

NURSING DIGEST

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NURSE SAFETY PULSE SURVEY 2025



BE THE PART OF THE CHANGE YOU DESIRE

Message from the President



Capt Ajitha Nair
President, ANEI

Dear Colleagues,

As we celebrate International Nurses Day 2025, we embrace the powerful theme declared by the International Council of Nurses:

"Our Nurses. Our Future. Caring for nurses strengthens economies."

This theme is both a recognition and a call to action. It reminds us that the well-being of nurses is not just a workforce concern—it is a national priority. Every healthy, supported nurse contributes to a more resilient healthcare system and a stronger, healthier society.

To each nurse reading this: your well-being is vital. Let's not wait for systems to change on their own—speak up when your environment is not safe, when resources are inadequate, or when your role is undervalued. Courageous conversations are essential to building safe and supportive care environments.

To all nursing leaders: we must take full accountability for creating and sustaining healthy workplaces. From staffing and safety to recognition and respect, our influence must reflect the future we envision. Let us lead not just with strategy, but with empathy and advocacy for those who trust us to lead.

As we prepare for ANEICON 2025, themed "Transformational Leadership: Harnessing Collaboration for a Healthier India", to be held on 30th and 31st May 2025 at the Grand Hyatt, Kochi, I extend my heartfelt gratitude to every individual and chapter contributing to its success. Your tireless efforts exemplify the spirit of collective leadership and shared purpose.

I also urge all nurses and nurse leaders to participate in the ANEI Nurse Safety Pulse Survey. It is a crucial step in understanding our current realities and shaping safer, more responsive nursing environments.

Survey Link: <https://forms.gle/p7u4EFptjKcxMAEF8>

Let us use this Nurses Day to care for ourselves, uplift one another, and build a future where nurses thrive.

Warm regards,
Capt Ajitha Nair

President, Association of Nurse Executives India (ANEI)

ANEI Pre-Conference Workshop on "Beyond the Incision & RISE (Rational Infusion Standards for Excellence)

A Step Toward Prevention of CRBSI and SSI at Fortis Hospitals, Anandapur!!

ANEI - West Bengal Chapter in collaboration with 3M, conducted a pre ANEI-conference workshop on 22nd April 2025 at the auditorium of Fortis Hospitals, Anandpur, focusing on prevention of Catheter-Related Bloodstream Infections (CRBSI) and Surgical Site Infections (SSI). The session aimed to enhance awareness and practical skills among Nurses, promoting safer clinical practices and reinforcing infection prevention protocols.

The program kicked off with an engaging Skillathon that highlighted the significance of CRBSI care bundles and the SSI prevention approach. This dynamic session emphasized essential practices such as hand hygiene, aseptic line handling, CLABSI (Central Line Associated Blood Stream Infection) and CRBSI bundle approach and wound site care, reinforcing a strong culture of safety among Patients & Nurses. Activities were conducted where participants practiced key skills, including: a) Aseptic Techniques: Stressing the importance of sterile procedures during central line access and dressing changes. b) Central Line Site Care: Training on regular assessment and dressing protocols to prevent bloodstream infections. c) Surgical Site Surveillance: Educating staff on early signs of SSI and the importance of post-operative wound monitoring. d) Documentation and Audit Readiness: Emphasizing accurate recording and adherence to care bundle checklists for infection control.

The inauguration ceremony was honoured by Ms. Doli Biswas - CNO, Dr Yashesh Paliwal - Director Critical Care, and Dr Arindam Chakraborty - HOD Microbiology & Infection Control Officer, Ms. Dwipta Dey - Senior Infection control Nursing In-charge, who emphasized the crucial role of our Nursing staff in prevention of CRBSI and SSI while upholding the highest standards of patient Safety.



A total of 50 nurses attended the session enthusiastically from Fortis Anandpur, Apollo, Medica-Manipal, CMRI, BM Birla Heart Research Centre, HP Ghosh Hospital, and AMRI-Manipal. Participants received certificates at the end of the session after completing the post-test.

A big thank you to Team 3M for their cooperation and commitment. Sincere thanks to Thankam Ma'am and Capt. Madhukari for their constant support and guidance!



First Prick Success: A Better Approach to Patient Satisfaction and Empowerment for Nurses

A Road Map For The Future

Chhanda Sen

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Keywords – First Prick success, Nursing knowledge and skill, Patient satisfaction, Nursing Empowerment.

Funding– The study had no funding and was conducted solely by the author.

Abstract

This hospital-based, observational, quantitative study aimed to enhance nursing competency for first-time peripheral venous catheterization (PVC) success, increasing knowledge and skill proficiency within six months, reducing patient complaints, and improving satisfaction. The study empowered 700 registered nurses through the Teach, Train, and Test (T3) approach, resulting in significant enhancements in nursing knowledge (40% to 80%, $p < 0.001$) and skills in IV cannulation (35% to 75%, $p < 0.001$), reduced patient complaints, and improved patient satisfaction scores from 92% to 98%.

Introduction

Peripheral venous catheters (PVCs) have become an indispensable component of modern healthcare, providing a vital means of administering medications, fluids, and nutrients to patients. With millions of PVCs inserted every year, it is essential that healthcare professionals, particularly nurses, possess the skills and knowledge to perform this procedure efficiently and effectively.

The Significance of First-Time Success

Despite its widespread use, peripheral venous catheterization is not without its challenges. One of the most significant hurdles is the high first-time failure rate, which can range from 12% to 26%. This not only leads to increased discomfort and pain for the patient but also results in decreased patient satisfaction, increased anxiety, and a higher risk of complications.

