

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

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staff nurse discovered the nursing student had administered medication without the direct supervision of the instructor or an RN employed by the institution. The policy stipulates that medications are administered under the direct supervision of the instructor or an RN employed by the institution. The student was notified of the error and the following semester and was placed on a remediation plan.

The student was notified of the error and the following semester and was placed on a remediation plan. The student was notified of the error and the following semester and was placed on a remediation plan.

A nursing student who was in her second semester of experience with patients during the coronavirus disease 2019. The student was notified of the error and the following semester and was placed on a remediation plan.

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## FAIR AND JUST CULTURE

The following commentary is offered on how applying the principles of a fair and just culture can help nursing students and faculty address errors and prevent recurrence.



vjg"gpcktqo o gpv"cpf" hqt" fgnkxgtpki" qwvucpfpki" ectg0" Vjg{  
mpqy" vjcv"vjg"ctg"ceeqwpcdng" hqt"vjgkt"cevqpu"dwv"y knn"pqv"  
dg" dnc o g f" hqt" u { uvg o " hcwnvu" kp" vjgkt" y qtm" gpcktqo o gpv" dg/  
{ qpf" vjgkt" eqpvtkn0" Cu" Octz" \*4223+" pqvgf." dhgy" r gqring" ctg"  
willing to come forward and admit to an error when they  
hceg" vjg" hwnn" hqteg" qh" vjgkt" eqtrqtcvg" fkuetrnkpt{ " rqnke{. " c"  
tgiwncvt{ " gphqteg o gpv" uejg o g." qt" qwt" ppqtqu" vqtv" nkdcknv{ "  
u { uvg o n" \*r0" 5+0

## Response to an Error

Fguki pki" cp" cr rtrtkcvg" tguqpug" vq" cp" gttqt" ku" etwekc0"  
Rgpcnk| kpi" pwtugu" \*qt" uvwfgpvu+" hqt" wkpvgpvkqpcn" o kuvcmgu"  
or system errors has been shown to reduce the reporting of  
gttqtu" tcvjgt" vjcp" vjg" qeewttgpeg" qh" gttqtu0" Cp" kpvgi" tcvkxg"  
tgxky" qh" 64" tgugctej" uvwfkgu" kpxqnxkpi" j gcnv j" ectg" r tqhgu/  
okqpcnu" hqwpf" vjcv" \*3+" hgct" qh" tgrgtewuukqpu" qh" tgrqtkpi"  
o g fkecn" gttqtu" ku" c" dcttkgt=" \*4+" uwr rqtvkxg" uchgv{ " ngc fgtu jkr"  
ku" egpvtn" vq" tgfwekpi" hgct" qh" gttqt" tgrqtkpi=" cpf" \*5+" ko/  
rtqkpi" gfwecvkqp" qp" cfxgtug" gxgpv" tgrqtkpi. " fgxgnrkpi"  
rqukvxg" hggfdcem" yjgp" cfxgtug" gxgpvu" ctg" tgrqtvfg. " cpf"  
developing nonpunitive error guidelines for health care pro/  
hguukqpcnu" ctg" pggfgf" \*Y jkv" ( " Fgncetqkz. " 4242+0" Vyq" c f f k/  
vkqpcn" kpvgi" tcvkxg" tgxky u" \*Chc{ c" gv" cn0. " 4243=" Yqq" ( " Cxgt{."  
4243+" hqwpf" tgrqtkpi" cpf" tgxky kpi" o g fkecn" gttqtu" tgrtg/  
ugpvfg" c" eq o r ngz" kpvgrnac{ " c o qpi" qti cpk| cvkqpcn" dcttkgtu."  
uwej" cu" eq o r nkecvgf" tgrqtkpi" u { uvg o u" qt" ncem" qh" hggfdcem"  
y jgp" tgrqtkpi" qeewttgpegu. " cpf" r tqhguukqpcn" qt" kpfkxkfwcn"  
hcevqtu. " uwej" cu" hgct" qh" tgrtkucn0" Vjg" pggf" hqt" qti cpk| cvkqpcn"  
tghqt o " ycu" g o r j c u k | g f 0

