Applying Principles of a Fair and Just Culture to a Student Scenario

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staff nurse discovered the nursing student had administered vjg qtcn ogfkecvkqp vq vjg ytqpi rcvkgpv. Tjg pwtukpi uejqqnóu policy stipulates that medications are administered under the direct supervision of the instructor or an RN employed by the hceknkv{. Tjg rcvkgpv ycu pqv jct ogf, cpf kpekfgpv tgrqtvu ygtg eqorngvgf d{ dqvj vjg uejqqn cpf vjg hceknkv{. Tjg uvwfgpv, yjq ycu fku okuugf htqo vjg rtqitco, ycu itcpvgf tgkpuvcvgment the following semester and was placed on a remediation rncp.

Dgurkvg pwogtqwu ghhqtvu kp vjg rcuv 20 {gctu, gttqtu kp jgcnvj ectg ugvvkpiu eqpvkpwg vq qeewt. A tgegpv tgrqtv htqo vjg Ohûeg qh vjg Ipurgevqt Ggpgtcn (2022) kfgpvkûgf vjcv 25% qh rcvkgpvu gzrgtkgpegf jcto fwtkpi vjgkt jqurk pwtukpi uvwfgpvu v

nursing student who was in her second semester of pwtukpi uejqqn jcf jgt ûtuv hceg-vq-hceg enkpkecn gz-perience with patients during the coronavirus disease 2019 (COXID-19) rcpfgoke. Tjg pwtukpi uvwfgpv ycu yqtm-kpi ykvj c uvchh pwtug qp c ogfkecn-uwtikecn wpkv. Mgfkecvkqpu ygtg qdvckpgf d{ vjg uvchh pwtug hqt vyq rcvkgpvu kp c tqqo. Tjg pwtug uvgrrgf qwv qh vjg tqqo vq cfftguu vjg pggfu qh cpqvjgt rcvkgpv. Aeeqtfkpi vq vjg pwtukpi uvwfgpv, ðA rcvkgpv ycu dgi ikpi hqt ogfkecvkqp.ñ Tjg pwtukpi uvwfgpv rtqeggfgf to administer medication to the patient without the staff nurse dgkpi rtgugpv. Yjgp vjg uvchh pwtug tgvwtpgf vq vjg tqqo, vjg

jgcnvj ectg gpxktqpogpv. Tjku ctvkeng ku kpvgpfgf vq ugtxg cu c tguqwteg hqt hcewnv{ cpf qvjgtu yjq oc{ dg cumgf vq cfftguu uvwfgpv gttqtu ykvjkp vjgkt pwtukpi rtqitcou. Ncvkqpcn ghhqtvu toward promoting fair and just cultures in schools of nursing ctg tgxkgygf. Uukpi vjg xkipgvvg fguetkdgf cdqxg, c htcogyqtm hqt cpcn{|kpi vjg ecwugu qh vjg gttqt ku rtgugpvgf, cpf commentary is offered on how applying the principles of a fair and just culture can help nursing students and faculty address uwej ukvwcvkqpu kp vjg hwvwtg.

FAIR AND JUST CULTURE

Dt. Jcogu Rgcuqp, cyqtnf-tgpqypgf ngcfgt kp vjg ûgnf qh jwocp gttqt, fguetkdgu gttqt cu ôc igpgtke vgto vq gpeqorcuu cnn vjqug qeecukqpu kp yjkej crncppgf ugswgpeg qh ogpvcn qt rj{ukecn cevkxkvkgu hcknu vq cejkgxg kvu kpvgpfgf qwveqog, cpf

vjg gpxktqpogpv cpf hqt fgnkxgtkpi qwvuvcpfkpi ectg. Tjg{ mpqy vjcv vjg{ ctg ceeqwpvcdng hqt vjgkt cevkqpu dwv yknn pqv dg dncogf hqt u{uvgo hcwnvu kp vjgkt yqtm gpxktqpogpv dg-{qpf vjgkt eqpvtqn. Au Mctz (2001) pqvgf, \eth Fgy rgqrng ctg willing to come forward and admit to an error when they hceg vjg hwnn hqteg qh vjgkt eqtrqtcvg fkuekrnkpct{ rqnke{, ctgiwncvqt{ gphqtegogpv uejgog, qt qwt qpgtqwu vqtv nkcdknkv{ u{uvgoñ (r. 3).}}