The Consequences of Multiple Skin Pricks

Multiple skin pricks, which often occur when initial attempts at PVC insertion are unsuccessful, can have far-reaching consequences. Patients may experience greater pain, anxiety, and distress, ultimately leading to decreased satisfaction with their care. Furthermore, repeated skin pricks can increase the risk of phlebitis, nerve damage, and other complications.

A New Approach to Patient Satisfaction and Empowerment

In light of these challenges, it is essential that nurses adopt a more effective and patient-centered approach to peripheral venous catheterization. By prioritizing first-time success and minimizing the number of skin pricks, nurses can significantly enhance patient satisfaction, reduce anxiety and discomfort, and promote a more positive healthcare experience. This study aims to enhance the knowledge and skills of nurses to gain proficiency in first-time success in PVC insertion and discuss strategies for improving patient satisfaction and empowerment in this context.

Objectives

1. Enhance nursing knowledge and skills in peripheral intravenous (PIV) insertion.
2. Reduce PIV-related patient complaints.
3. Attain and sustain an overall patient satisfaction rate exceeding 95%.

Methodology

This hospital-based, observational, quantitative study used the Teach, Train, and Test (T3) approach to educate 700 registered nurses. The intervention included a structured education program, simulation-based training, and competency assessment.

Sample Size

700 registered nurses.

Tools

- Knowledge evaluation tool(questionnaire)
- Objective structured clinical examination (OSCE)
- Competency Assessment tool for 1st prick success
- Patient satisfaction Index

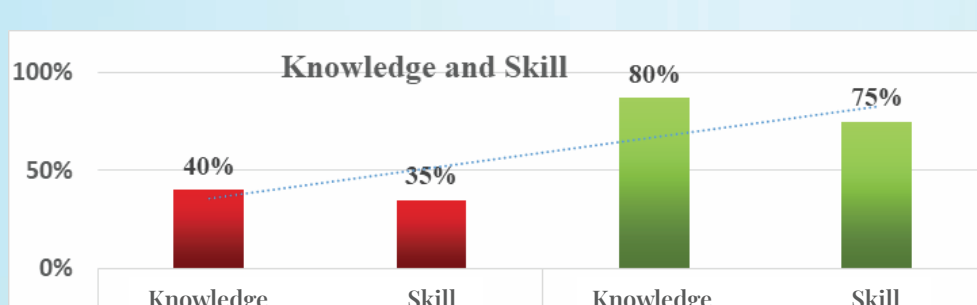
Outcome Measures

- Nursing knowledge and skills in IV cannulation.
- Number of patient complaints.
- Patient satisfaction scores

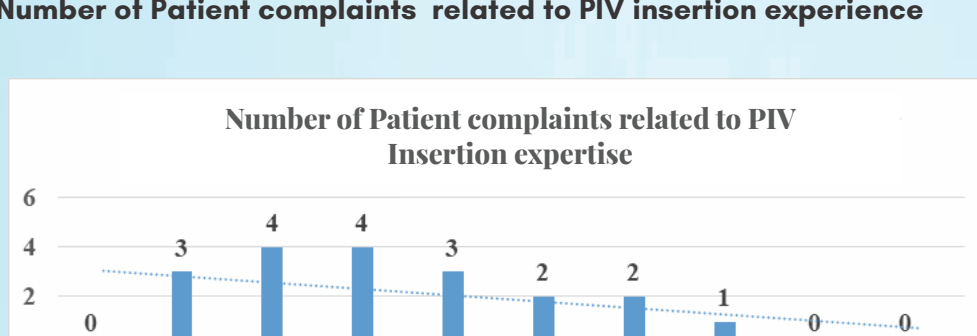
Results

- Nursing knowledge: Mean Pretest Knowledge score 40% to Mean Post-test Knowledge score 80%.
- Skills (practice score) in IV cannulation: Mean Pre-test Practice score 35% to Mean Post-test Practice score 75%
- Patient satisfaction scores: Mean Pretest Patient satisfaction score 92% to Mean Post-test Patient satisfaction 98%.
- Reduced patient complaints.

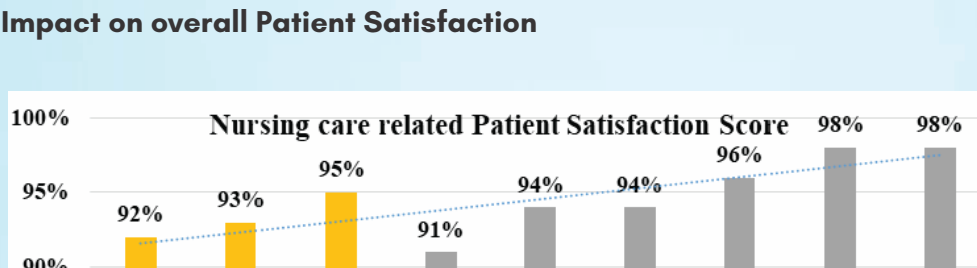
A. Bar chart showing Comparison between pre and post-test knowledge and skill scores



B. Bar chart on Number of Patient complaints related to PIV insertion experience



C. Bar chart on Impact on overall Patient Satisfaction



Discussion

The study demonstrates significant improvements in Peripheral Intravenous (PIV) insertion on 1st prick success and patient outcome within 6 months.

