Nursing Year in Review

2021

Kaiser Permanente Fontana Medical Center

A Message from the Chief Nurse Executive

The COVID-19 pandemic disrupted normal operations across all aspects of life, but none was impacted more than health care.

While a great deal of focus in the media centers on how the pandemic exposed challenges in our healthcare system, it has also shined a light on the very heart of health care: NURSES.

Nurses, throughout the pandemic, navigated the ever-changing policies and adapted to the newest evidence. They persevered past their comfort zones into the unknown to ensure that our members and the communities we serve continue to get the highest level of health care delivery that Kaiser Permanente is known for.

Kaiser Permanente Fontana Medical Center (KP FMC) was one of the hardest hit hospitals within the KP Southern California area. Due to the impact, we opened 200 additional inpatient beds in addition to makeshift tents for our Emergency Department and Urgent care areas. This was done through a creative logistical placement of double occupancy in rooms designed to be private rooms, conversion of non-inpatient care areas like the Post Anesthesia Care Unit (PACU) or Catheterization Lab (use full name) as inpatient beds and opening the old medical center restoring it back to a fully functioning inpatient hospital.

The planning, implementation, and sustainability of operationalizing the above epitomizes the Magnet characteristics of KP FMC nurses. Through stretched ratios, increased patient acuities, and working extra shifts, KP FMC Nurses ensured delivery of high quality and safe patient care. They partnered with leadership to ensure the safety of staff and patients throughout the pandemic – whether it was brainstorming ideas for conservation of personal protective equipment (PPE) or implementing creative clinical solutions for decreasing exposure time in isolation rooms (via video visits and placing IV modules outside of the room) or holding each other accountable to coming to work mentally and physically healthy. Each day, no matter the challenges we faced our nurses remained engaged and proactive.

Magnet® is a designation that validates the culture of nursing in a medical center. I believe KP FMC nurses have shown throughout the pandemic how they already embody the spirit of Magnet. ®

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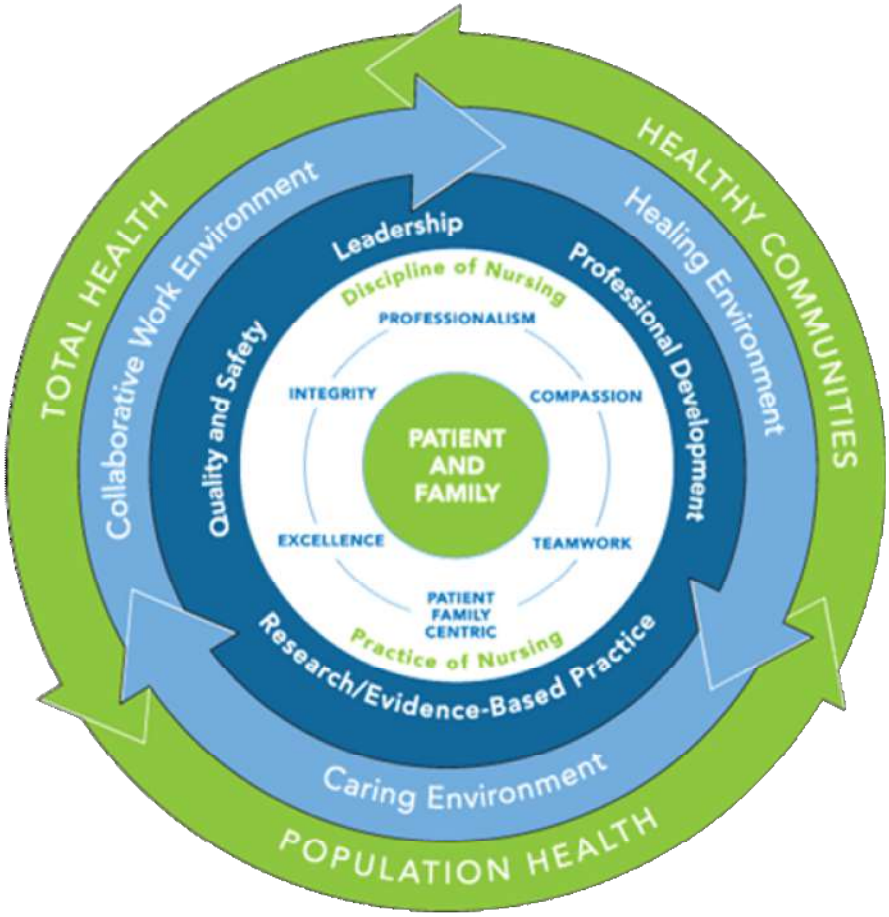
Foundation of Nursing Practice

Nursing Professional Practice Model



Kaiser Permanente's Mission

Our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

Nursing Vision

As leaders, clinicians, researchers, innovators and scientists, Kaiser Permanente nurses are advancing the delivery of excellent, compassionate care for our members across the continuum, and boldly transforming care to improve the health of our communities and nation.

