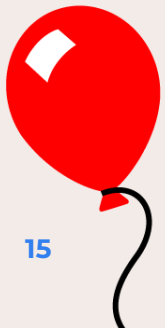
Thank you to our Team Leaders who encouraged and energized their teams.

Thank you to PICU leadership for going all-in to support this idea.

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thank you

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