

*A strategic approach to developing and using
Standardised Nursing Languages: what are the key
issues for policy makers, leaders and educators*

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Greetings from Oxford after 920 years!



And Greetings from the Board of NANDA International:
the international association of nursing knowledge



The purpose of this presentation is to:

- Explore the underpinning reasons for developing a **strategic approach** to developing the practice and profession of nursing
- Provide an overview of the challenges of **Standardized Nursing Language** and the priorities for policy makers, leaders and educators
- Provide a brief comment on **research** pitfalls
- **Answer** questions

A strategic approach to developing nursing: why?

- Global health issues (GHIs) require complex inter-professional and interagency cooperation and solutions that involve governments, non-profits, and many times include private companies and foundations. More than ever, the response to GHIs requires a broader understanding of how connected we are in today's world. This issues include **emerging infectious diseases, human trafficking, maternal-newborn health**; preparedness for **health inequities** within a framework of social justice, equity; and the **mal-distribution of health workers globally**.

Edmonson, C., McCarthy, C., Trent-Adams, S., McCain, C., Marshall, J., (January 31, 2017) "Emerging Global Health Issues: A Nurse's Role" *OJIN: The Online Journal of Issues in Nursing* Vol. 22, No. 1, Manuscript 2.

A strategic approach to developing nursing: why? (2)

- The globalization of health care creates an increasingly interconnected workforce spanning **international boundaries**, systems and structures
- Because nurses comprise a large sector of the global health workforce, they are called upon to provide a significant portion of nursing and health care and thus play an **integral role** in the global health care economy.
- To meet global health care needs, nurses often move among countries, creating **challenges and opportunities** for the profession, health care organizations, communities, and nations.
- Researchers, policy makers and academic leaders must, in turn, grapple with the **impacts of globalization** on the nursing and health care workforce.

A strategic approach to developing nursing: why? (3)

Examples of age and gender challenges to the profession

Country	% of RN's over 50 years of age
United Kingdom	31%
Estonia	28%
Portugal	18%

Country	% of female RN's
Estonia, Lithuania and Latvia	99%
United Kingdom	88%
Italy	79%

The importance of developing a strategic approach: summary

- The demands on RN's are increasing inline with **global health care requirements**, the aging population and chronic disease management.
- RN's are more professionally **mobile** than ever before
- RN roles are significantly different in different jurisdictions, especially in **Advanced Practice** and with prescriptive authority and so on
- Clinical **benchmarking** and practice improvement is now international
- A **legacy strategy** is essential : it's not about us!
- Our more specific discussions and deliberations about standardized nursing language must be seen against the backdrop of the challenges we face

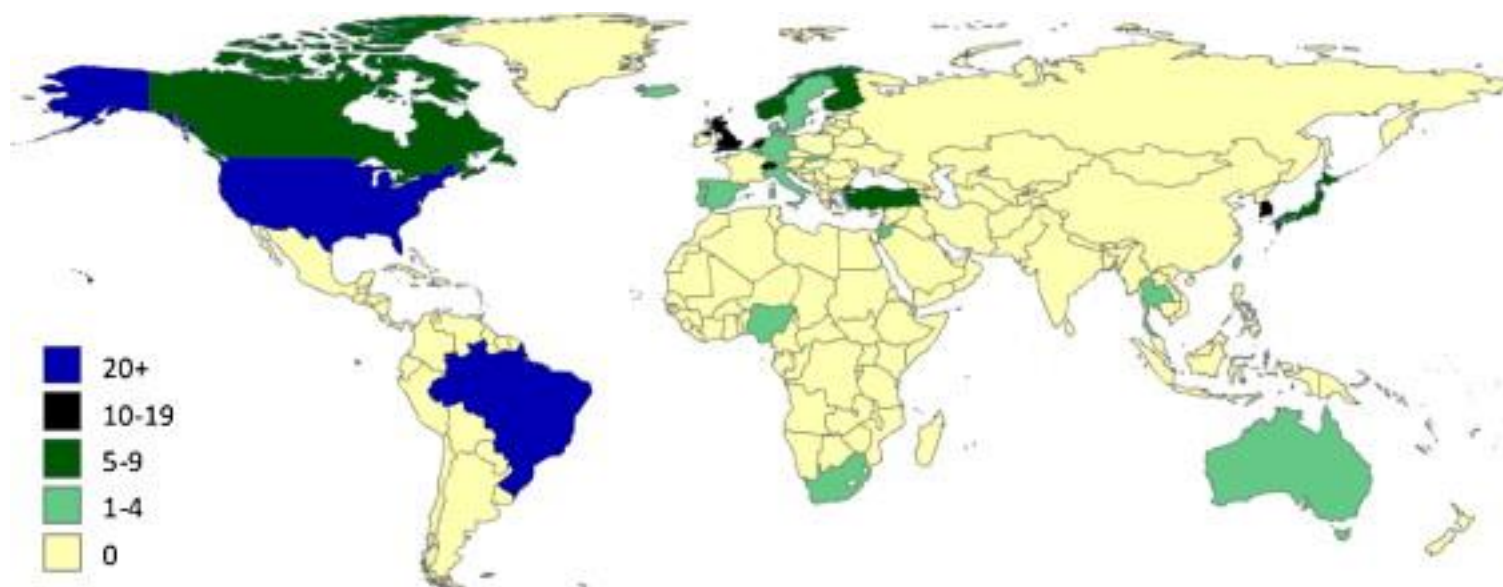
What does Standardized Nursing Language (SNL) add in relation to an overall high-level strategy?

Standardized nursing language (SNL) is a commonly-understood set of terms used to describe the clinical judgments involved in assessments **nursing diagnoses (1)**, along with the **interventions (2)**, and **outcomes (3)**, plus the documentation of nursing care.