Nursing Knowledge and Skills

50% increase in PIV insertion knowledge and skills. Highly significant improvement, exceeding expected outcomes.

Patient Outcomes

1. 59.7% reduction (target was 40%) of Complaints related to PIV Insertion experience (pre-mean: 3.3, post-mean: 1.33).
2. Improved patient satisfaction: pre-mean 93.33%, post-mean 95.1% (target was >95%)

Discussion

- International Journal of Creative Research Thoughts (IJCRT) – “First prick success” study parallels our findings, demonstrating substantial improvements in IV cannulation skills (21% to 89%) and patient satisfaction (74.5% to 80.6% in NPS). The study are consistent with the findings of the present study, demonstrating substantial improvements in IV cannulation skills (21% to 89%) and patient satisfaction (74.5% to 80.6% in NPS).
- A study by Kim et al. (2018) found that a structured education program improved nursing students' knowledge and skills in IV cannulation, with a significant increase in correct insertion techniques. Similarly, a study by Lee et al. (2020) demonstrated that a simulation-based education program enhanced nurses' confidence and competence in IV cannulation.
- A study by Tacey et al. (2019) found that patients reported higher satisfaction rates when nurses were competent in IV cannulation, citing reduced anxiety and pain. Another study by Wang et al. (2018) demonstrated that improved nursing skills in IV cannulation led to reduced patient complaints and improved overall care experience.
- The improvement in patient satisfaction scores observed in this study are also consistent with all the above mentioned studies

Conclusion

This study enhanced nursing skills and competency in first prick success rates. Multidisciplinary approach, standardized guidelines, and continuous monitoring led to significant improvement. Empowering nurses in IV cannulation promotes patient safety, reduces complications, and optimizes healthcare delivery.

Limitation

The limitations of the study included, lack of self-motivation among staff, skill mixed staff performance data received and uniformity in environment control was not possible.

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Nurses Day Messages ANEI EC Members





“
Nurses Day is here again, and this time we carry even more weight on our shoulders as uncertainty looms. Yet, we've faced challenges before—and we will again—anchored in our collective strength and unwavering faith. Grateful for the boundless care you offer to humanity. May that love return to you manifold. Happy Nurses Day.
”

CAPT AJITHA NAIR
National President, ANEI
CEO, KIMSHEALTH, Kottayam






“
"Enthusiasm is not just a state of mind, it's a constant impulse to lead our life to achieve goals. It fuels our passion to care, to lead, and to make a difference every day."
”

DR UNMONA BORGHAIN
Founder EC member, ANEI
National Vice President, ANEI
Professor Cum Principal
College of Nursing, AIIMS, Guwahati






“
"You are the silent warriors who heal with compassion, transforming pain into comfort and fear into hope. With unmatched resilience and kindness, you walk the path of service, making the world a better place each day. Your unwavering commitment and unique presence are the true essence of grace and strength in healthcare. There is none like you."
”

DR VINCY ASHOK TRIBHUVAN
National Secretary, ANEI
Group Vice President - Nursing
Administration, CARE Group of Hospitals,
Hyderabad






“
"Compassion is the heartbeat of nursing—where every touch, every word, and every act of kindness transforms lives and brings hope to those in need. This Nurses Day, we celebrate not just their care, but their power—shaping healthier communities, stronger economies, and a brighter future for all."
”

LT COL (DR) AJEE K L
National Treasurer, ANEI
Prof & HoD, Amrita College of Nursing
Kochi, Kerala






“
"Nurses are the quiet architects of healing; when we lift them, we build a future where economies thrive, communities flourish, and hope never fades."
”

DR. JOTHI CLARA MICHAEL
First Vice President, ANEI
Founder EC Member, ANEI
Founder, Healthbridge






“
As nurses, our hands cradle the fragile, our hearts shelter the vulnerable and our spirits uplift the desperate. We are the guardians of humanity. As ANEI becomes an epitome of hope and excellence for healthcare at large, we wish every Nurse in the country and beyond
" A Happy Nurses Day "
Let's heal this troubled world !
”

CAPT (DR) USHA BANERJEE
Founder EC Member, ANEI
Group Director, Nursing
Apollo Hospitals






“
"Nursing and nurses are unique - stretching its services from womb to tomb. Blessed to be a part of this world, where there are opportunities not only to celebrate life but also bring hope to people in despair."
”

DR ELIZABETH JOSEPH
Founder EC member, ANEI
Ex Chief of Nursing at Wockhardt
Hospitals Ltd, Mumbai






“
"Nurses are fundamental agents and essential pillars in preventive, promotive, and rehabilitative care, playing a vital role in achieving universal sustainable development goals"
”

DR GEETA PARWANDA
President, UP Chapter, ANEI
Dean and Principal, SVSU, Meerut, UP






“
To all Nurses : Thank you for bringing compassion and courage into every moment. Here's a quote that captures the spirit of what you do
" Nurses dispense comfort, compassion and caring without even a prescription " -
Val Saintsbury
”




CAPT GOPA HAZRA
Founder EC Member, ANEI
Head of Nursing, Devanika Hospital,
Ranchi, Jharkhand.