Nursing Values

- Professionalism
- Excellence
- Patient- and Family-Centric
- Teamwork
- Integrity
- Compassion

Specific Awards & Accolades

Best Maternity Care Hospitals 2021

The Kaiser Permanente Fontana and Ontario Medical Centers were recognized among the "Best Maternity Care Hospitals 2021" by Newsweek magazine. Congratulations to the Fontana Maternal Child Health (MCH) team for achieving the 2021 Maternity Care Honor Roll! To receive this award, a California hospital must achieve a Cesarean section rate of 23.9 percent or lower for low-risk, first time birth deliveries based on 2020 calendar year data. Through their hard work and dedication, the Fontana MCH Team continues to provide the utmost outstanding care to ensure optimal patient outcomes.

2020 California Patient Safety Honor Roll

The Kaiser Permanente Fontana and Ontario Medical Centers were included on Cal Hospital Compare's 2020 California Patient Safety Honor Roll.

"A" Grade for Patient Safety

The Kaiser Permanente Fontana and Ontario Medical Centers received an "A" grade for patient safety from The Leapfrog Group in their Spring 2021 and Fall 2021 Leapfrog Hospital Safety Grade reports.

"Best Hospitals" rankings

The Kaiser Permanente Fontana and Ontario Medical Centers were ranked in U.S. News & World Report's annual "Best Hospitals" rankings, ranking #3 in the Inland Empire metro area and #24 in the State of California.

Best Place to Work for LGBTQ Equality

Kaiser Permanente was named a best place to work for LGBTQ equality by the Human Rights Campaign.

5 Stars

Kaiser Permanente Medicare Health Plan received the highest possible rating for excellence and care delivery – 5 Stars – for providing expert medicine, seamless care, and outstanding service to Medicare health plan members, including those in California.

Organizational Demographics

Kaiser Permanente's San Bernardino County Service Area has provided comprehensive, affordable health care to the Inland Empire for more than 75 years and serves over 639,000 members. The San Bernardino County Service Area includes the Kaiser Foundation Hospitals in Fontana and Ontario, and medical offices in Fontana, Ontario, Chino, Claremont, Colton, Hesperia, Montclair, Rancho Cucamonga, Redlands, San Bernardino, Victorville, and Upland. www.kp.org/sanbernardinocounty.

Specialty Services:

- Cardiac Vascular Surgery
- Cardiac Cath Laboratory
- Complex Spine
- Nephrology
- Neonatal Intensive Care Unit
- Neonatal Surgery
- Neurosurgery
- Pediatric Intensive Care Unit
- Physical Medicine
- Plastic Surgery
- Primary Stroke Center
- Thoracic Surgery

