

# Orientation & Annual Review Physicians & Extenders

# Orientation Guide

- This comprehensive information packet contains key information to review for physicians and extenders
- Once you have reviewed the packet, print and sign the *Physician Orientation and Annual Safety* signature form and return to the Medical Staff Services Office

## Topics

Mission, Vision and ValuesHospital SecurityCompliance and Code of Business EthicsElectrical SafetyAbuse & NeglectBloodborne PathRestraintsTBHIPAAInfection PreventPatient Safety & Quality of CareSeasonal Flu VacFire SafetyInjection SafetyEmergency ManagementNational PatientPain ManagementAntimicrobial StRadiation, MRI, Laser SafetyHonget Care

Hospital Security Electrical Safety Bloodborne Pathogens TB Infection Prevention Seasonal Flu Vaccine Update Injection Safety Guidelines National Patient Safety Goals Antimicrobial Stewardship EMTALA Stroke Program – Primary Stroke Center









• Our hospital maintains a high standard of legal and ethical behavior. Our values form the foundation of the service that is rendered by employees, physicians, volunteers and contractors.

 Compliance means that we abide by federal and state laws and standards with an emphasis on preventing fraud and abuse.

 Compliance means we have a responsibility to report any behavior that may be considered illegal or unethical.







## **ELECTRONIC COMMUNICATIONS**

Northern Regional Hospital has electronic communications and documentation systems for use by the staff in order to increase efficient completion of work-related assignments. These systems are to be used only for company business-related purposes. E-mail, voicemail, internet access, computer files and other electronic communications are company business.

Northern Regional Hospital may disclose any and all content of electronic communications that are properly obtained for legitimate business purposes without the permission of the employee(s) who generated the communications.

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#### EMTALA: Emergency Medical Treatment and Labor Act: Admissions, Emergency Treatment and Transfers

All patients are accepted for care and receive a medical screening exam. (EMTALA regulations: Medical Screening Exam)

Emergency medical treatment is provided regardless of the ability to pay. Treatment is not be delayed in order to obtain financial information.

Patients are only transferred to another facility if their needs cannot be met at Northern Regional Hospital, or based on specific patient request.

Patients are transferred only after stabilized, risks and benefits have been explained, the receiving facility has accepted the patient and the patient has agreed to be transferred.

### **YOUR RESOURCES**

If you are concerned about a possible ethics or compliance violation, possible fraudulent activity or a human resources issue that needs to be reported anonymously, you should:

- Contact the **Compliance Officer** (336-719-7400).
- Call the **Employee Hotline** (1-844-970-0002), available 24 hours a day, toll-free, anonymous and confidential.
- Refer to the appropriate **policies and procedures** for additional detailed information.
  - Refer to the appropriate policies and procedures.
  - Speak with your immediate Supervisor or Department Head.
  - Contact Administration (336-719-7100).

If your question or concern does NOT require anonymous reporting, you should:

































# Patient Safety & Quality of Care

If you have concerns about patient safety or the quality of care given to any patient within our facilities, the options for notification are:

- Hospital Administrator
- Vice President, Patient Care Services
- Director of Safety and Security
- Director of Quality Management
- Compliance and Risk Manager























The Joint Commission and the Centers for Medicare & Medicaid Services (CMS) require that health care facilities manage radiation and magnetic resonance imaging (MRI) safety risks. The Occupational Safety and Health Administration (OSHA) and other governmental groups also require staff training. All employees have important roles in preventing radiation exposure and maintaining a safe environment.

This course is designed for workers whose jobs include at least periodic work in areas where radioactive materials used for medical purposes are stored, shipped, or used. Workers entering or working in these areas must have a basic understanding of radiation safety as it relates to medical facilities.

## **Radiation, MRI, and Laser Safety**

Diagnostic radiation, which includes fluoroscopy, is an effective tool that can save lives. The higher the dose of radiation delivered at any one time, however, the greater the risk for long-term damage. If a patient receives repeated doses, harm can also occur as the cumulative effect of those multiple doses over time. Conversely, using insufficient radiation may increase the risk of misdiagnosis, delayed treatment, or, if the initial test is inadequate, repeat testing with the attendant exposure to even more radiation. The risks associated with the use of ionizing radiation in diagnostic imaging include cancer, burns and other injuries. X-rays are officially classified as a carcinogen by the World Health Organization's International Agency for Research on Cancer, the Agency for Toxic Substances and Disease Registry of the Centers for Disease Control and Prevention, and the National Institute of Environmental Health Sciences.