“
"The future of nursing belongs to those who lead with empathy, innovate with courage, and have a relentless commitment to learn"
”

JOSEPHINE CYRILL
EC Member, ANEI
Chief Nursing Officer
Sir Ganga Ram Hospital, New Delhi

“
Let yourself evolve, even when the path feels unfamiliar—growth isn't just about more, it's about becoming better. Life calls us to rise beyond comfort and stay in spaces that nourish us mentally, spiritually, and emotionally.
”

MS KAWALJEET OBEROI
EC Member, ANEI
Chief Nursing Officer
Tapanbhai Mukeshbhai Patel Memorial
Hospital, Medical College and Research
Center - Shirpur, Dhule






“
"Your compassion, skill, and tireless efforts, unwavering support to maintain and delivering a good compassionate care have made a profound difference in the lives of countless patients. Thank you for being such a valuable member of healthcare system!!
”

MS LATHA NONIS
President, Karnataka Chapter, ANEI
Chief of Nursing
Fortis Hospital, Banerghatta
Bangalore






“
"Warmest wishes to all nurses on Nurses Day 2025!

Caring beyond bytes: weaving tech and tenderness, the AI-era profession that still holds hands"
”

MARGARET ROY GOWRINATH
MP Chapter President, ANEI
Chief - Quality & Service Excellence
Cholthram Memorial Hospital
Sierra Leone, West Africa







“
Let us not settle for "This is how it's always been."
Let us lead with "This is how it should be." Excellence in nursing is not optional—it is foundational. On this International Nurses Day, let's recommit to upholding the highest standards of care, because caring for nurses means strengthening systems, economies, and futures
”




DR REBECCA SAMSON
Founder EC member, ANEI



“
"Caring for nurses is caring for the future. This Nurses Day, let us leaders lead with empathy—fueling purpose, resilience, and progress for healthcare, humanity, and the country's economic well-being."
”




THANKAM GOMEZ
Founder President, ANEI
Founder CEO, Cygnia Healthcare

HAPPY NURSES DAY

We wish you the happiest day
in the middle of your busy days!

ASSOCIATION OF NURSE EXECUTIVES (INDIA) [FOUNDED IN 2011] REGISTERED UNDER THE SOCIETIES ACT XIX OF 1960
REGISTRATION NO: 527852/2016/NA/2018 ON 2017 DECEMBER 2018

INTERNATIONAL NURSES DAY 2025

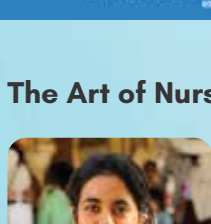
OUR NURSES. OUR FUTURE.
CARING FOR NURSES STRENGTHENS ECONOMIES

OUR NURSES. OUR FUTURE.
International Council of Nurses
Caring for nurses strengthens economies.

Appreciation for the incredible nurses who light up our hospitals with their care, skill, and compassion. Thank you for all that you do.
Let's commit to caring for those who care for us—because supporting nurses is key to building stronger, healthier economies.

ASSOCIATION OF NURSE EXECUTIVES (INDIA) [FOUNDED IN 2011] REGISTERED UNDER THE SOCIETIES ACT XIX OF 1960
REGISTRATION NO: 527852/2016/NA/2018 ON 2017 DECEMBER 2018

The Art of Nursing



Ms. Anakha Vinod, 1 Year Bsc. (N), MMM CON

The art of nursing is calm and kind,
A healing touch and a thoughtful mind.
It's a gentle hand and open eyes,
And staying calm when someone cries.

I realize nursing is not just clearing exams,
We are studying to save lives, not just pass.
Each lesson learned, each skill we gain,
Becomes a lifeline for someone's pain.

I still remember my first day
At clinicals, unsure what to do or say.
A beginner with a nervous face,
Walking slowly through that quiet place.

I checked a grandmother's vitals, her hand so cold,
A moment I'll cherish, a story to be told.
She smiled at me, her eyes so bright,
And said, 'Thank you, dear, for your kind light'.

That moment stayed within my heart,
It showed me where nursing starts.
We should hold the hope when times are tough,
To say, 'You are safe. You are strong enough'.

The art is made of heart and grace,
Of showing love in every place.
To care, to show, to always give
The art of nursing helps to live.

Report on Pre-Conference Workshop on “A step towards prevention of CRBSI and SSI A Patient Safety Initiative”

The Association of Nurse Executives India (ANEI) – Karnataka Chapter successfully conducted a vibrant and knowledge-enriching Preconference Workshop on 30th April 2025, hosted at Gleneagles BGS Hospitals, with 3M India as the knowledge partner. The workshop, titled “A Step Towards Prevention of CRBSI & SSI – A Patient Safety Initiative,” served as a valuable prelude to the upcoming ANEI National Annual Conference. The event brought together 70 committed nursing professionals and healthcare leaders from across Bangalore, fostering collaboration, learning and a shared vision for advancing patient safety practices.



The workshop commenced with a traditional lamp lighting ceremony, symbolizing the spread of wisdom and the start of a purposeful day. The ceremony was graced by distinguished dignitaries:

- Ms. Latha Nonis, President – ANEI Karnataka Chapter
- Mr. Abdul Dhayan, Secretary – ANEI Karnataka Chapter
- Ms. Chandrakala, Chief Nursing Officer – Gleneagles BGS Hospitals
- Ms. Ashwini Rozario & Mr. Kevin – Clinical Specialists – 3M India

Ms. Latha Nonis, in her welcome address, set an inspiring tone by emphasizing the need for continuous professional development, evidence-based practice, and the evolving role of nurse leaders in driving patient safety initiatives. Her words reflected the core mission of ANEI to uplift nursing standards and promote clinical excellence.