Licensed Beds
314

ED Beds
52

Physicians
1,355

Registered Nurses
1,309

Members
657,733

Surgical Cases
13,839

Deliveries
4,277

Advanced Nursing Degrees
75%

Professional Certification
27%

RN Turnover Rate
7.2%

Transformative Leaders

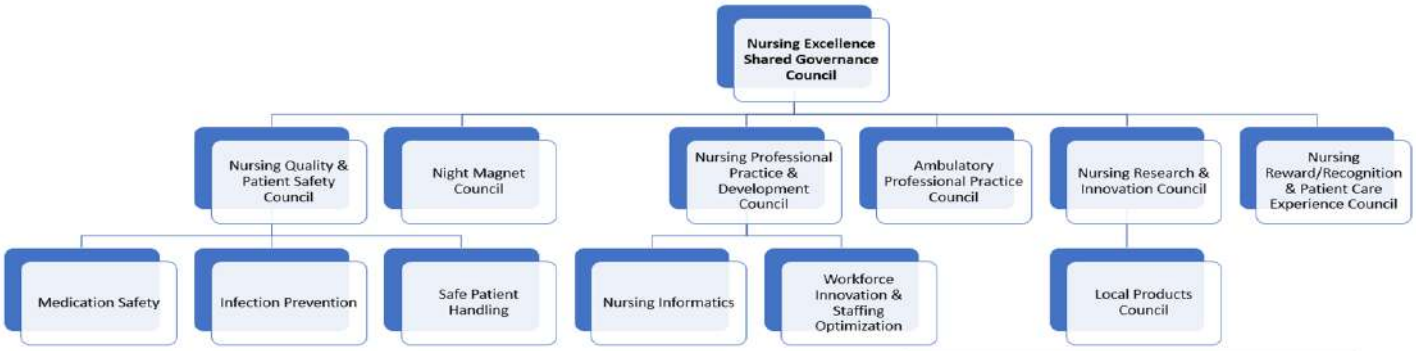
2022-2024 Nursing Strategic Plan

Focus Areas

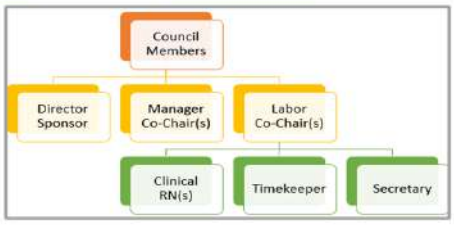
Affordability	•Payroll & Non-Payroll Expenses •LMP Attendance •Workplace Safety
Quality	•Inpatient Nurse Sensitive Clinical Indicators •Ambulatory Nurse Sensitive Clinical Indicators
Service	•HCAHPS •Ambulatory Care Experience Scores •Nurse Leader Rounding
Access	•Admit Process Time (APT) •Discharge Process Time (DPT) •Tele Utilization
High Engagement Culture	•Professional Development & Specialty Certification •RN Turnover Rate •Magnet Designation
Community Engagement Culture	•RN Participation in Community Volunteer Programs

Initiatives

Affordability	Quality	Service	Access	High Engagement Culture	Community Engagement Culture
Initiative 1: Meet the Regional benchmark for Payroll & Non-payroll Expenses **Initiative 2:** Meet Attendance LMP Goals **Initiative 3:** Decrease FMC Workplace Safety claims over the next 3 years	**Initiative 1: IP-**Improve C-Diff to outperform benchmark over most recent 8 complete consecutive quarters **Initiative 2: IP-**Improve HAPI 2+ to outperform benchmark over most recent 8 complete quarters **Initiative 3: AMB-** Improve ERAS early ambulation rate to meet the yearly Regional goal. **Initiative 4: AMB-** Improve Dysphasia Screening rate to exceed median benchmark (83.6%)	**Initiative 1: IP-**Improve *"staff described med side effects"* to achieve 3 stars (75.0). **Initiative 2: IP-**Improve *"quiet at night"* composite to achieve 4 stars (86.0) **Initiative 3: AMB-** Improve Care Coordination composite *"staff work together"* to exceed Magnet benchmark for 5 quarters. **Initiative 4: IP-**Improve HCAHPS question: *"nurse manager/leader visited about care daily"* to exceed benchmark (77.5).	**Initiative 1:** Decrease Admit Process Time by 10% over the next 3 years from post Covid Baseline Data **Initiative 2:** Decrease Discharge Process Time by 10% over the next 3 years from post Covid Baseline Data **Initiative 3:** Decrease percent of patients discharged on Cardiac Monitoring, below 27% **Initiative 4:** Decrease percent of time Patients on Cardiac Monitoring, below 69%	**Initiative 1:** Increase BSN Rate by 1% annually **Initiative 2:** Increase Specialty Certification Rate by 1% annually **Initiative 3:** Maintain Current Organizational RN Turnover Rate of 7.2%. **Initiative 4:** Obtain Magnet Recognition Designation by 2024	**Initiative 1:** Increase RN Participation in Community Volunteer Programs **Initiative 2:**Increase awareness of Healthy People 2030 Goals for SBC



Kaiser Permanente Fontana Medical Center
Shared Governance Council Structure



NDNQI RN Engagement Survey

Although 2021 was a challenging year for our Magnet® journey, our shared governance council members proved that they were unstoppable. With continued surges of Covid-19, our councils stayed committed and engaged, allowing us to successfully pass our NDNQI RN Engagement Survey and formally submit our application for Magnet® designation. We are excited and extremely motivated as we enter phase 2 (document writing and submission) of our Magnet® journey.

Thank you to all the nurses who made our NDNQI RN Engagement Survey a success! Each of you played an integral part in planning, socializing, and manning the survey rooms.

Raye Burkhardt, CNE, rounding on the units with nursing leadership handing out snacks to celebrate surpassing the national benchmarks on the NDNQI RN Engagement Survey.

Kaiser Permanente Fontana Medical Center hosted the Regional "Intro to PACU" class. This program was a virtual didactic training for nurses who transferred from ICU without PACU experience. We had nine new hires attend along with participants from 7 other medical centers. Over the 10 training sessions, we were able to learn a great deal from our anesthesia team, surgeons, care experience, child life, pediatrics, and infection control just to name a few.