Response to an Error

Dgukipkpi cp crrtqrtkcvg tgurqpug vq cp gttqt ku etweken. Pgpcnk | kpi pwtugu (qt uvwfgpvu) hqt wpkpvgpvkqpcn o kuvcmgu or system errors has been shown to reduce the reporting of gttqtu tcvjgt vjcp vjg qeewttgpeg qh gttqtu. Ap kpvgitcvkxg tgxkgy qh 42 tgugctej uvwfkgu kpxqnxkpi jgcnvj ectg rtqhguukqpcnu hqwpf vjcv (1) hgct qh tgrgtewuukqpu qh tgrqtvkpi ogfkecn gttqtu ku c dcttkgt; (2) uwrrqtvkxg uchgv{ ngcfgtujkr ku egpvtcn vq tgfwekpi hgct qh gttqt tgrqtvkpi; cpf (3) kortqxkpi gfwecvkqp qp cfxgtug gxgpv tgrqtvkpi, fgxgnqrkpi rqukvkxg hggfdcem y jgp cfxgtug gxgpvu ctg tgrqtvgf, cpf developing nonpunitive error guidelines for health care prohguukqpcnu ctg pggfgf (Y jkvg & Dgncetqkz, 2020). Ty q cffkvkqpcn kpvgitcvkxg tgxkgyu (Ahc{c gv cn., 2021; Yqq & Axgt{, 2021) hqwpf tgrqtvkpi cpf tgxkgykpi ogfkecn gttqtu tgrtgugpvgf c eqorngz kpvgtrnc{ coqpi qticpk|cvkqpcn dcttkgtu, uwej cu eqornkecvgf tgrqtvkpi u{uvgou qt ncem qh hggfdcem y jgp tgrqtvkpi qeewttgpegu, cpf rtqhguukqpcn qt kpfkxkfwcn $hcevqtu,\,uwej\,\,cu\,\,hgct\,\,qh\,\,tgrtkucn.\,\,Tjg\,\,pggf\,\,hqt\,\,qti\,cpk\,|\,\,cvkqpcn$ tghqto ycu gorjcuk|gf.

Yjgp cp gttqt qeewtu, c eq o o qp tgcevkqp ku vq ecnn hqt gfwecvkqp qh vjqug kpxqnxgf. Tjku oc{ dg jgnrhwn dwv qpn{ kh kv ku urgekhkecnn{ vctigvgf vq vjg ukvwcvkqp. Ip c uvwf{ qh 1,500 enkpkecn pwtugu kp qpg jgcnvj u{uvgo, fgurkvg kfgpvkhkecvkqp qh u{uvgoke rtqdngou fwtkpi kpekfgpv kpxguvkicvkqp, gxgt{ rncp qh eqttgevkqp kpenwfgf gfwecvkqp qh pwtugu. Ih vjg u{uvgo ku eqpvtkdwvkpi vq tkum{ dgjcxkqtu, kortqxgogpvu should be developed by actively engaging clinical nurses in gzrnqtkpi yc{u vq kortqxg vjg hcwnv{ u{uvgo. Efwecvkqp qh vjg uvchh hqt u{uvgo kuuwgu ecp dg eqpukfgtgf rwpkvkxg, cpf tgvtckpkpi ujqwnf dg tgswktgf qpn{ yjgp vjgtg ku gxkfgpeg vjcv c ncem qh mpqyngfig eqpvtkdwvgf vq vjg gxgpv (Bctmgnn & Sp{fgt, 2021).