- Over the past two decades, the U.S. population's total exposure to ionizing radiation has nearly doubled.8 Diagnostic imaging and fluoroscopy services can be provided in hospitals, imaging centers, physician and dental offices, and practitioners can order tests and procedures that involve exposure to radiation, with no knowledge of when the patient was last irradiated or how much radiation the patient had previously received.
- From the 74 million CT (computerized tomography) scans performed in the U.S. during 2017, it has been estimated that 29,000 future cancers and 14,500 future deaths could develop due to radiation (cancer incidence = 0.04 percent).9 Another study estimates the incidence of cancer related to CT radiation at 0.02 to 0.04 percent.10
- While these studies' conclusions rely upon some currently unverified scientific assumptions – namely, a linear relationship between radiation dose and risk even at very low exposures – they do highlight the need to maintain radiation doses as low as reasonably achievable when obtaining needed diagnostic information and performing fluoroscopic procedures.





As a result of the risks and potential dangers associated with ionizing radiation, the Centers for Medicare & Medicaid Services (CMS) began requiring the accreditation of facilities providing advanced imaging services (CT, magnetic resonance imaging (MRI), positron emission tomography (PET), nuclear medicine) in non-hospital, freestanding settings, in 2012.

Additional standards changes were made in 2015 to further address risks related to these imaging modalities. And as of January 1, 2019, several new and revised Joint Commission requirements focused on risks related to fluoroscopy became effective.

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#### **Step Lightly Checklist**

- · Operators and personnel wear well fitted lead aprons, thyroid shield and leaded eye wear
- $^\circ~$  Use pulse rather than continuous fluoroscopy when possible, and with as low a pulse as possible
- $\circ~$  Position and collimate with fluoroscopy off, tapping on the pedal to check position
- · Collimate tightly. Exclude eyes, thyroid, breast, gonads when possible
- · Operator and personnel hands out of beam
- Step lightly: tap on pedal and review anatomy on last image hold rather than with live fluoroscopy when possible; minimize live fluoroscopy time
- Minimize use of electronic magnification; use digital zoom whenever possible
- Acknowledge fluoroscopy timing alerts during procedure
- · Use last image hold whenever possible instead of exposures
- Adjust acquisition parameters to achieve lowest dose necessary to accomplish procedure: use lowest
  dose protocol possible for patient size, lower frame rate, minimize magnification, reduce length of run





## Radiation, MRI, and Laser Safety Safety Precautions Related to the Use of Radiation

Distance and shielding are two techniques used by health care facilities to reduce the amount of radiation to which workers are exposed. Maximizing the distance between the source and the worker decreases exposure significantly. Modern x-ray tubes are designed to provide shielding from radiation.

Physicians, nurses, and technologists involved in special procedures (e.g., cardiac catheterization) work in close proximity to a continually operating x-ray tube. They wear protective aprons and portable shields to reduce exposure 20- to 100-fold.

These employees also wear personal radiation-monitoring devices, called dosimeters, outside their clothes to record the amount of radiation to which they are exposed. Dosimeter badges are fragile and are affected by temperature, humidity, and chemicals. If you believe the equipment may be damaged, you should immediately report it to the radiation safety office.



Watch for other potential sources of ionizing radiation, including radioactive materials that may be injected, ingested, or inhaled for an individual patient treatment.

Radioactive materials may be used to locate a tumor or to assess organ function. These radiopharmaceuticals, or radioactive drugs, are a source of ionizing radiation. Careful control is exercised for the small amounts of radioactive tracers used in some laboratories.

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# Radiation, MRI, and Laser SafetyThere are 2 situations when a patient may<br/>become, in a sense, radioactive source:When a patient has a radioactive implant, radioactive<br/>material is placed near the tumor being treated for a<br/>specific number of days. The patient is a source of radiation<br/>to everyone, including the attending medical staffWhen radiopharmaceuticals (radioactive drugs) are used to<br/>treat disease, the patient is a source of radiation while the<br/>medications is in his or her system.













