

PRINCIPLES & ELEMENTS OF A HEALTHFUL PRACTICE/WORK ENVIRONMENT

The Nursing Organizations Alliance believes that a healthful practice/work environment is supported by the presence of the following elements:

- 1. Collaborative Practice Culture**
 - Respectful collegial communication & behavior
 - Team orientation
 - Presence of trust
 - Respect for diversity
- 2. Communication Rich Culture**
 - Clear and respectful
 - Open & trusting
- 3. A Culture of Accountability**
 - Role expectations are clearly defined
 - Everyone is accountable
- 4. The Presence of Adequate Numbers of Qualified Nurses**
 - Ability to provide quality care to meet client/patient's needs
 - Work/home life balance
- 5. The Presence of Expert, Competent, Credible, Visible Leadership**
 - Serve as an advocate for nursing practice
 - Support shared decision-making
 - Allocate resources to support nursing
- 6. Shared Decision-Making at All Levels**
 - Nurses participate in system, organizational, and process decisions
 - Formal structure exists to support shared decision-making
 - Nurses have control over their practice
- 7. The Encouragement of Professional Practice & Continued Growth/Development**
 - Continuing education/certification is supported/encouraged
 - Participation in professional association encouraged
 - An information rich environment is supported
- 8. Recognition of the Value of Nursing's Contribution**
 - Reward and pay for performance
 - Career mobility and expansion
- 9. Recognition by Nurses for Their Meaningful Contribution to Practice**

These nine elements will be fostered and promoted, as best fits, into the work of individual member organizations of the Alliance. ~2004~