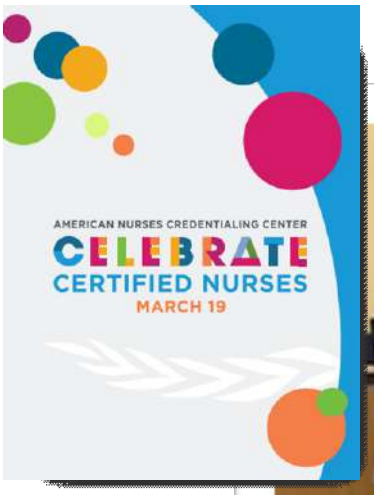
Our Perioperative charge nurses were given the opportunity to attend the Regional Leadership Development Class. This was a great opportunity allowing them to learn together and collaborate on their initiatives to achieve 100% compliance with handoff.

PACU RN's Rising to the Challenge

During these unexpected COVID-19 times in history, the old adage that nurses always rise to the occasion brought a new meaning to our PACU nurses. Nine of our outstanding nurses unselfishly stepped up and provided the much-needed help for our valued patients in March 2021. Our nurses undoubtedly exceeded expectations while displaying professionalism and compassion. There were no questions asked nor were there any hesitation on their part. They simply knew from the get-go that they were needed. Furthermore, these exceptional RNs adjusted their shift hours and floated to other departments as helping hands to best meet our patients' needs. Their physical presence alone in the PACU served as a sign of normalcy for our patients while maintaining a realistic balance between their personal lives and work. Most importantly, they succeeded! Their unwavering dedication and commitment to nursing and patients epitomized the most significant meaning of our profession during the most unpredictable period of our lives. We are so "San Bernardino County-proud" of serving with them!

Photo 1: PACU nurses being trained on the CAPR; photos 2 and 3: Nursing Leadership and staff Christmas caroling to their patients on Christmas Day.

Nurse Empowerment



Dear certified RN,

I would like to take the opportunity of Certified Nurses Day, which is celebrated on March 19, to express the gratitude and esteem that the management of Kaiser Permanente Fontana Medical Center and I feel for your professionalism and leadership in achieving and maintaining national board certification in your nursing specialty. Board certification is a key factor in the assurance of minimum standards of knowledge, skills, and abilities in nursing specialty practice and contributes to better patient outcomes. National certification allows nurses to be recognized for competence in their specialty. Thank you for allowing us this opportunity to recognize yours.

We hope you will accept the attached gift as a token of our recognition, appreciation, and respect for your professionalism, our way of saying thank you.

We appreciate what you do to help us continue our growth as health care providers and to always build our skills together to contribute to higher standards of care and better patient outcomes.

With my sincere thanks and regard,

Raye Burkhardt
Chief Nursing Officer

AMERICAN NURSES CREDENTIALING CENTER
CELEBRATE
CERTIFIED NURSES
MARCH 19

5 North Strategies for Improving Professional Development and Engagement

Stage 1: The Structure

Charge Nurse Teams

- Day & Night teams created
- Staff assigned to team leader by weekend rotations
- Team names developed for ownership
- Identified successes and opportunities for each charge nurse team as a baseline for improvement

Stage 2: The Team

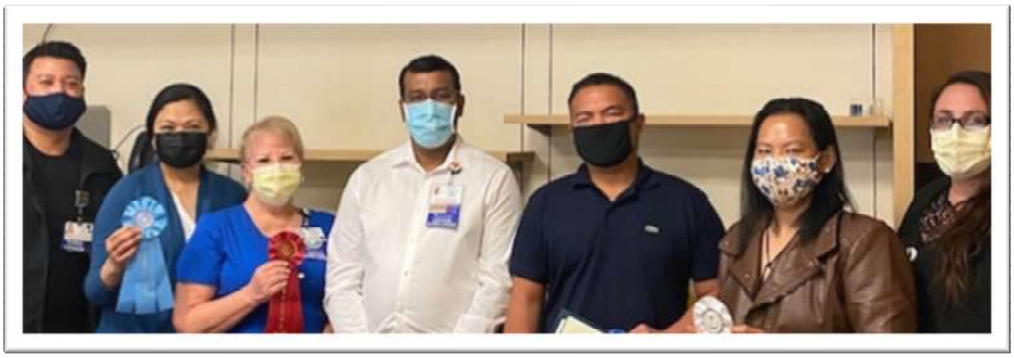
Team Champions

- Promote team culture and staff Professional Development
- Everyone has a voice and a place on the team
- What does it mean to be a champion?
- How do we communicate /engage the champions?

