



Kennedy University Hospital, (also referred to as Jefferson New Jersey)
[Nursing Workplace Environment and Staffing Council - NWESC] Charter

Purpose

The overall purpose of the NWESC is to provide a formal, collaborative structure and process that gives clinical nurses (direct care staff nurses) a respected voice in the determination of human and environmental resources needed to deliver best care to patients and to provide a forum of participative leadership that supports equal participation of staff in collaboration with management.

Accountability

The NWESC reports all analyses and actions to the Coordinating Council on a scheduled basis. NWESC is accountable to ensure optimal patient outcomes through improvements in the work environment which is directly aligned with the mission to improve lives.

Goals

- Engage and educate clinical nurses in establishing and sustaining a healthy work environment.
- Establish a safe work environment in which nurses collaboratively determine the resources needed.
- Provide clinical nurses with a voice in human resource allocation.
- Provide a forum for participative leadership for nurse staffing decision making

Membership (delineate chairpersons)

NWESC council is a mix of clinical nurses and nurse leaders and is chaired by the CNO and co-chaired by a clinical nurse. Membership is as follows:

- 51% Clinical Nurses (RNs that spend at least 50% of their time at the bedside)
- 49% Nurse Leaders (CNO, directors, Managers, Assistant Nurse Managers, Supervisors)

Member Responsibilities

- Active participation and attendance at NWESC meetings (80%) and educational sessions

- Bi-directional, consistent communication back and forth between the NWESC and the unit staff
- Participation in developing action plans as appropriate to improve work environment

Meeting Frequency

The council meets 10 times per year per shared governance bylaws.