Mr. Abdul Dhayan followed with a detailed orientation of the session, outlining the workshop's structure and themes. He also spoke about ANEI's vision, benefits of membership, and shared insights into the upcoming ANEI National Annual Conference. Delegates were encouraged to engage actively in the organization's activities to grow as empowered Nurses and Nursing Leaders.

To ensure personalized learning and deeper interaction, the delegates were divided into two equal batches for the scientific sessions. The focus was on prevention and management of healthcare-associated infections (HAIs), specifically: CRBSI & SSI

Ms. Ashwini Rozario & Mr. Kevin – Clinical Specialist – 3M facilitated the sessions

Their presentations were interactive, evidence-based and rich in clinical insights. Both experts integrated real-world scenarios, best practice guidelines, and practical demonstrations to empower participants with actionable knowledge. The emphasis was placed on standard precautions, surveillance techniques and innovation in infection prevention technologies.

The engaging delivery, practical demonstrations and depth of content were widely appreciated by the delegates. Participants expressed high satisfaction with the quality of content, structured delivery, and expertise of the facilitators. The workshop was lauded for its relevance, organization, and immediate applicability in clinical settings. Participants praised the structured format, the relevance of the content and the expertise of the facilitators. The sessions reinforced the critical role of nurses in ensuring patient safety and emphasized the value of leadership, accountability, and innovation in clinical practice.

The sessions not only strengthened clinical competencies but also reinforced the importance of nursing leadership in quality and patient safety.

Special acknowledgment was extended to 3M for their invaluable support in making the workshop a resounding success. Their collaboration helped elevate the quality and reach of the event.

The workshop concluded with a sense of professional enrichment, collaboration, and renewed commitment to patient safety. The ANEI Karnataka Chapter reaffirmed its dedication to empowering nurse leaders and elevating standards of care through such impactful initiatives and happiness of creating better and safe Nurses at bedside.

Panna Dhai Maa Subharti Nursing College, Meerut

Report of CNE

World Health Day, celebrated every year on April 7, is a global initiative spearheaded by the World Health Organization (WHO) in collaboration with its partners. Each year, WHO announces a specific theme for World Health Day to spotlight a key area of concern. For 2025, the theme is "Healthy Beginnings, Hopeful Futures."

On this occasion of World Health Day, Panna Dhai Maa Subharti Nursing College (PDMSNC), Meerut organized a Continuing Nursing Education (CNE) program on Surgical Site Infection. The event was conducted in collaboration with the ANEI UP Chapter and BD Company on 7th April 2025, from 11:00 AM to 4:00 PM, in Lecture Theatre 6 (Lt-6) of PDMSNC.

The program commenced with the lighting of the lamp by the Chief Guest, Brigadier Dr. H.S. Minhas, SMS, CSSH, along with Dr. Geeta Parwanda, Principal of PDMSNC, and Mr. Aseem Khare, Senior ASM from BD Company. Associate Professor Madhuri extended a warm welcome to all attendees and honoured the guests and speakers with plant saplings. Brigadier Dr. H.S. Minhas delivered the keynote address, unveiling the World Health Day theme for the year 2025: "Healthy Beginnings, Hopeful Future." This was followed by the first session on the prevention of infections, presented by Associate Professor Madhuri, and the second session on Surgical Site Infections, conducted by Mr. Aseem Khare.



A skill session was conducted in the afternoon, emphasizing simulation methodologies, under the guidance of Assistant Professor Josy Jose. The arrangement consisted of three stations: 1. Personal Protective Equipment (PPE) and Operating Theatre (OT) scrubbing, 2. Surgical dressing, and 3. Intravenous (IV) cannulation. The CNE program was successfully concluded with a post-test, feedback session, and a thanksgiving ceremony.



A total of 46 delegates participated in the CNE. The organization of this event was a collaborative effort by the 2nd year students of PBBsc (N) and 1st and 2nd year NPCC students, under the guidance of Associate Professor Madhuri.

ANEICON — Patient Safety Workshop

A Step Towards Prevention of CRBSI & SSI

Supported by 3M

Pre-Conference Report

Event Date: 26th April 2025

Venue: KD Hospital, KD Institute of Allied Health Sciences, Ahmedabad

Organized by: ANEI - Gujarat Chapter

Supported by: 3M

The Patient Safety Workshop, hosted as a pre-conference event of ANEICON 2025, focused on the prevention of Catheter-Related Bloodstream Infection (CRBSI) and Surgical Site Infection (SSI). Held at KD Hospital, Ahmedabad, the workshop adopted a “Walk-in & Learn” model, making it accessible and practical for ICU nurses, preoperative nurses, and other healthcare professionals.

The initiative, supported by 3M, emphasized a guidelines-based approach to enhance safety practices in clinical settings. The educational sessions aimed to empower participants with actionable knowledge through interactive, module-based learning.

Program Highlights

- **Inauguration:**
The event commenced at 10:00 AM with registration and a formal inauguration.
- **Workshops Conducted:**
 1. RISE Workshop
 2. Beyond the Incision Workshop
- **Total Participants:**
48 participants from various organizations, including Nurse Supervisors, Assistant Nursing Superintendents, Infection Control Nurses, Operating Theatre staff, ICU staff, and ward staff at all levels.



Participants were divided into batches and attended both workshops in rotations, ensuring an immersive and hands-on learning experience.

Following lunch, the groups rotated to attend the remaining workshop. The day concluded with a Q&A session, closing remarks, and the distribution of individual certificates.



