



KEY POINT SUMMARY

OBJECTIVES

The objective of this literature review was to identify previously documented strategies implemented to assist staff throughout the transition to a new NICU design.

How Can We Help Staff transition to a New NICU design?

Broom, M., Gardner, A., Kecskes, Z. and Kildea, S. 2015 | *Journal of Neonatal Nursing Volume 21, Issue 5, Pages 180-185*

Key Concepts/Context

This article highlights the results of a literature review undertaken to identify transition strategies for staff who moved from an open plan unit layout to a single-room design (SRD) neonatal intensive care unit (NICU) layout.

Methods

A list of keywords was developed that included: intensive care units, neonatal, hospital design and construction, single-room design, change management, and staff attitude to change. Of 29 articles identified, only seven highlighted strategies used during the transition to single-room design. Two main categories from the seven relevant articles were noted: 1) proposed strategies implemented during the transition and 2) post-transition issues and solutions. Strategies identified to facilitate the transition to DRD included teamwork (including transition teams); multifaceted communication initiatives; and celebrations (of time spent in the old unit and reflecting on history). Post-transition issues and solutions included maintaining effective communication and being open to developing new models of care or other strategies and technologies that may be required to accommodate the new unit design.

Findings

There is literature that addresses a variety of NICU unit designs but only minimal information relating to addressing staff needs and concerns when undertaking a significant change in daily operations such as SRD requires.

Limitations

A limited number of articles are focused on staff needs during transition from an open NICU design to SRD. Transitions from other types of units may have elicited



DESIGN IMPLICATIONS

When a design project will impact fundamental operations of a unit, it is essential that leaders and construction professionals take the needs of the clinical staff into consideration in order to maximize success of the project.

information non-specific to the NICU, but that information still might have been relevant to a significant transition on a nursing unit.



The Center for Health Design:
Moving Healthcare Forward

The Center for Health Design advances best practices and empowers healthcare leaders with quality research that demonstrates the value of design to improve health outcomes, patient experience of care, and provider/staff satisfaction and performance.

Learn more at
www.healthdesign.org