

The Implication of resistance to Electronic Medical Records on Nurse Leaders

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### **Introduction**

Electronic Health Records are the set of data that are used as an instrument to optimize the health care quality efficiency, and it is also used for assessment of the quality of health care that is provided by the health care facility. The nursing staff shows great displeasure in using the setup of electronic health records as the procedures are lengthy and it increases their work load. The evidence-based care practice is consistently regarded as an effective way to improve the quality of health care services and electronic records provide an aid to effective evidence-based practice. There are discussions that show that electronic health records make the functioning of health care very absolute, but in reality, it is very fluid. All the patients have different set of conditions and there are very less chances that two patients with same conditions and health problems. There are several records and readings that are not standard and electronic health record program fail to acknowledge that which hinders the concept of evidence-based practice (Menachemi & Collum, 2011). There is one more perception that involvement of nurses in electronic records would also ask them to interact with the IT professionals for which they are not trained. Apart from all these discussions it cannot be ignored that the superiority of care gets maximized at individual level when electronic health record is put into action.

### **Implications**

In health care services, the quality of health care and mismanagement of medical expenses occur due to inappropriate scheduling as there is shortage of work force at health care facilities. The electronic health record helps the health care centre to schedule the appointments of the patient as per their dates without any delay or mismanagement. It reduces the chances of mistakes where health care staff fails to address the need of the patient due to over load of work. Nurse leaders understand that the nursing staff understands the requirements of the patients very well as the patient large span of time interacting with nurses at health care facility. Appropriate staffing is essential, but the management also has to take care of expenses of hospitals as it directly reflects on the increase in medical bills. Involvement of a technical tool not only reduces the need of required work force, but it also makes sure that the current staff doesn't makes any mistake due to overload of work (Miller et al., 2014).

The electronic record system not only benefits by reducing the requirement of work force, but it also helps the nursing leaders to keep check on the usage of equipment. They can make sure that none of the equipment installed in the health care facility are being misused by the staff. This is extremely significant in increasing the work efficiency at the health care centres which is one of the most essential focuses of nursing leaders. In acute care nursing facilities, the nurses do not have time to invest on data collection, giving input and retrieving it. A

centralized electronic health care record reduces the load of nurses working in acute care unit and saves their time(Lavin, Harper & Barr, 2015).

### **Conclusion**

Electronic health care record is essential to elevate the position and role of nursing staff at health care centre as it not only improves the work efficiency, but it also increases the quality of reporting done by them. Documenting the data at the time when the patient is being admitted increases the competency of the nursing staff and it also saves the effort of giving input repeatedly on a paper. The biggest inefficiency comes when the time is not appropriately utilized, and electronic health record manages to overcome it(Miller et al., 2014).

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