Y jgp" cp" gttqt" qeewtu. " c" eq o o qp" tgcevkqp" ku" vq" ecnn" hqt"  
gfwecvkqp" qh" vjgug" kpxqnxgf0" Vjku" o c { " dg" jgnrhwn" dwv" qpn{ "  
kh" kv" ku" urgekheccn{ " vcti gvgf" vq" vjg" ukvwcvkqp0" Kp" c" uvwf{ " qh"  
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ecvkqp" qh" u { uvg o ke" r tqdng o u" fwtkpi" kpekfgpv" kpxguvk i cvkqp."  
gxgt{ " rncp" qh" eqttgevkqp" kpenwfgf" gfwecvkqp" qh" pwtugu0" Kh"  
vjg" u { uvg o " ku" eqpvtkdwkpi" vq" tkum{ " dg j c x k q t u. " k o r t q x g o g p v u"  
should be developed by actively engaging clinical nurses in  
gzrnqtkpi" y c { u" vq" k o r t q x g" vjg" hcwnv{ " u { uvg o 0" Gfwecvkqp" qh"  
vjg" uvchh" hqt" u { uvg o " kuuwgu" ecp" dg" eqpukfgtgf" rwpkvkxg. " cpf"  
tgvtckkpi" u j q w n f" dg" t g s w k t g f" q p n { " y j g p" v j g t g" k u" g x k f g p e g"  
vjcv" c" ncem" qh" mpqyngfi g" eqpvtkdwvgf" vq" vjg" gxgpv" \*Dctmgnn"  
( " Up{ fgt. " 4243+0

Hquukgp/ Pcu j" cpf" Tggf" \*4242+" uwi i guvgf" e j c p i k p i" o k p f /  
ugvu. " pqv" lwuv" rwpkujkpi" kpfkxkfwcnu. " o wuv" dg" vjg" hqewu" qh"  
vjg" tguqpug" vq" gttqtu0" Enpkpcn" cpf" cecfg o ke" ngc fgtu" pggf"  
vq" g o r j c u k | g" p q v" q p n { " y j c v" v q" f q" d w v" c n u q" j q y" v q" f q" k v 0" K p"  
c f f k v k q p. " q t i c p k | c v k q p u" c p f" u e j q q n u" p g g f" v q" c u u g u u" c p f" c f /  
ftguu" c" d u g n h / f g e g r v k q p n" i c r" \*k0g0. " vjg" d g n k g h" v j c v" v j g" e n k p k /  
cal agency or school already has a fair and just culture and  
pggf u" n k v n g" k o r t q x g o g p v + 0" R g t k f k e" c u u g u u o g p v u. " q r g p" e j c p /  
pgnu" hqt" eq o o w p k e c v k q p" c p f" t g r q t v k p i. " c p f" v t g p f k p i" q h" g t /  
tqtu" c p f" p g c t / o k u u g u" c p f" v j g k t" e c w u g u" p g g f" v q" d g" r t q o q v g f 0"  
Etgcvkpi"

É" Cp"gzrnkekv" r jknquqr j {" uvcvg o gpv" vjcv" qwvnpkgu" gzrgevc/  
vkqpu"cdqvw"ceeqwpvcdknkv{" .gxkfgpeg/dcugf"gfwevcvkqp."vjg"  
tqng"qh"uvwf gpvu"cpf"hcwv{"kp"gpuwtkpi"uchgv{"cpf"swcn/  
kv{"cpf"vjg"eq o okv o gpv"vq"chct"cpf"lwuv"ewvwtg0

É" Engct"u{uvgo u"cpf" rtqeguugu" hqt" vtcmkpi" cpf" vtgpfkpi"  
fcvc"qp"wpwuwcn" kpekfgpvu"cpf" qeewttgpegu0

É" Rqnkekgu" cpf" rtqegfwtgu" vjcv" engctn{"urgnn" qwv" tgemnguu"  
and unacceptable behavior and appropriate actions that  
hcwv{"ujqwnf"vcmg0

É"

dg"vq"cum"vjg"uvwfgpv"y jcv"ujg"jcf"wpfgtuvqqf"cdqww"vjg"rqnk

and the clinical facility to review this error together so there is an understanding about what happened and to determine what relationship between the nursing program and practice facil/

kp"vjg" xk"ipgvg"rtgugpvgf"jgtg."vjg"uwvfgpv"cr"rgctgf"vq"jcxg" jcf"pq"kpvgpvkq"qh"xkqncvki" c"rtqvceqn"cpf"gzrtguugf"eqpvtkvkqp" fwtkpi" c" oggkpi" cdqww"vjg" gxgpw"Vjwu."vjg" tguurpug"ujqwnf" jcxg"hqewugf" rtk"octkn" { "qp"eqpuqncvki"kp"vjg" hqt" o"qh"tgeq"i"pk" / kpi" cpf" ch"t"okpi" vjcv"ujg" jcf" dggp" rww"kp" c"vqwi"j" ukvwcvkqp" C"vjg"uc"og"vk"og."vjku" yqwnf" jcxg"rtqxkfgf"cp"qr"rqtvpk" { "vq" eqcej"vjg"uwvfgpv"cdqww"jcpfnkpi"uwej"eqp"ukevu."kpenwfkpi"uvtcv/ g"iku" hqt" fkrnq"ocvkecm" { "cfftguukpi"vjg"enkpkc"rtgegrvtq."uwej" cu" rgtjcru"uggmkpi" vq"enctkh" { "vjg"kpvtwvkvpu."ykvj"qww"dgkpi" rgtgkxgf"cu"dgkpi"kpudqt"fkpcvg" Cffkvpkpcn" { "tgxkykpi"vjg" 32"tki"ju"qp"og"fkckvqp"cf"okpvvtcvkqp"\*Gf"yctfu" ("Czg."4237+" yqwnf"dg"yctcpvgf)

