**Assignment**

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

**Assignment**

1. **Safe working Environment in skilled nursing Facility. Impact it can have on patient and facility (500)**

Nursing care homes and residential care is a huge industry that provides different services to its residents, that involves the basic healthcare facilities to the basic facilities that include food, residence, cleaning services and basic toiletries services. Staff at nursing homes provide daily care to the patients, individually or in the form of teams. At this time around 2.8 million workers are employees at the nursing homes. Patients with different levels of dependability require different standards of care from the nursing staff. It is essential that all the services provided t the patients are unto standard so that they can be treated better. Thus Safety of the environment is really important in the nursing facilities that are not up to a high level for the patients but also for the nursing staff and employees.

It has been observed that rate of the injuries in the nursing staff and employees has been increased in the past few years at a rapid rate, these numbers are double in the workers at the nursing facilities then the workers working the other similar occupations. According to research, the number of fatal and non-fatal injuries has risen up to 8,559,000 per year that costs up to $186 billion. For the injuries and disease combines the cost has risen up to $67 billion(Leigh, 2011). The medical costs and the indirect injuries cost have become as larger as the cost of cancer disease in patients. This is not just affecting the economy but also the performance of the health facilities. Worker's compensation covers less than 25% of the cost, so all the members of the society share these burdens. Thus it is really important to implement the safety standards in the nursing facilities to enhance and improve the level of care in the nursing homes.

Injured employees and nursing staff decrease the rate of availability of the nursing staff thus affects the level of care for the patients, which results in horrible health outcomes for the patients. Thus we can say the safety standards not only the effects of the cost of facilities in the nursing homes but also impacts the performance of the care facilities.

Research proves that high-performance teams are usually based on empowered employees that have updated job level knowledge relevant to their roles. Screening of the employees and the on the job training is an important investment that pays in the long term. It not only results in a high level of an efficient team of workers but also reduces the accident and injury level in the nursing facilities. Providing training to the employees and availability of the aiding equipment adds to the safety standards. Often while lifting the patients, nurses suffer through injuries, as lifting the patient is not an easy task, thus providing the nurses with the lifting devices will help reduce the injury rate.

Providing effective training, assistive devices is not enough to enhance safety standards. Often accidents happen due to lack of time available to the nursing staff to care for the patients. Accident rates become higher in facilities with a lower number of employees to deal with the work. Thus providing sufficient time to the staff for patient care duties can result in reducing the frequency of the injuries among the employees. For example, one nurse in short period of time won't be able to lift the patient easily with care but if the nurse has sufficient time or support from another nurse, they can manage the lifting the patient easily(D’Arcy, Sasai, & Stearns, 2012).

Thus improving safety is immensely dependent on the training, employee numbers, adequate timings and the facilitating equipment, provided to the nursing homes and their staffs.

1. **Value of teamwork, and innovative practices using higher performance teams. (250)**

Research proves that working in teams result in better patient outcomes, thus nursing teams should be considered as an important strategy, which leads to better quality care and lowers costs. Following are the main reasons due to which nursing care facilities and homes should pay attention to top teamwork, to ensure the best possible outcomes for the patients.

1. **Increases quality in meeting the patient’s need**

Often nursing staff need to deal with difficult tasks require help from more employees. For example, for turning the patients over more than one nurse is required. Turning the patient after some time is really important as it avoids the risk of pressure ulcers in the patients. Depending upon the patient's condition and weight, it becomes difficult for one nurse to turn the patient. Thus by working in a team, this task can be made easy, and the patient's quality for care will also increase. Teamwork enhances the productivity of the facilities and reduces the time of delivery of services.

1. **Improves responsiveness**

More people in the team result in increased response rate. Thus in case of an emergency or any change, more eyes and ears can interpret the situation and deal with it better than one individual. Teams are crucial in situations when the patient's condition changes quickly and requires an increased response rate from the members of the care facility.

1. **Reduces the risk of accidents**

Working team increases the sharing of knowledge and information among the health service providers regarding the needs of the patient, which helps in the treatment and care of the patient. This also reduces the possibility of medical errors during treatment and patient care. By reducing the risk of errors, teamwork results in a decreased cost of care in the healthcare facilities due to reduces error rate(Mukamel, Cai, & Temkin-Greener, 2009).

Thus working in teams ensure that all the tasks are performed up to the mark and results in better patient outcomes.

**References**

D’Arcy, L. P., Sasai, Y., & Stearns, S. C. (2012). Do assistive devices, training, and workload affect injury incidence? Prevention efforts by nursing homes and back injuries among nursing assistants. *Journal of Advanced Nursing*, *68*(4), 836–845. https://doi.org/10.1111/j.1365-2648.2011.05785.x

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