Stage 3: The Feedback

Reward Results

- Team goals aligned with unit initiatives
  - Service
  - Quality
  - Finance
  - People Development
- Create friendly competition for goals with team points
- Automate data tracking with Microsoft teams
- Reward results quarterly using leaderboard



Team goals:

- Each staff with professional development goal as "met" supports team by obtaining engagement points
- Annual Professional Development goals identified with employee at annal evaluations (5 pts. certification & 10 pts. BSN/MSN)
- Incremental goals identified at charge meetings and aligned with unit goals (1pt)
- Professional Development tracking method developed by charge team leaders

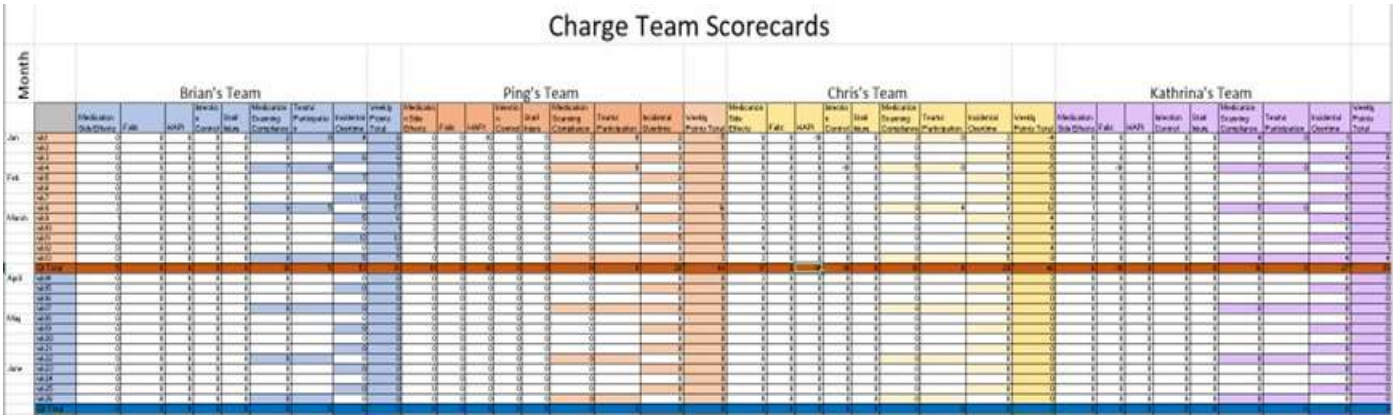
5 North Unit Charge Team Leader Boards

Team members
Team champions
My team strengths "successes"
My team stretches "opportunities"
Team quality data
Team engagement data
Staff recognitions
Team awards

Charge Team Scorecards

Maintained by unit manager, reviewed in Charge Nurse Leadership meetings

- Service: Medication Side effects compliance
- Quality: Focus on prevention: Falls, HAPI, Staff injury, CAUTI, CLABSI,
- Finance: Reduce incidental overtime
- People Development: Microsoft Teams engagement, incremental or annual goals



E.P.I.C. Trailblazers
(Brian's Team)

Team H.P.P.D.
(Ping's Team)

Influential leaders
(Chris's Team)

CoPILOTs
(Kathrina's Team)

Team Successes

- Engaged charge nurses
- Transformational leaders
- Innovative use of technology
- Objective use of data
- Staff engagement, influence and effectiveness and accountability driven
- Create culture of teamwork
- Healthy competition

Congratulations

to our 2021 Emergency Department recipients of the "Nurse Excellence" Award

Khaliah Fields, RN, is knowledgeable and determined to grow and challenge herself. Despite working in our Emergency Department as a clinical nurse and preceptor, she also sought to become a trauma nurse at Arrowhead Regional Medical Center to grow her skills as an RN.

Stacy Hull, RN, always has a great attitude. She is a relief charge nurse and a tremendous leader. She is a team player often working above and beyond her scheduled shifts for the benefit of patients and peers. She collaborated on many workflows to overcome the challenges presented by the pandemic. She can be relied upon to fulfill her nursing leadership role and is well respected by her peers.

Lissa Giles, RN, is passionate about the care of our pediatric population. As a staff nurse and preceptor, she is currently pursuing her MSN in education to share her knowledge and passion for pediatric patients. Additionally, she has been an integral member of the Pediatrics committee and has assisted with the organization of the pediatric care space.

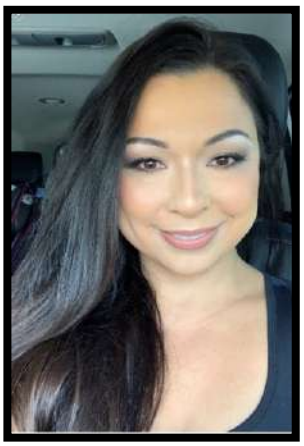
Shannon De La Torre, RN, always has a great attitude. She is a relief charge nurse and a tremendous leader. Shannon is a team player and often works 20 hour shifts and picks up charge shifts to help the department. She participated in the disaster committee and helped develop workflows to overcome the challenges presented by the pandemic.