kp"vjg" xk"ipgvg."ncem"qh"mpqyngfi"g"cpf"ncem"qh"cyctgpguu" ygtg"vjg"ecwugu"qh"vjg"gttqt."cpf" c"fkuewuukqp"cdqww"dqvj"eqwnf" dg"wugf"vq"fgdtgh"vjg"uwvfgpv" Wukpi"vjg"uxg"eqt"swgukvpu"ecp" dg"xcnwdng" hqt" hcewnv" { "cpf" r"tcevk"eg" hcek"nk"vkgu" yjgp"cpn" { |kpi" gttqtu"qt"pgct" o"kuugu" Engctn" { "vjg"qww"eq"og" yqwnf"dg" fkhgtg"pv." fgrgpfkpi"qp"vjg"ukvwcvkqp"Kp"vjku" xk"ipgvg."vjgtg"ygtg" o"wnvkrng" system issues as well as mitigating circumstances that called hqt" c" uwr"rqtvkxg" tguurpug" d" { "hcewnv" { " Jqy" gxtg." kh"vjg" uwvfgpv" had been in her last semester and had been up all night studying hqt" cp" gzc"okpvkqp"cpf" jcf" o"cf"g"vjku"gttqt."vjg" tgeq"o"gp"fgf" qww"eq"og" o" c" { "jcxg" dggp" fkhgtg"pv)

PTDu"ctg"pqv"tqwwkpgn" { "pqvk"ugf"qh"pwtukpi" uwvfgpvu" o"gf/ ecvkqp"qt"qvjgt"gttqtu" PTDu"ecp"rtqxkfg" kphqt"ocvkqp" tgn"cvgf" to best practices to assist nursing programs in addressing such gttqtu"kp" c" hct"cpf"lwuvkeg" o"cppgt" Htq" o" c"tg"i"wnvqt" { "rgturge/ v"vxg."PTDu" wug" gxxkfg"peg/dcugf" i"wkfgnkpgu" \*Urgevt"gv"cn" 4242+" yjgp"cr"rtxkpi"pwtukpi"rtqi"tc"o"u" Qpg"qh"vjg" i"wkfgnkpgu"ecnu" hqt"rtqi"tc"o"u"vq"jcxg"rqnkekgu"cpf"rtqegfwtgu"kp"rnceg" hqt"vtcem/ kpi"uwvfgpv"gttqtu"cpf"pgct" o"kuugu" fwtkpi"enkpkc"n"gzrgtkgpegu" Hcewnv" { "ctg" gpeqwtc"igf"vq"eqmgev"vjgug"fcvc"cpf" o"cmg" k"o"rtq" xg/ o"gpvu"cu"pgeguuct" { "Hqt" gzc"o"rng."hcewnv" { " o" c" { " fgekfg"vq"tgxkug" j"qy"vjg" { "vgcej" ecnewncvkvpu."qt"vjg" { " o" c" { " fgvgt"okpg"vjcv"vjg" { " need guidelines for teaching their students about root cause cpcn" { ugu" Vjg" PEUDP" jcu" tguqwtegu"exc"kn"cdng"vq"cuuku" hcewnv" { " cu"vjg" { "vtcem"cpf" cpcn" { |g"uwvfgpv"gttqtu"cpf"pgct" o"kuugu" \*PE/ UDP."4243+0Vjug" tguqwtegu" kpenwfg"vjg"Uchg"Uvwfgpv" Tgrqtvu." c"pcvkpcn"fcvc"tgr"qukvqt" { " yjkej"cmq"yu"uejqqnu"vq"dgpej" o"ctm" vjgkt"fcvc"ykvj"pcvkpcn"fcvc)

Ykvj"kp" c" hct"cpf"lwuv" ewnvwtg"htc"ogyqtm."vjku" xk"ipgvg"tg/ ugevu" c"ukvwcvkqp" yjgtg"gf"wecvkqp"ku"yctcpvgf"kp"uq"og"uejqqnu." a best practice would be to conduct a postconference discussion hqt" c"nn"uwvfgpvu"vq"ngctp"htq"o" vjku"cpf" hqt" c"nn"uwvfgpvu"vq"vj" kpm" cdqww"j"qy"vjg" { "ecp"tguurp" yjgp"rww"kp" xwnp"gtcdng"ukvwcvkqp"u" Ncuvn" { "kv"ku"tgeq"o"gp"fgf"vjcv"uq"ogqpg"htq"o"vjg" hcewnv" { "tgej" }