Fqunkgp-Ncuj cpf Rggf (2020) uwi i guvgf ejcpikpi o kpfugvu, pqv lwuv rwpkujkpi kpfkxkfwcnu, owuv dg vjg hqewu qh vjg tgurqpug vq gttqtu. Cnkpkecn cpf cecfgoke ngcfgtu pggf vq gorjcuk|g pqv qpn{ yjcv vq fq dwv cnuq jqy vq fq kv. Ip cffkvkqp, qticpk|cvkqpu cpf uejqqnu pggf vq cuuguu cpf cfftguu c ðugnh-fgegrvkqpñ icr (k.g., vjg dgnkgh vjcv vjg enkpkcal agency or school already has a fair and just culture and pggfu nkvvng kortqxgogpv). Pgtkqfke cuuguu ogpvu, qrgp ejcppgnu hqt eqoowpkecvkqp cpf tgrqtvkpi, cpf vtgpfkpi qh gttqtu cpf pgct-okuugu cpf vjgkt ecwugu pggf vq dg rtqoqvgf. Ctgcvkpi vjg crrtqrtkcvg okpf-ugv tgictfkpi gttqtu cpf tge-

- É Ap gzrnkekv rjknquqrj{ uvcvgogpv vjcv qwvnkpgu gzrgevcvkqpu cdqwv ceeqwpvcdknkv{, gxkfgpeg-dcugf gfwecvkqp, vjg tqng qh uvwfgpvu cpf hcewnv{ kp gpuwtkpi uchgv{ cpf swcnkv{, cpf vjg eqookvogpv vq c hckt cpf lwuv ewnvwtg.
- É Cngct u u gou cpf rtqeguugu hqt vtcemkpi cpf vtgpfkpi fcvc qp wpwuwcn kpekfgpvu cpf qeewttgpegu.
- É Pqnkekgu cpf rtqegfwtgu vjcv engctn{ urgnn qwv tgemnguu and unacceptable behavior and appropriate actions that hcewnv{ ujqwnf vcmg.

 $dg\;vq\;cum\;vjg\;uvwfgpv\;y\;jcv\;ujg\;jcf\;wpfgtuvqqf\;cdqwv\;vjg\;rqnk$

and the clinical facility to review this error together so there is an understanding about what happened and to determine what rtgxgpvcvkxg ogcuwtgu ujqwnf dg vcmgp vq gpuwtg uwej gttqtu yqwnf pqv jcrrgp cickp, htqo dqvj vjg cecfgoke cpf enkpkecn ukfg. Tjku owvwcn wpfgtuvcpfkpi yqwnf rtqoqvg c eqmcdqtcvkxg relationship between the nursing program and practice facil-kv{ cpf gpuwtg vjgtg yqwnf dg pq dncog hqt yjcv jcrrgpgf. Ip cffkvkqp, vjg rtqitco eqpvcevgf vjg pwtukpi tgxkgy dqctf hqt cfxkeg. Nwtukpi tgxkgy dqctfu fq pqv tgswktg tgrqtvu hqt gxgt{ gttqt qt pgct-okuu kp pwtukpi rtqitcou dwv qhvgp ctg wugf cu tguqwtegu kp vjgug mkpfu qh ukvwcvkqpu.

Ip vjg xkipgvvg rtgugpvgf jgtg, vjg uvwfgpv crrgctgf vq jcxg jcf pq kpvgpvkqp qh xkqncvkpi c rtqvqeqn cpf gzrtguugf eqpvtkvkqp fwtkpi c oggvkpi cdqwv vjg gxgpv. Tjwu, vjg tgurqpug ujqwnf jcxg hqewugf rtkoctkn{ qp eqpuqncvkqp kp vjg hqto qh tgeqipk|-kpi cpf chûtokpi vjcv ujg jcf dggp rwv kp c vqwij ukvwcvkqp. Av vjg ucog vkog, vjku yqwnf jcxg rtqxkfgf cp qrrqtvwpkv{ vq eqcej vjg uvwfgpv cdqwv jcpfnkpi uwej eqpükevu, kpenwfkpi uvtcvgikgu hqt fkrnq ocvkecm{ cfftguukpi vjg enkpkecn rtgegrvqt, uwej cu rgtjcru uggmkpi vq enctkh{ vjg kpuvtwevkqpu, ykvjqwv dgkpi rgtegkxgf cu dgkpi kpuwdqtfkpcvg. Affkvkqpcmn{, tgxkgykpi vjg 10 tkijvu qp ogfkecvkqp cfokpkuvtcvkqp (Efyctfu & Azg, 2015) yqwnf dg ycttcpvgf.