This workshop served as a platform for participants to become Champions of Patient Safety, advocating for infection control practices and excellence in nursing care.

The ANEI Gujarat Chapter successfully created a collaborative learning environment that underlined the importance of patient safety through practical application and peer engagement.



Restrain the Restraints: Embracing De-escalation in Patient Care



In a high-stress healthcare setting, especially emergency rooms and psychiatric units, acute agitation among patients is not uncommon. The traditional response to such behavior has often been physical or chemical restraints. However, evidence and ethical considerations are pushing us towards safer, more respectful alternatives—de-escalation strategies that protect both patients and staff while preserving dignity and therapeutic rapport.

Why Restraints Must Be the Last Resort

Physical restraints may sometimes seem like a quick solution, but they carry serious risks:

- Physical injuries (bruises, fractures, skin breakdown)
- Emotional trauma and loss of trust
- Prolonged hospital stays
- Legal and ethical concerns

Instead, frontline nurses and healthcare professionals are now being trained in non-coercive approaches that center on early identification and intervention. The goal is to "restrain the use of restraints" through timely and structured de-escalation.

Understanding De-escalation

De-escalation is a set of structured responses used to reduce a patient's agitation before it escalates into aggression. These techniques are rooted in:

- Active listening
- Calm communication
- Respect for autonomy
- Environmental control

A skilled response can avoid the need for restraint, medication, or security involvement altogether.

The Dix and Page Model: A Roadmap for De-escalation

The Dix and Page model offers a clear, 4-step structure that helps healthcare workers systematically respond to agitation. Here's how it works:

1. Anticipate

- Look for early warning signs: pacing, clenched fists, verbal outbursts.
- Understand patient history, triggers, and medical conditions.

2. Prevent

- Modify the environment: lower noise, reduce crowding, ensure privacy.
- Use calm and reassuring language.
- Avoid authoritative or judgmental tones.

3. De-escalate

- Employ verbal strategies: empathy, offering choices, allowing space.
- Use non-verbal cues: open posture, eye contact, relaxed facial expressions.
- Avoid confrontational body language (e.g., crossed arms, pointing).

4. Contain and Recover

- If necessary, use safety protocols (with consent and documentation).
- Involve the patient in post-incident reflection and recovery.
- Support staff through debriefing and emotional support.

This model reminds us that every moment with an agitated patient is an opportunity—to either escalate or heal the situation.

Practical Techniques You Can Use

Whether you are a bedside nurse, mental health practitioner, or emergency responder, here are some simple de-escalation practices:

- **Maintain a calm tone:** Your voice can either soothe or ignite.
- **Offer choices:** "Would you prefer to sit or stand?" – helps regain a sense of control.
- **Allow time to respond:** Don't rush them to answer.
- **Acknowledge feelings:** "I can see that you're upset."
- **Avoid arguing:** Your goal is safety, not winning a debate.

When is Restraint Justified?

Only when:

- All non-restrictive options have failed.
- There is an immediate risk to the patient or others.
- It is the minimum necessary force, used for the shortest time.
- It is followed by documentation, review, and a care plan update.

A Culture Shift in Healthcare

Reducing restraint use is more than a clinical decision—it reflects a commitment to patient-centered care. Organizations must invest in:

- Routine training on de-escalation and trauma-informed care
- Team-based responses to behavioral emergencies
- Post-incident analysis to prevent recurrence

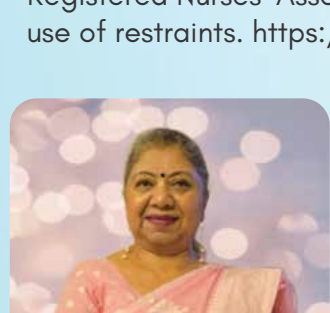
Conclusion

"Restrain the restraints" is more than a slogan—it's a mindset. By applying structured approaches like the Dix and Page model and prioritizing empathy over force, healthcare workers can ensure safer, more humane environments. De-escalation isn't about being passive; it's about being proactive, prepared, and patient-centered.

Let's give our teams the tools to respond with skill, not restraint.

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Thankam Gomez

Founder President, ANEI
CEO, Cygnia Healthcare

Take a few seconds and check your understanding

1. What is the primary goal of de-escalation techniques in healthcare settings?

- A. To quickly sedate the patient
- B. To avoid patient interaction
- C. To reduce agitation and avoid the use of restraints
- D. To ensure immediate use of physical restraint

2. Which of the following is NOT a step in the Dix and Page model of de-escalation?

- A. Prevent
- B. De-escalate
- C. Punish
- D. Contain and Recover

3. According to best practices, when should physical restraints be used?

- A. As a first response to aggression
- B. Only when de-escalation fails and there's an immediate risk
- C. As a preventive measure for all high-risk patients
- D. When the patient refuses medication

4. Which of the following is a recommended de-escalation technique?

- A. Standing very close to the patient
- B. Using complex medical terminology
- C. Offering the patient limited choices
- D. Maintaining a loud and authoritative tone

5. What is the most appropriate body language when de-escalating a patient?

- A. Crossed arms and direct eye contact
- B. Open posture with calm facial expressions
- C. Hands behind the back and stiff posture
- D. Avoiding all eye contact

Answer Keys to the Quiz on Restrain the Restraints

- Q 1. Answer: C. To reduce agitation and avoid the use of restraints
- Q 2. Answer: C. Punish
- Q 3. Answer: B. Only when de-escalation fails and there's an immediate risk
- Q 4. Answer: C. Offering the patient limited choices
- Q 5. Answer: B. Open posture with calm facial expressions

