NURSING

IN THE BEST INTEREST OF THE PATIENT
The HUS model of professional nursing practice follows the framework of Magnet® designation hospitals.

“The HUS model of professional nursing practice is the first comprehensive description of nursing at HUS; of its management, structures and desired results.”

Kaarina Torppa, Chief Nursing Officer, HUS
Towards the Magnet® Hospital Status

Good patient outcomes are in the core of the Magnet® hospital concept. A competent and professional staff helps the hospital achieve them. Good management in functional structures supports the staff’s activities and their commitment to the shared goals. Nursing is developed in an innovative way on the basis of the most recent knowledge. Nursing performance and the results of the care provided are evaluated regularly.

In a Magnet® hospital:
- the patients are satisfied
- the care provided is safe
- the staff is committed and skilled
- the working environment is functional and safe
- people want to work there

The Magnet® hospital status is only granted to top hospitals!
We promise that the patient receives safe and effective high-quality care.

Our way to operate is:
- patient-centred
- evidence-based
- safe
- multi-professional
- collegial
HUS offers demanding specialised medical services, which also require special expertise in nursing. In HUS, nursing is performed in a variety of environments such as wards, outpatient clinics, and examination, rehabilitation and procedural care units, and additionally as mobile services and at the patient’s home. The same nursing principles apply to all operating environments.

Nursing staff carries out preventive, reconstructive, maintaining and rehabilitative work. The core task in nursing is to care for the patient; to assess the need for care as well as to plan, implement and evaluate nursing care. The aim is to promote patients’, their families’ and the community’s health and well-being, prevent illness, and provide support, care and rehabilitation as well as relieve suffering in the case of illness or death.
At its best, the HUS model of professional nursing practice is integrated in everyday nursing as part of the daily patient care and nursing management, development and research.
THE PATIENT GETS HELP

The core of nursing at HUS is providing help for the patient. The operation of HUS is based on legislation, national and international policies as well as on shared ethical instructions or ethical instructions specific to a professional group in the field of healthcare. The vision, strategy and values of HUS guide nursing towards the shared goals.

Critically evaluated, evidence-based knowledge as well as patients’ views guide the decisions about their care. The implementation of nursing requires continuous updating of professional expertise, a creative and intuitive approach to work as well as commitment to the shared practices and goals of nursing.
Good nursing management is associated with patient satisfaction, the quality of the care, work satisfaction and employee retention.

Nursing management is based on:
- expertise in nursing and management
- practical experience in the field
- research and its utilisation
- knowledge of the social and healthcare services
GOOD MANAGEMENT

Nursing leaders ensure the conditions for nursing to be
• patient-centred
• productive
• effective
• of high quality
• cost-effective

Nursing leaders encourage the staff to be innovative as well as to develop clinical practices, carry out constructive evaluation, and give feedback.

Nursing management is knowledge-based. Information is needed about the results, structures, and processes of patient care.
Continuous professional growth and development!

We promote commitment to professional growth and development
- by encouraging lifelong learning
- by enabling education
- by supporting career development according to the professional career models developed at HUS

Everyone’s own motivation and an active attitude in improving one’s professional competence is crucial.
HUS aims at an optimal personnel structure in which the expertise of nursing staff at different levels is taken into account and the staff’s competences are utilised to the maximum.

Consistent practices aimed at safe, high-quality care for patients require consistent expertise. Therefore, HUS uses a description of the development of clinical expertise that is in line with the career model for nursing staff.

New, innovative, evidence-based, and uniform methods are used in guiding patients and their next-of-kin.

The purpose of the guidance is to increase the knowledge and skills of the patient or next-of-kin, promote recovery and maintain hope.

Continuing education and student supervision at HUS ensures that competent and qualified staff is available now and in future.

Competences and expertise in nursing in HUS are visible in e.g. publications, the media and different events.
With help of expert groups on nursing at the unit level, the nursing supervisors take decision-making close to the patient. The operation of the expert groups on nursing at the unit level is coordinated in hospital districts, departments and divisions. In addition, these groups are supported by expert groups on nursing at HUS level.
The nursing required in demanding specialised medical care is a unique area of expertise in the multi-professional patient care process. In cooperation with others, the nursing staff are responsible for the good quality and safety of the patient’s overall care. The opportunities and challenges of a multicultural community and cooperation are recognised and taken into consideration.

Nursing is supported and promoted through:
• open communication
• multi-professional cooperation and respect

• shared expertise
• adequate allocation of resources
• good management

The effectiveness of nursing is monitored using indicators related to:
• quality and safety of care
• patient satisfaction and use of human resources
• nursing management
• finances
• effectiveness of research in nursing science and health sciences
There is a direct link between high-quality care and the nursing staff’s enthusiasm at work.

The HUS model of professional nursing practice steers the focus areas of research in health and administrative sciences.
NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

The development of nursing is continuous activity and, according to studies, there is a direct link between high-quality care and the nursing staff’s enthusiasm at work. A positive and active attitude to research in health and administrative sciences implemented in the units is required of all employees, whether it be theses or more extensive research projects.

All employees are encouraged to innovative activity to improve patient care. Development ideas are processed, evaluated and planned together.
HUS is Finland’s largest provider of health care services and second largest employer. Our expertise is highly ranked internationally. We produce services for the nearly 1.6 million residents of our 24 member municipalities and have nationwide responsibility in certain areas of specialist medical care. Every year, half a million patients are treated at the 23 HUS hospitals. HUS’s annual turnover is about EUR 2 billion, and we employ about 22,500 professionals. HUS is a non-smoking organisation.