## **Emergency Management**

The Northern Regional Hospital plan follows the NIMS (National Incident Management System) and ICS (Incident Command System) structures. In large scale/community wide events our Incident Command Center (Lockhart Conference Room) may be activated with an appointed Incident Commander and other section chiefs per the ICS structure.

In the event the county EOC (Emergency Operations Center) is activated, someone from Northern Regional Hospital will be assigned to represent the hospital in the county EOC, also known as Unified Command.

Planning starts with a Hazard Vulnerability Analysis that is completed annually in collaboration with Surry County Emergency Management to identify what hazards (disasters) represent vulnerability for our area and organization along with our capabilities.



# **Emergency Management**

Policies are also in place for bomb threats, hazardous material injuries and decontamination, bioterrorism, lock down procedures, active shooter and evacuation.

Medical Staff:

Should respond to the organization if notified of plan activation for assistance

Unless specifically directed to report to the Emergency Department, should report to the Staff Staging area (Education Classroom) to check in and report availability

Should wear name badge or visible identification

Should be prepared to expedite any discharges; triage patients off telemetry

Understand that disaster activity takes priority over any scheduled patient activity and services (i.e. lab or radiology services, scheduled surgeries, etc







## Power to Meet Essential Patient Services

The facility's emergency power must also maintain essential services when the normal power system is interrupted. These services include:

- Blood bank and tissue storage
- Emergency care and operating room
- Medical air and vacuum systems
- Life-support equipment
- Obstetrics
- Newborn nurseries







# **OSHA Tagout Procedure**

Once an electrician has disconnected equipment that needs to be repaired from its power source, he or she attaches a tag to the equipment, indicating to all employees that the equipment is under repair and should not be restarted under any circumstances.

The tag lists the date, the time, and the person locking out the equipment.

The tag is signed by the electrician and can be removed only by the electrician





# Occupational Safety and Health Administration OSHA's purpose is to protect the employee or other individuals in a work setting from job-related harm. If you have questions about this material, or if you want a complete copy of the Bloodborne Pathogens Standard and/or the Tuberculosis (Respiratory Protection) Control Plan Standard, a copy of the hospital's Exposure Control Plan for Bloodborne Pathogens, TB Control Plan, and/or HIBBE Protocol, please call or email the Infection Control Practitioner (719-7400 or jpuckett@wearenorthern.org).


















### **Two Levels:**

Standard Precautions Transmission Based (Isolation Precautions)

### **Standard Precautions**

Applied to the care of all patients in all healthcare settings, regardless of the suspected or confirmed presence of an infectious agent

Based on the principle that all blood, body fluids, secretions, excretions except sweat, non- intact skin, and mucous membranes may contain transmissible infectious agents

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## **National Patient Safety Goals**

The Joint Commission's National Patient Safety Goals requires that the hospital implements best practices or evidence-based guidelines to prevent health careassociated infections due to multidrug-resistant organisms (MDROs), central line-associated bloodstream infections, surgical site infections and catheter-associated urinary tract infections. The following are the elements of performance that are required with information about how we will meet these requirements:

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## **Antimicrobial Stewardship**

There is a steady drop in new antibiotics on the market in each 5 year increment. This number is not expected to rise any time soon. We need to utilize the products we have efficiently and be sure to assess patient's antibiotics as we receive information back from the microbiology lab.

It is also important to minimize adverse drug reactions (ADR) and total healthcare costs. Over use of antibiotics can result in hypersensitivity reactions and is the number one factor that can lead to *Clostridium difficile* infections (CDI). A study was conducted in a 120 bed hospital where a clinical pharmacist, ID specialist,

A study was conducted in a 120 bed hospital where a clinical pharmacist, ID specialist, microbiology lab and infection control team members reviewed charts just three days a week for a year. They made 488 recommendations to prescribers and 69% of those were accepted and implemented. These consisted of de-escalation, IV to PO, and more targeted therapy to name a few. At the end of the year a total of about \$177,000 was saved in healthcare costs.

In a smaller community hospital it is important to have a clinical pharmacist reviewing antibiotic cases at least a few times a week. In many cases patients are started on empiric therapy of one or multiple antibiotics to cover any possible infection. This needs to be reevaluated and/or de-escalated in 48-72 hours and when reports from the microbiology lab are returned. The pharmacist, prescriber and the hospitalist are able to review these microbial findings and begin a more targeted therapy for the patient.