Report on Neonatal Resuscitation Program (NRP) Workshop — 28th April 2025

Date: 28/04/2025

Time: 8am to 1pm

Venue: Convention Center, 6th Floor, Kokilaben Dhirubhai Ambani Hospital (KDH), Andheri, Mumbai, Maharashtra

Host – Ms. Havovi Fauzdar, GM & Head of Nursing, KDH

Faculty:

1. Dr. Preetha Joshi, Neonatologist & Paediatric Intensivist, KDH, Andheri, Mumbai.
2. Dr. Vinay Joshi, Neonatologist and Paediatric Intensivist, Cloud Nine Hospital, Malad, Mumbai.
3. Dr. Prashant Dixit, Neonatologist and Pediatrician, Howard Newborn Centre, Malad, Mumbai.
4. Ms. Shaila Suratkal, Senior Manager Nursing Services, NICU, PICU, PCICU, KDH, Andheri, Mumbai.

The Neonatal Resuscitation Program (NRP) Workshop was successfully conducted on 28th April 2025, with a total participation of 65 delegates, aimed at enhancing the skills and knowledge of healthcare professionals in newborn resuscitation.

The workshop commenced with a Pre-Test to assess the baseline knowledge of the delegates, followed by Welcome Address delivered by Ms. Havovi Fouzdar, setting a positive tone for the day. A special Message from National President ANEI, Capt. Ajitha Nair, was shared, highlighting the importance of neonatal resuscitation training in improving newborn outcomes. The event was inaugurated with a Lamp Lighting Ceremony, symbolizing the light of knowledge and service.



Dr. Preetha Joshi introduced the principles of NRP, after which participants engaged in four skill stations: Preparing for Birth, Initial Steps, Bag & Mask Ventilation & Monitoring, and Mega Code simulation. Adding inspiration to the day, Dr. Shubhangi Jadhav, VP ANEI Maharashtra, addressed the gathering, introducing ANEI & motivating the young generation to continuously enhance their skills and uphold the highest standards in neonatal care.



The workshop concluded with Certificate Distribution and Vote of Thanks by Sr. Santhamma, DGM, expressing gratitude to the faculty, organizers, and participants for making the event a success.

The workshop was well-received, with active participation and engagement throughout, contributing significantly to the participants' clinical competence and confidence in neonatal resuscitation.



Spotlight on Nursing Excellence: A Life saved through Swift Action

Ms. Riya Belingham

Department of Nursing
Fortis Hospital, Noida, U.P
Email: riya.belingham@fortishealthcare.com

In a recent case that underscores the critical role of our emergency department nurses, a young, unidentified patient was brought in following a severe road traffic accident. The patient arrived unconscious, with massive blood loss and no family present. To make matters more challenging, the patient had a rare blood group: O Negative.

Our Nursing team was the first line of defense – quickly administering first aid, initiating mechanical ventilation, and coordinating urgent investigations. With precision and calm under pressure, they ensured that a life-saving blood transfusion was delivered without delay.

Once stabilized, the patient was taken into surgery, thanks to the seamless collaboration between nursing staff, emergency physician, and the surgical team. The timely intervention and compassionate care provided by our nurses were instrumental in saving a life that night.

Later, the patient's father expressed heartfelt gratitude for the team's unwavering commitment. This story stands as a powerful reminder of the critical impact nurses make every day – in moments where every second counts.

Thank you to our extraordinary nurses for being the heart of emergency care.

ANEI Nurse Safety Pulse Survey 2025

Understanding Realities. Amplifying Voices. Driving Change.

As we celebrate International Nurses Day 2025, ANEI calls upon nurses across India to participate in this short yet meaningful survey. This year's global theme by the International Council of Nurses (ICN) — "Our Nurses. Our Future. Caring for nurses strengthens economies" — reminds us that investing in nurses' safety and well-being is not just ethical, but essential for the strength and sustainability of healthcare systems.

This anonymous, 5-minute survey seeks to understand how safe nurses feel in their work environments and what more can be done to protect their physical, psychological, and professional well-being.

Objectives of the Survey:

1. Assess perceptions of safety across nursing roles and settings
2. Identify systemic gaps and workplace hazards affecting nurses
3. Promote dialogue and collect actionable suggestions for improvement
4. Support the 2025 Nurses Day theme by reinforcing the link between nurse safety and health system resilience

Your voice matters. Let's take a step forward in building safer, stronger, and more supportive nursing environments.

Take the Survey NOW : <https://forms.gle/NurE8Up9dyrvtsHE9>



ANEI TEAM

Report on ANEI Pre-Conference Workshop Smooth Sticks - The Art of IV Cannulation

The Madras Medical Mission Hospital in collaboration with ANEI was glad to organize a workshop on SMOOTH STICKS - THE ART OF IV CANNULATION conducted on 17.4.25.

The Workshop started with registration, following which Pre-test was conducted. The participants were from various hospitals like Apollo-(Proton Care Center, Children's Hospital, Speciality Hospital, OMR Branch and Teynampet), Kanchi Kamakotti Child Trust Hospital (KKCTH), V.S Hospitals, RIMC, AFMH, MGMHC and The Madras Medical Mission Hospital.