In recognition of

Outstanding Professional Achievement

Kelly Botello, BSN 2021

"The continuation of nursing education is pivotal for the development of knowledge and skills and providing the best care to patients, families, and the communities we serve."
(MSN Program started on 9/14/21)



Michelle Meza, BSN 2021

"My goal is to continue to grow professionally through academics."
(MSN Program started on 9/14/21)

Yolanda DeLeon, BSN 2021

"Obtaining my BSN has been a longtime goal of mine! I look forward to implementing the knowledge I have gained when providing patient centered care."
(MSN Program started on 9/14/21)

Margaret Rodriquez, MSN 2021

"My goal is to continue to learn and grow with my profession."

"Who knows what will befall us tomorrow"

Moira Rose

Wendy Gonzalez, MSN 2021

"Education has always been a priority in my life. The field of medicine & healthcare is constantly evolving and improving through advancements in technology & knowledge. Continuing education is vital to evidence-based care & positive patient outcomes as I continue to provide excellent patient car."
(Starting DNP Program June 2022)

New Knowledge & Innovation

Sally Tube Slide in the Emergency Department

The Emergency Department Unit Based Team implemented the use of the Sally Tube Slide, a patient transfer device to decrease back injuries amongst staff when transferring a patient. To date, this new workflow has decreased staff back injuries by 75% since April 2021.

Postpartum Hemorrhage Interval Training

The Postpartum Hemorrhage Interval Training is a low fidelity portable training game that can be initiated almost anywhere due to its design. This game is only one of three approaches utilized within Southern California to educate and train a multidisciplinary team on how to manage a maternal hemorrhage. The objective of the game is to successfully manage the patient with a maternal hemorrhage while focusing on: TeamSTEPPs®; utilization of the Kaiser Permanente (KP) Southern California "Hemorrhage Checklist;" accurate and timely quantification of blood loss (QBL) checks using the QBL calculator, and proper initiation of emergent and/or hemorrhage blood protocol. The multidisciplinary team has successful managed the maternal hemorrhage *(won the game)* if during the game SBAR (Situation, Background, Assessment, Recommendation) was employed as team members arrived; role clarity was assigned to team members; the KP Southern California Hemorrhage Checklist was deployed; and vital signs and QBL were announced to the team at specific intervals. This innovative training was done in collaboration with our Ontario Medical Center Maternal Child Health peers.

Honoring Excellence

The Daisy Award

Congratulations

to our 2021 **Daisy Award** winners!

The DAISY® foundation was established in 1999 by members of the family of Patrick Barnes. He was 33 years old and died of complications of the auto-immune disease ITP. The Barnes family wanted to do something positive to honor the very special man Patrick was. So, they came up with DAISY-an acronym for Disease Attacking the Immune System. As they brainstormed what The DAISY Foundation would actually do, they kept coming back to the one positive thing they held on to during Pat's 8-week illness: the extraordinary care he and they received from Pat's nurses. The family was very impressed by the clinical care Pat's nurses provided, but what really overwhelmed them was the compassion and kindness that his nurses brought to Pat's bedside day in and day out. The nurses' sensitivity made a great difference in the Barnes' experience, and they wanted to say "Thank You" to nurses for the extraordinary care they provide patients and families every day. So, Pat's family created The Daisy Award for Extraordinary Nurses.

Daisy Award
Raquel Queja, RN
(5 South Unit)

Daisy Award
Jonathan Selhorst, RN
(PACU)

Daisy Award
Maria Uriostegi, RN
(7 North Unit)

Daisy Award
Mara Graven, RN
(5 South Unit)

Daisy Award
Terrance Davis, RN
(2 North Unit)

Daisy® Nurse Leader Award

As the health care landscape becomes more complex, with increasing demands on nurse leaders, we believe that those who create an environment of compassion and recognition for others strongly deserve to be recognized themselves. With recognition, they may be held up as models of outstanding nursing leadership. Despite working under tremendous pressure, through their leadership, these nurse leaders provide a haven of safety for staff, both physically and emotionally. In this environment, nurses are inspired to do their best by nurse leaders who role-model caring behaviors. These leaders provide a setting where compassion is valued, and staff, in turn, treat patients and their families with deep humanity.

Daisy Nurse Leader Award
Maria Wright, RN
(5 South)

Daisy Lifetime Achievement Award
Liwayway Torres, RN
(5 South Unit)

Daisy® Lifetime Achievement Award

The Daisy Lifetime Achievement Award was created to recognize those nurses who have devoted their life's work to the compassionate care of others. Recipients of this award are nominated for their dedication to nursing through active mentoring, role modeling, advocating for their patients and promoting the positive image of nursing. They serve as a beacon of inspiration to those at all stages of their career and in the various and important roles of nursing.