# Antimicrobial Stewardship at Northern Regional Hospital

It is the responsibility of the entire healthcare team to upkeep the program and give patients the appropriate treatment at the most reasonable cost to them and the institution.

At NHSC the Antibiotic Stewardship Committee consists of a hospitalist, quality control, microbiologist, pharmacy director, pharmacist, and infection control. Each year a new Antibiogram is published reflecting the hospital and community sensitivities. These numbers are reported to hospitalists and pharmacists so that the most appropriate empiric antibiotic therapy can be started on a patient.

Both the hospitalists and pharmacists have access to microbiology lab findings from patient's specimens, which aids in determining when to de-escalate or discontinue antibiotics. With the help of PCR we are able to quickly and efficiently receive test results on specimens sent to microbiology. The microbiologist has even increased her reviewing of cultures to also help in the quick de-escalation of antibiotics. Fortunately, at NHSC, de-escalation has not been a significant problem. All reports are reviewed and more targeted therapy is prescribed for the patient. This is a major key to a successful program.

#### Summary

Cultures must be collected before antibiotics are given. It is important to make sure there is an appropriate antibiotic evaluation after initial empiric therapy. Make sure each antibiotic ordered has a clear indication and duration of therapy. When the results come back from microbiology in 48-72 hours be sure to reassess the original antibiotic order and begin to tailor the drug therapy to the patient's specific diagnosis.











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Ienter Name	City	State	Zip	Certification
lugh Chatham Memorial Hospital	Elkin	NC	28621	Advanced Primary Stroke Center
win County Regional Hospital	Galax	VA	24333	Advanced Primary Stroke Center
lorth Carolina Baptist Hospital	Winston Salem	NC	27157	Advanced Comprehensive Stroke Center
orsyth Memorial Hospital	Winston Salem	NC	27103	Advanced Comprehensive Stroke Center
ligh Point Regional Health System	High Point	NC	27262	Advanced Primary Stroke Center
exington Medical Center	Lexington	NC	27292	Advanced Primary Stroke Center
homonyillo Modical Contor	Thomasville	NC	27361	Advanced Primary Stroke Center



# Stroke Interdisciplinary Team- NRH

Chief Medical Officer, Director Stroke Program– Dr. Jason Edsall

Stroke Coordinator – Debbie Moser

Director of Emergency Department

Hospitalist Medical Director

VP Patient Services, CNO

Emergency Department Unit Coordinator Director of Quality Services

Director of Critical Care

- Director of MedSurg
- Director of Laboratory Services

Pharmacy

Case Management IS Representative Rehab Speech Therapy EMS Representative CT/Radiology Director of Patient Access

Director of Marketing Clinical Dietician

House Supervisor













	Acute Ischemic Stroke and Transient	Ischemic Attack Suggested E	Best Practice G	uide
	Day 1	Day 2	Day 3	At Discharge
<ul> <li>BP Management</li> <li>S/P Alteplase</li> </ul>	Goal < 180/105	Decrease by 10% with goal < 140/90 (No large vessel stenoses)	Decrease by 10% with goal < 140/90	Long-term goal <130/80
No Alteplase	Allow permissive hypertension first 24 hours with goal < 220/120	Decrease by 10% with goal < 140/90	Decrease by 10% with goal < 140/90	Long-term goal <130/80
DVT Prophylaxis	Dependent on Alteplase status: o Sequential compression devices only first 24 hours s/p alteplase o If no alteplase, apply sequential compression devices + pharmacological prophylaxis drug (e.g. Heparin 5000 units x Q8 OR Lovenox 40mg daily)	Sequential compression devices + pharmacological prophylaxis drug	Sequential compression devices + pharmacological prophylaxis drug	
Antithrombotic	<ul> <li>Dependent on Alteplase status:</li> <li>No antiplatelet first 24 hours s/p alteplase</li> </ul>	Start antithrombotic if Alteplase given	Continue antithrombotic	Prescribe antithromboti regimen
Event = Stroke or TIA	<ul> <li>Initiate antiplatelet on admission if no alteplase based on list below</li> <li>Event with no antithrombotic history on admission give weight-based aspirin: 81mg &lt; 70 kg: 325mg &gt; 70 kg</li> </ul>			
	<ul> <li>Event – Currently on ASA 81 mg on admission– increase to 325 mg all weights, treat vascular risk factors</li> </ul>			
	<ul> <li>Event – Currently on Plavix on admission – Check Plavix response (plasma reactivity units, for example if &lt; 180 – 185, good Plavix response. If not a responder, consider Brillinta 90 mg BID and baby ASA daily vs weight-based ASA)</li> </ul>			
	<ul> <li>Dual antiplatelet only for symptomatic intra or extracranial large vessel stenoses or occlusions for 3 months then change to single agent.</li> </ul>			