The conference started with the blessings of God Almighty through the prayer song by the hospital choir followed by the Lighting of the lamp by the dignitaries. Welcome address was given by Ms. Jacintha Irine Paul (Organizing Chairperson), Inaugural address was given by Dr. Christopher Roy (Director Administration), unveiling of the theme was done by Dr. Rosaline Rachel (ANEI-Tamil Nadu Chapter President, Principal, MMM College of Nursing, Chennai).



First session was done by Dr.Sathyapriya, Medical Affairs BD on Care Bundles for prevention of device associated blood stream infection.

A total of 50 Nursing Delegates were divided into 5 groups for the 3 skill stations on IV line insertion, Medication Administration and CVD maintenance practices into 10 members in each group and they were rotated for equal exposure from 11:00 am -1:30 pm and were also continued after lunch for other batches.



The next session was Panel Discussion on I.V. Cannulation - Unplugged Tips, Tricks and Troubleshooting, the moderator was Ms. Shobha. G (Professor, MMM CON) and the panelists were Mrs. D. Roselin Arivukodi (PICU, Nursing Supervisor, Kanchi Kamakotti Child Trust Hospital), Ms. Chandra. K Senior Executive Nursing (Apollo Speciality Hospital, Teynampet) and Ms. Carolyn Rebecca. Y (Nursing In-charge, Kauvery Hospital, Vadapalani). The Panel was interesting and all the participants were involved in discussion.

The session was closed with post test and feedback was given by different hospitals. On the whole, all the sessions were more enriching to enhance our knowledge.



ANEI Sets a Historic World Record in Nursing Education

By Nurses, For Nurses: A Historic Moment in Nursing Education

The Largest Synchronized Nursing Training Across in India

In a milestone that celebrates the spirit and strength of the Indian nursing community, the Association of Nurse Educators of India (ANEI) has officially set a World Record for the Largest Synchronized Nursing Training Session on the same topic, at the same time, for three consecutive days. The World Record Attempt Recognized by Einstein World Records.

Held on April 10th, 11th, and 12th, 2025, this transformative event involved 252 nurse trainers coming together to train a staggering 15,718 registered nurses across India on the critical topic: “Prevention of Medication Administration Errors”

This initiative stands as a shining example of nurse-led collaboration, education, and empowerment—truly a feat by nurses, for nurses.



Visionary Leadership and United Execution

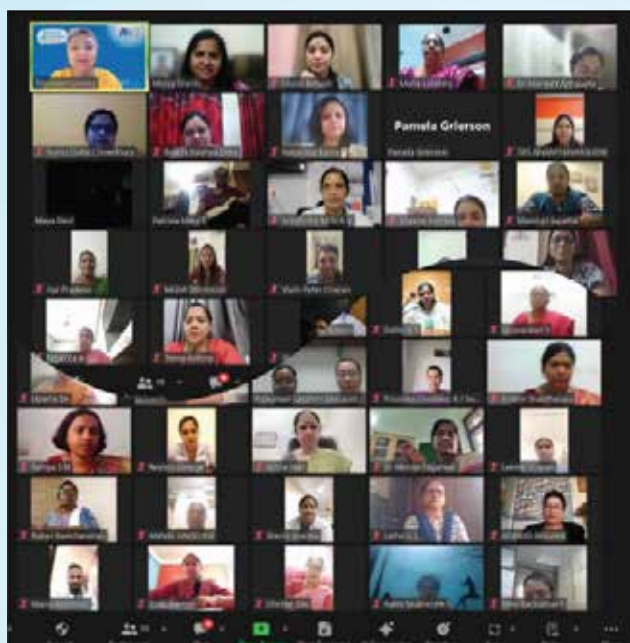
The event was made possible through the dynamic leadership of:

- Ms. Ajitha Nair, President, ANEI, India
- Ms. Thankam Gomez, EC Member, Former President, ANEI, India

Appreciating Our Pillars of Strength

This world record would not have been possible without the immense efforts and dedication of the ANEI chapter heads across India. Their seamless coordination, proactive communication, and local leadership played a crucial role in executing the event at scale.

A Train-the-Trainer session, conducted by Ms. Thankam Gomez, provided a unified foundation for all trainers, ensuring quality and consistency across the sessions. The coordination across regions reflected exemplary planning and a shared passion for improving patient safety through education.



ANEI also extends heartfelt appreciation to all 252 trainers, who not only facilitated the sessions but also organized logistics, inspired participation, and upheld the vision of peer-led professional excellence.

Their commitment to education, despite clinical responsibilities and geographic challenges, truly exemplifies the best of nursing leadership.

Spotlight on High-Impact Participation

A special acknowledgment goes to the organizations that registered and trained over 1,000 nurses each—demonstrating their unwavering commitment to ongoing professional development:

- Fortis Healthcare
- Care Group of Hospitals
- Amrita Institute of Medical Sciences, Kochi

Their leadership and infrastructure enabled large-scale training, further strengthening the nationwide impact of this initiative.

Beyond a Record: A Movement Begins

This is not merely a world record—it is a movement. A movement that proves the power of nurse-to-nurse education. A model of synchronized learning that ensures consistent knowledge delivery and raises national benchmarks in patient care.

“This was never just about setting a record. It was about setting a standard—of unity, professionalism, and purpose—led by nurses, for nurses.”

— ANEI Leadership Team

Looking Ahead

With this remarkable achievement, ANEI has demonstrated the incredible possibilities that emerge when nurses support, lead, and educate each other. The success of this initiative paves the way for future nationwide training programs, led with the same spirit of collaboration, innovation, and dedication.



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