The Daisy® Covid Unit Award

When the pandemic began, The Daisy Foundation created "United in Caring" dedication items to recognize those on the front-line fighting COVID-19 to express gratitude to those who continue to care courageously and compassionately during this time. This new Daisy COVID unit award gave us the opportunity to recognize the units and staff who were impacted the most by COVID- 19.

Daisy® Covid Unit Award Ceremonies

The COVID-19 pandemic disrupted all aspects of life, but none was more greatly impacted than health care.

While a great deal of focus in the media centers on how the pandemic exposed vulnerabilities in our health care system, it has also shined a light on the very heart of health care: nurses.

Nurses, throughout the pandemic, navigated the ever-changing policies and adapted as evidence continued to evolve. They persevered past their comfort zones into the unknown to ensure that our members and the communities we serve continued to receive the highest level of health care that Kaiser Permanente is well-known for.

Kaiser Permanente Fontana Medical Center was one of the hardest hit hospitals in the entire nation. As the 5th most impacted hospital, we opened 200 additional inpatient beds and utilized makeshift tents in the Emergency Department and Urgent care areas. This was done through a creative logistical placement of double occupancy in rooms designed to be private rooms, conversion of non-inpatient care areas like the PACU or Cath Lab as inpatient beds and opening the previous Kaiser Permanente Medical Center as a fully functioning inpatient hospital.

Although most of the units were hit hard, 2N/4N, 7S, 5S, and the Emergency Department had a tremendous influx of very unstable patients with COVID-19. Through stretched ratios, increased patient acuities, and working extra shifts, the staff in these units ensured the delivery of quality and safe patient care. We want to recognize the staff for providing the best for their patients, from holding the iPads to allow them to see and speak with their families, to holding the patient's hand to show they were not alone. It was done without question although it took a physical and mental toll on every single staff member. As Martin Luther King Jr said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy." You truly are heroes!

Intensive Care Unit
2 North/4 North

Med/Surg Unit
7 South

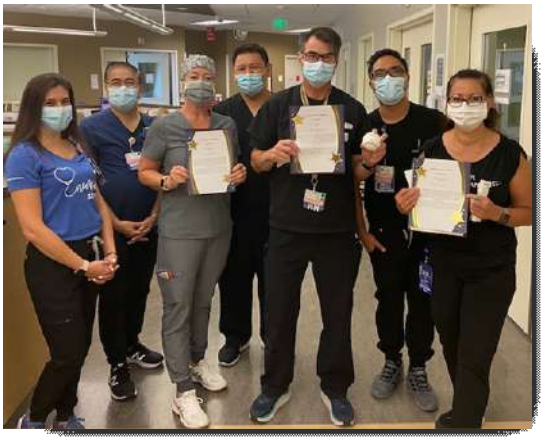
Step-Down Unit
5 South

The Good Catch Award is awarded to health care workers who have identified near miss incidences and averted potential harm to patients.

Congratulations to
our nurses who received the "Good Catch"
Award in 2021!

February 2021: MEDICATION
Identified Product Integrity Issue
Diana Garibay, RN *(Peds 4 South)*

March 2021: MEDICATION
Prevented Wrong Dose
Veronica Barin, RN *(PACU)*



April 2021: EQUIPMENT
Identified Equipment Malfunction/Failure
Jolanda Schilling, RN; Jeff Ambros, RN; and Jenny Esler, RN *(PICU)*

Danielle Box, RN, *began her employment with Kaiser Permanente Fontana Medical Center in March 2014 as a staff nurse and transition into a specialty unit staff in the Operating Room (OR). Danielle's OR training background includes ortho, spine, total joints, ortho trauma, vascular, and general surgery services. Her current role is a Specialty Unit Charge Nurse and liaison for the Thoracic and Pediatric service lines.*

Danielle and her peers led various process improvement projects including Hovermat use in the Operating Room, which included the development of the workflow, assisting in collection of data upon implementation and assisting in its implementation.

Danielle created and implemented a “chapstick” project for her pediatric patients. This workflow includes a selection of scented chapsticks for the patients to put on the inside of their anesthesia mask. This implementation has made care with our pediatric population more personable and allows our staff to create a bond between the child and the circulating nurse. She has seen great results with this project. Danielle is always looking to make her service better and strives to make positive changes to her service wherever she can.

Danielle, along with a few of her peers, also created resource books for operating room staff: Olympus Tower Scope set-up, Atricure Cry-Ice setup, and Instructions for Super Dimension set-up. Danielle and her team of nurses revised and updated the “Death in the OR” book, making it more user friendly for the staff. The book is designed to help staff get through a difficult time while making the process of handling a death in the operating room easier to follow by using a step-by-step approach. The book includes pictures and example of completed forms with instructions.