Ip vjg xkipgvvg, ncem qh mpqyngfig cpf ncem qh cyctgpguu ygtg vjg ecwugu qh vjg gttqt, cpf c fkuewuukqp cdqwv dqvj eqwnf dg wugf vq fgdtkgh vjg uvwfgpv. Uukpi vjg ûxg eqtg swguvkqpu ecp dg xcnwcdng hqt hcewnv{ cpf rtcevkeg hceknkvkgu yjgp cpcn{|kpi gttqtu qt pgct okuugu. Cngctn{, vjg qwveq og yqwnf dg fkhhgtgpv, fgrgpfkpi qp vjg ukvwcvkqp. Ip vjku xkipgvvg, vjgtg ygtg ownvkrng system issues as well as mitigating circumstances that called hqt c uwrrqtvkxg tgurqpug d{ hcewnv{. Hqygxgt, kh vjg uvwfgpv had been in her last semester and had been up all night studying hqt cp gzcokpcvkqp cpf jcf ocfg vjku gttqt, vjg tgeqoogpfgf qwveqog oc{ jcxg dggp fkhhgtgpv.

NRBu ctg pqv tqwvkpgn{ pqvkûgf qh pwtukpi uvwfgpvuó ogfkecvkqp qt qvjgt gttqtu. NRBu ecp rtqxkfg kphqtocvkqp tgncvgf to best practices to assist nursing programs in addressing such gttqtu kp c hckt cpf lwuvkeg ocppgt. Ftqo c tgiwncvqt{ rgturgevkxg, NRBu wug gxkfgpeg-dcugf i wkfgnkpgu (Srgevqt gv cn., 2020) y jgp crrtqxkpi pwtukpi rtqitcou. Opg qh vjg iwkfgnkpgu ecnnu hqt rtqitcou vq jcxg rqnkekgu cpf rtqegfwtgu kp rnceg hqt vtcemkpi uvwfgpv gttqtu cpf pgct-okuugu fwtkpi enkpkecn gzrgtkgpegu. Freeway ctg gpeqwtcigf vq eqnagev vjgug feve cpf o cmg kortqxgogpvu cu pgeguuct{. Fqt gzcorng, hcewnv{ oc{ fgekfg vq tgxkug jqy vjg{ vgcej ecnewncvkqpu, qt vjg{ oc{ fgvgtokpg vjcv vjg{ need guidelines for teaching their students about root cause $\texttt{cpcn} \{ \texttt{ugu}. \ \mathsf{Tjg} \ \mathsf{NCSBN} \ \mathsf{jcu} \ \mathsf{tguqwtegu} \ \mathsf{cxckncdng} \ \mathsf{vq} \ \mathsf{cuukuv} \ \mathsf{hcewnv} \{$ cu vjg{ vtcem cpf cpcn{ | g uvwfgpv gttqtu cpf pgct okuugu (NC-SBN, 2021). Tjgug tguqwtegu kpenwfg vjg Schg Svwfgpv Rgrqtvu, c pcvkqpcn fcvc tgrqukvqt{, y jkej cnnq y u uejqqnu vq dgpej o ctm vjgkt feve ykvj pevkqpen feve.

Ykvjkp c hckt cpf lwuv ewnvwtg htcogyqtm, vjku xkipgwyg tgügevu c ukvwcvkqp yjgtg gfwecvkqp ku ycttcpvgf. Ip uqog uejqqnu, a best practice would be to conduct a postconference discussion hqt cm uvwfgpvu vq ngctp htqo vjku cpf hqt cm uvwfgpvu vq vjkpm cdqwv jqy vjg{ ecp tgurqpf yjgp rwv kp xwnpgtcdng ukvwcvkqpu. Lcuvn{, kv ku tgeqoogpfgf vjcv uqogqpg htqo vjg hcewnv{ tgcej