POLICY STATEMENT:

The purpose of the Nursing Staff is to provide excellent, coordinated and comprehensive patient care, taking into consideration the physical, emotional and psychosocial requirements/needs of the patient/significant others. Patient care will be delivered in a safe environment and in an efficient, cost effective manner to support each patient in achieving their optimal level of wellness.

SCOPE:

This policy applies and will be distributed to all TTUHSC Ambulatory Clinics.

PHILOSOPHY:

Nurses in the TTUHSC Ambulatory Clinics believe in the following:

1. Acknowledging every patient is an individual, each with unique needs.
2. Committing to patient care by striving to address multiple needs, including physical, emotional and spiritual needs.
3. Nursing care must be individualized for each patient.
4. Preserving human dignity by treating each individual with compassion and respect.
5. Nursing care is an integral part of the total health care and is administered in cooperation with medical staff, allied health disciplines, the patient and patient’s significant others.
6. Utilizing both professional and non-professional personnel working together as a health care team.
7. Supporting health care education programs which contribute to improved patient outcomes.
8. Improving employee performance by on-going evaluations and providing educational programs.
9. Employing nurses who are compassionate, motivated, disciplined and professionally competent to carry out the institution's mission and philosophy.
10. Promoting an environment conducive to staff involvement.
11. Needing, encouraging and utilizing research and research findings.
12. Realizing continuous assessment of our performance and productivity is necessary to evaluate goals attained through the Performance Improvement program.

OBJECTIVES:

1. To conform to the highest standard of professional nursing practice as defined in the Texas Board of Nursing Practice Act.
2. To collaborate with the patient/significant other, physician, interdisciplinary team members and other departments to achieve continuity of quality patient care.

3. To participate in the Performance Improvement Program which provides for the review of the quality and appropriateness of patient care, identification of problems and evaluation of the effectiveness of actions taken toward their resolution.

4. To provide and/or participate in educational programs for health care personnel, students, and others we may serve.

5. To evaluate proficiency and competency of nursing personnel by utilizing an appraisal system which is based on job descriptions and which promotes the development of the individual.

6. To maintain a safe environment for patients, employees, students and visitors.

7. To develop, implement and maintain policies and procedures that are consistent with established standards.

8. To promote an environment conducive to staff involvement in decision making activities that enhance the quality of care delivered.

9. To evaluate various nursing care delivery modalities based on changing consumer needs and available resources.

10. To participate in the development and implementation of new health care services designed to meet the changing needs of the community.

**APPROVAL AUTHORITY:**

This policy shall be recommended for approval by the Joint SOM Policy Committee to the Regional Deans with final signatory authority by the Deans, School of Medicine.

**RESPONSIBILITY AND REVISIONS:**

It is the responsibility of the Joint SOM Policy Committee to review and initiate necessary revisions based on collaboration and input by and through Quality Improvement/Performance Improvement and Risk Management. Administrative and technical management of this policy, including web site maintenance, will be the responsibility of the Lubbock Office of Performance Improvement.

| Signatory approval on file by: | Steven L. Berk, MD  
| Dean, School of Medicine |
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| Jose Manuel de la Rosa, M.D.  
| Dean, School of Medicine, El Paso |