In July 2019 there was a sentinel event at our hospital. A root cause analysis was required. This is a critical process wherein healthcare providers take a step back to discuss and jointly gather data from all parties who had contact with the patient and any employees connected to the processes systems that affected the patient’s care. It’s a vital opportunity to gain knowledge, correct process flaws, and report out to all staff so that everyone learns from any mistakes.

No actual root cause analysis was conducted here. Instead, anyone who provided care to the patient was interrogated individually. Ultimately two nurses were blamed for tasks not assigned to them and they were wrongfully disciplined. No data was gathered jointly and no process problems were examined. Furthermore, no clear and meaningful conclusion was ever reached and reported out.

We request that the following steps be taken to address this issue:

1. Rescind the wrongful disciplinary actions taken against nurses Tamara Kneipp and Vicki Henry.

2. Conduct a full root cause analysis for the patient death that occurred in July 2019 and invite all employees to participate.

3. Commit to conducting a full root cause analysis for every patient death, near miss or serious poor outcome at Unity moving forward.

4. Clarify with all staff that when the 15 minute checks are the specific duties of BHTs and BHAs, nurses are not responsible for ensuring that BHTs and BHAs are completing this particular task. The task is assigned and not delegated by the nurse. Accountability for this work rests with management.

Respectfully,

ONA Staff Nurses at Unity Center for Behavioral Health Nurses
Vicki Henry
Josephine Hoang
Alix Holness
Pam House
Jennifer Hummel

Steve Hunter
Chinyeta Igweonwu
Maiko Ishida
Camille Jackson
Michael Jackson

Kevin Jerde
Nathan Jesky
Chiekwugo (ChiChi) Jiagbogu
Melissa Johnson
Luda Kaminkska

Amy Kang
Nabeh Kanteh
Kate Kavanaugh
Carrie Keys
Michele Kites

Tamara Kneipp
Wade Lamb
Fletch Letcher
Dannette Liebreich
Angelica Jenay

Courtney Loy
Ken Lucas
Nate Lumbard
Sandy Maughan
Angela McGreevey

Daniel McNasser
Rowan Mead
Samson Mehreteab
Adrian Menendez
Rachel Merrell

Brian Messman
Cyd Miller
Jason Miller
Leslie Miller
Sarah Mittelman

Racheal Mock
Jessica Moine
Tatiana Mueller
Caylene Mulligan
Michele Murphy

Faisal Mutua
Karen Nanocchio
Sherrie Neff
Laurel Nicholson
Stepeny Norasingh

Paul Odders
Rebecca Pauba
Helene Paul
Amber Pearson
Rebecca Pelton

Marilyn Petranovich
Amanda Piraino
Kacie Prado
Kendra Quinata
Emma Raburg

Jessie Ramey
Renee Rich
Danna Richkun
Patrick Roach
Karl Rusterholtz
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