



Excellence Exchange Corner

This question comes up time and time again. It came up again on a recent Transition to Practice webinar.

Q: How do we get nurses involved in committees/councils?

A: The answer to this question is multifaceted. We'll address several important factors:

1. Make committee/council work important, relevant, and worthwhile in your organization. Get feedback from staff as to what practice issues are important to them. What practices would they like to change? What new practices would they like to implement?
2. Provide protected time for meetings. Meetings should not be cancelled routinely, and staff should be allowed time off to attend or are relieved of duties (if working) to attend.
3. Make sure the work of the council is the venue for decision making regarding practice, and that decisions made in the councils (if guardrails are followed) get put into practice.
4. Make sure there is an understanding of Responsibility, Authority, and Accountability (RAA) from both leaders and staff. Council members need to understand and accept responsibility for making decisions. They need to have authority (what are they authorized to make decisions about?) And they need to have accountability (making sure there is proper follow through and evaluation of decisions for effectiveness.)
5. Incentives are a great way to get nurses involved in committees/councils. Many organizations give points/assign credit to their professional career advancement programs/career ladders for members of councils.

Please contact Marky Medeiros mmedeiros@chcm.com or Gen Guanci gguanci@chcm.com for more information on shared governance/professional governance best practices. Keep the questions coming!