Danielle has played a large role in initiating and developing the onboarding process for new hire employees. She collaborated with the educator and three other liaisons to develop a new hire orientation binder. The binder includes all the information needed for new hire RN’s, Surgical Technicians and Peri-ops. It contains department resources, contact information, hospital process workflows, and a detailed service line syllabus for equipment, surgical procedures, and special positioning.

***Juanita Gomez RN** began her employment at Kaiser Permanente Fontana Medical Center in August 1994 working in the Operating Room (OR) as a surgical technician. She utilized the tuition reimbursement program KP offers to study at Chaffey College earning an associate degree in Nursing in 2006. In 2007 she was awarded the charge nurse/specialty unit urology liaison position where she stayed until 2013.*

Winner of the "Charge Nurse/Specialty Unit Liaison for the Robotic Service"

Juanita's role as liaison is to coordinate with each surgeon regarding their preference for instrumentation, supplies, and equipment required for their procedures. Juanita oversees staff training for this service. The robotic staff completes annual competencies to ensure safety for our patients. Juanita has developed and maintained a clinical pathway for individual robotic surgery teams.

Robotic Coordinator

Robotic surgery offers leading edge technology to provide members with quality patient care. A few clinical benefits of robotic surgery include decreased length of stay, decreased blood loss, and minimal scarring to the patient.

As a robotic coordinator, Juanita provides staff support and training for the Da Vinci platform. "I ensure that procedures go smoothly with the priority placed on quality patient care." Schedule coordination is important as well as instrument and supply management. Building and maintaining surgeon preference cards assists with capturing accurate data. The robotic team fosters an environment of collaborative peri-operative excellence. She hopes to establish Kaiser Permanente Fontana Medical Center as a center of excellence for all robotic specialties.

Kaiser Permanente Fontana Medical Center is undergoing the "Da Vinci" Robot upgrade program which is the latest technology in robotic surgery. Juanita is instrumental with activities that are involved in this project such as input in the purchase order of the Xi system, accessory instrumentation, and validation of staff for the new system.

The goal for Kaiser Permanente Fontana and Ontario medical centers robotic surgery programs is standardization which will ultimately lead to efficiency.

Kaiser Permanente Fontana Medical Center's First Annual Holiday Decorating Competition

This year, the members of our Nursing Excellence Shared Governance council thought it would be nice to bring some fun, and friendly competition to the units by having a holiday decorating competition. Each department had two weeks to decorate their units to be the most festive unit. Raye Burkhardt, chief nurse executive, along with nursing leadership rounded on each unit to choose the winning unit. In addition to the competition, the council members planned "Days of Magnet Cheer" for our patients who were unable to be home during the holidays. Together, these two events created an interactive environment filled with fun for both our patients and our staff.

Kaiser Permanente Fontana Medical Center Presents

Days of Magnet Cheer

12/20 Day of Music
12/21 Day of Holiday Cards
12/22 Day of Holiday Masks
12/23 Day of Music
12/24 Day of Holiday Cards
12/25 Day of Holiday Masks

Days of Music: Nursing Administration and staff to walk the units spreading Holiday Cheer with seasonal music and treats for the staff.

Days of Cards: Each Unit/Service to provide their own Holiday Cards for patients. Holiday cards should be Happy Holidays or Season Greetings, not Merry Christmas.

Days of Mask: Holiday Masks will be provided by the KP Fontana Nursing Administration. Announcement will be at Daily Operations Briefing (DOB) meeting on where to pick up Holiday Mask for the day.

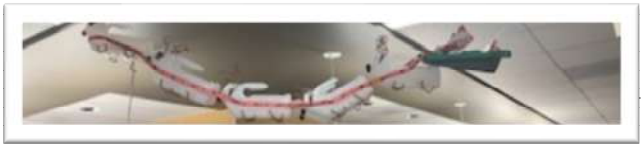
Christmas Decorating Competition

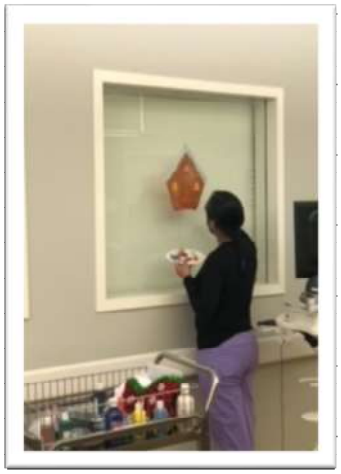
The Holiday Decorating Judging will be held on December 20th, 2021

Christmas Decorating Competition needs to be compliant with the infection control guidelines set out on 11/19/2021 Kaiser Permanente SBC- Environmental Health and Safety.

Contact Environmental Health & Safety at (909) 427-7300 with any questions.

Congratulations to the Emergency Department for winning *"Most Festive Unit"*





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