	Acute Ischemic Stroke and Transient	Ischemic Attack Suggested E	Best Practice G	uide	
Anticoagulant 	Typically start 48 hours post infarct	Indications: Afib, Intracardiac Thrombus, PFD with DVT • No bridgin needed for Coumadin if not active clot identified and can d/s antiplatelet if not indicated when fully anticoagulated *Typically hold anticoagulated strokes and consider repeat non contrast head CT prior to initiation of anticoagulant s			
Lipid Management	Lipid panel drawn If patient on Lipitor upon admission, increase Lipitor to 80Mg if LDL > 70	<ul> <li>LDL &gt; 70 - Lipitor 80 mg daily unless &gt; 80 years old, then 40 mg daily</li> <li>TG &gt; 150 Fish oil 1000mg bid</li> <li>TG &gt; 250 need targeted therapy (e.g. Fenofibrate 135 mg daily and Lipitor 40mg daily regardless of age)</li> </ul>		Statin if LDL > 70	
Smoking / Vaping Cessation	Advice / Counseling (Northern Regional Has A Smoking Cessation Program)	Oppoint of decisested by			
Assessment	P1/01/S1 evaluate and treat within 24 hours	therapies			
Etiology / Secondary Prevention	CTA head and neck if not completed in ED	<ul> <li>F/U Non contrast head CT for s/p Alteplace patients</li> <li>Non contrast MRI</li> <li>US Carotid Bilateral if CTA not completed as well as MRA head no contrast (MRA neck no contrast tow yield secondary to frequent movement / breathing artifact)</li> <li>TTE with bubble study</li> <li>TTE /L US flubble study</li> </ul>	Follow up of diagnostic studies		





NH Teleneurology Consult Reference Guide – W	Vhat is Appropriate for TN Consult
Reminder: <b>TeleNeurologists</b> are Credentialled through Northern Rep nformation.	gional Hospital and are able to view patient imaging and patient
Novant Neurologists (Neurology Hospitalists) are NOT credentialled They can discuss potential transfers but not look at scans or answer	through NRH and are NOT able to view imaging and patient information. post stroke patient care questions.
Please see the document <b>"Acute Ischemic Stroke NH Treatment Ref</b> patient care.	'erence'' for helpful information provided by Novant for post stroke
Emergent Tele Consults within Guidelines	Tele Consults not within Guidelines
Presentations concerning for ischemic strokes with focal deficits – LKW within 24 hours	Clearing of patients for discharge from ED
TIA with aphasia and / or visual symptoms. (Complete resolution of symptoms)	When delirium, metabolic encephalopathy or psychiatric issues are the likely dx
Acute hemorrhagic stroke	Vague consults for non-focal weakness or blurry vision
Acute onset unresponsiveness with no clear non-neurological reason (Concern of basilar occlusion)	Pain and generic HA consults with normal CT imaging
Thunderclap headache: Aneurysm or dissection concern	Drug overdoses w/o stroke or seizures
Acute deficits signifying spinal cord injury	Clearing of patients with neuro symptoms for admission to the hospital
Sudden neurologic changes of post tPA patients concerning for stroke	Mild asymptomatic traumatic bleeds in absence of coagulopathy
Newly discovered symptomatic CNS tumors, acute hydrocephalus, spinal cord lesions, aneurysms and AVMs	
Status Epilepticus: Actively seizing or not back to baseline	
F/U to previous appropriate teleneurology consults due to critical	
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# **Physician Online Resources**

*Up-to-Date* is available to Physicians both in-hospital and in off-site clinics/offices and provides CME credit if you create your own login.

• *Up-to-Date Anywhere* is now used at Northern Regional Hospital and can be accessed on your iPhone, Android, iPad and other mobile devices

• Contact the Education Department for detailed information and assistance.