Terms can be used to:

- Improve nurse to nurse and nurse to multi-disciplinary team **communication**, thus improving **safety** and **quality** of care
- **Plan** and **evaluate** care more effectively
- Educate
- Improve evidence-based practice
- Audit and research
- SNL can also reduce the time spent on documentation, a major source of frustration for most RN's

Spread of peer reviewed research studies supporting the use of SNL (2014)



Nursing Diagnosis structure: contemporary focus

1. A label, using a standardized structure. For example, **Impaired Memory** (*a good example of a recently improved diagnosis*)
2. Code (00131); Approval and revision dates (1994 and 2017); level of **evidence score (3.1.)**
3. Definition
4. **Defining characteristics**, are critical for safe and meaningful diagnosis
5. Related factors, such as alteration in fluid volume
6. Associated conditions, such as brain injury
7. References (**now** online)
8. Notes about updates and redundancy

We continue to have and to develop other types of diagnosis

- There are **3 types** of diagnosis:
 1. Problem-focused (example, acute pain)
 2. Risk diagnosis (example, risk for constipation)
 3. Health promotion diagnoses (example, Readiness for enhanced breast feeding)

This is part of the reason why we refer to Nursing Diagnoses and not Nursing 'Problems'

The use of the word 'diagnosis' is the 'elephant in the room'



- The **diagnostic process** is a critical thinking and judgement making process, used in a wide range of occupations
- Different **legislation** applies in different jurisdictions
- The **Nurse Practitioner** role challenges our traditional thinking

Our challenges at NANDA-I include:

1. The number of submissions that are simply **re-written medical diagnoses** or labels that are wanted so as to allow nurses to intervene. **This isn't helping us to develop new knowledge or our discipline.** It isn't the purpose of nursing diagnosis.
2. The **misperception** that every diagnosis must apply to every nurse in every, culture jurisdiction and role
3. **Translation** issues
4. The number of **gaps** in the classification
5. The number of diagnoses that require **improvement**
6. **Electronic health records** that do not effectively support nursing

The lack of an internationally accepted nursing assessment tool is a challenge

- Unlike medicine, with its' body systems approach that is used systematically worldwide, nursing lacks an internationally accepted tool or framework for assessment. NANDA-I has a **position statement on assessment:**

The Use of Taxonomy II as an Assessment Framework

- *Nursing assessments provide the starting point for determining nursing diagnoses. It is vital that a recognized nursing assessment framework is used in practice to identify the patient's problems, risks, and outcomes for enhancing health.*
- *NANDA-I does not endorse one single assessment method or tool. The use of an evidence-based framework, such as Gordon's functional health pattern should guide assessment that supports nurses in determination of nursing diagnoses.*

Cultural safety: the mobility of nurses and citizens is also a consideration in developing SNL

Cultural safety can be **defined** as the effective **nursing** practice of a person or family from another **culture** that is determined by that person or family

Nursing Council of New Zealand (2011) *Guidelines for Cultural Safety, the Treaty of Waitangi and Māori Health in Nursing Education and Practice* p. 7

Strategic priorities

Priorities for:

- Policy makers
- Leaders
- Educators


- Research

Priorities for policy makers

- Requiring the use the SNL in through policy in practice, education and research in Estonia would be forward thinking and provide a significant leadership opportunity for nurses in **Estonia on the worldwide stage**
- Clarity on the reasons why certain SNL's have been chosen above others is key. What **criteria** have been used to make these choices. To do this an understanding of the difference between a reference terminology (such as ICNP) and a clinical terminology like NANDA, NIC and NOC is important
- Development of a five year, **collaborative plan** for development and implementation would be important
- Mechanisms for development and implementation are best **locally** devised

Priorities for leaders

- Collaboration with **education** is key in developing learning materials and classes
- More experienced RN's, who may have missed out on theory education, are typically the greatest **challenge**
- Conversely, those RN's who have a good understanding of theory and the **knowledge of nursing** find the use of a SNL a joy and not a trauma. It all depends on their worldview of our profession and of the patients and their families
- Recognize that no RN (with the possible exception of some educators) needs to understand the content of the entire classification, just those **relevant to their specialty**.
- Grand Rounds, information boards, newsletters and online groups are all ways of **exciting** RN's about SNL
- Documentation **must** support the agreed processes



‘In God we trust: all others must bring data’

William Edwards Deming, date uncertain

- Do your leaders know the **top 10** nursing diagnoses in their areas?
- **High frequency diagnoses** are those that are found within > 75% of a patient population
- These **data** can be used to devise education programs, alter staffing assignments and engage specialist help
- Provision of focusing why the patient needs care

Priorities for educators

There are number of different work streams for educators in relation to SNL. All need to be **underpinned** with an **agreed conceptual model**, which, for example moves from a medically driven model of education to one based on nursing research. The work streams include:

- **Undergraduate** curriculum design
- **Post-graduate** opportunities
- **Research** training relevant to SNL, for example Concept Analysis training
- Supporting clinical leaders with in-service training and continuing professional development
- **Transformational** leadership development

A word about research...

Involvement with SNL offers a wealth of opportunities for research, including:

- Exploration of **new** concepts
- **Revision** or **improvement** of existing Nursing Diagnoses, for example
- To avoid, the misuse of time and energy and associated ethical issues (especially in patient and staff facing studies) it is **critical** that researchers in this area are properly educated and then supported. Support is readily available whilst capacity is built in Estonia

Concluding remarks

- The practice and profession of nursing is of paramount importance to the health and well-being of society
- Standardized Nursing Language makes a vital contribution
- So, what's not to like about improving patient care?
- Estonia has an opportunity to take a leadership role

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Thank you

Questions and feedback?

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