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***Key Words:**

Evidence-based nursing, Patient care, Nursing protocols, Quality improvement, Healthcare standards, Clinical practice guidelines, Patient safety, Nursing leadership

Guidelines for Best Practices in Hospital Nursing - A Concept for a New Hospital

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Abstract

Objective: The primary objective of the 'Guidelines for Best Practices in Hospital Nursing' is to elevate healthcare quality and efficiency by establishing evidence-based practices that enhance patient-centered care, optimize operational effectiveness, and strengthen interdisciplinary collaboration.

These guidelines aim to support continuous professional development, promote effective communication, ensure compliance with safety standards, and foster a culture of continuous improvement. Ultimately, the goal is to improve the performance of healthcare organizations through a robust nursing framework aligned with best practice standards.

Methods: To develop the 'Guidelines for Best Practices in Hospital Nursing', a comprehensive literature review was conducted to identify the most current and effective evidence-based practices. Input was gathered from a diverse group of healthcare professionals, including nurses, physicians, and administrators, through surveys and focus group discussions. Additionally, current practices from leading healthcare institutions were analyzed.

The collated data was then assessed by a panel of nursing experts to ensure the guidelines are relevant and actionable. Finally, a pilot implementation of the draft guidelines was carried out in select hospitals to refine and validate their effectiveness before broader dissemination.

Conclusion: In conclusion, the 'Guidelines for Best Practices in Hospital Nursing' provide a comprehensive framework designed to enhance patient care and optimize nursing practice within hospital settings.

The collaborative effort behind their development ensures that they are relevant, practical, and adaptable to various institutional needs. Moving forward, continued evaluation and feedback will be essential to keep the guidelines up-to-date and effective.

These guidelines represent a significant step toward advancing the professional practice of nursing and ensuring consistently excellent patient care.

Introduction

As hospitals continue to evolve in response to advancements in healthcare, guidelines for best practices in hospital nursing must adapt accordingly [1]. The integration of technology, such as electronic health records and telehealth, promises greater efficiency and improved patient outcomes. Moving forward, there will be an increased emphasis on personalized care, taking into account the unique needs of each patient. Continued research and evidence-based practices will drive innovations in nursing protocols and patient care strategies [2].

Education and continuous professional development will remain pivotal. The future of hospital nursing will require nurses to be adept at navigating complex medical technologies and staying informed about the latest medical research [3]. Interdisciplinary collaboration will become more crucial in creating holistic care plans that address all aspects of patient health.

Moreover, addressing the mental and emotional well-being of the nursing workforce will be essential to maintaining high standards of care. Hospitals are likely to implement more robust support systems and wellness programs to combat burnout as well as encourage resilience among nursing staff [4].

Guidelines For Best Practices In Hospital Nursing

Patient-Centered Care: [5,6]

Maintain a compassionate, respectful, and individualized approach to patient care.

Involve patients and their families in the care process, respecting cultural diversity and personal preferences.

Compassionate and Respectful Care: All nursing staff should demonstrate empathy and kindness in every interaction with patients and their families.

Treat patients with dignity and respect, acknowledging their individuality and worth, regardless of background or condition.

Individualized Care Plans: Develop care plans tailored to the specific needs and preferences of each patient, ensuring that individual health goals, preferences, and cultural influences are taken into account when making care decisions.

Regularly review and update care plans to accommodate changes in the patient's condition or treatment preferences.

Family Involvement: Encourage the involvement of family members in the care process, as desired by the patient, and facilitate communication and education to support family members as partners in the patient's care.

Respect patient autonomy by ensuring patients can consent to family involvement in their care.

Cultural Competence: Provide care that respects and considers the health beliefs, practices, cultural and linguistic needs of patients from diverse backgrounds.

Offer language support services, such as interpreters, as needed to ensure clear and effective communication.

Patient and Family Education: Inform patients and their families in an understandable manner about their health conditions, available treatments, and self-care strategies.

Ensure educational materials are accessible and suitable for the literacy level plus cultural context of patients.

Patient Rights and Preferences: Ensure all patients are informed of their rights, including the right to participate in care planning and decision-making processes.

Document patient preferences and advance directives in their medical records to ensure they are honored in all

patient care activities.

Feedback and Improvement: Seek feedback from patients and families about their care experiences and incorporate this feedback into quality improvement initiatives.

Use patient satisfaction surveys and patient advisory councils to facilitate constructive feedback and enhance patient-centered care practices.

Implementation and Compliance: Nursing managers are responsible for educating staff on the principles of patient-centered care and monitoring compliance through observations and patient feedback.

Non-compliance with this guideline may lead to retraining and other corrective actions if deemed necessary.

Professional Competence: [7,8]

Ensure that all nursing staff maintain current licenses and certifications as required by state laws and hospital policies.

Facilitate continuous education and training to stay updated on the latest nursing practices, technologies, and patient care standards.

Purpose: To establish and maintain high standards of professional competence among nursing staff, ensuring that all practices comply with current healthcare regulations, standards, and advancements in medical care.

Licensing and Certification: All nursing staff must possess and maintain valid nursing licenses along with required certifications pertinent to their roles as outlined by state laws and hospital policy.

Nursing staff are responsible for renewing their licenses and certifications before expiration as well as providing proof of their licensure status to the hospital's human resources department.

Ongoing Education and Training: The hospital will organize and support regular training sessions, workshops, and seminars to keep nursing staff informed about the latest developments in nursing practice, medical technology, and patient care standards.

Nursing staff are encouraged to pursue professional development opportunities, including advanced certifications and specialized courses.

Competency Assessments: Regular evaluations will be conducted to assess the competence of nursing staff through performance reviews, skills assessments, and direct observation.

Staff will receive feedback on their performance and

are encouraged to seek opportunities for further skills improvement identified during evaluations.

Access to Resources: Nursing staff will have access to a library of educational resources, including online courses, articles, and reference materials to support their continuous learning and professional development.

Mentorship programs will be established to pair less experienced staff with seasoned professionals who can provide additional guidance and support.

Record Keeping: The nursing education department will maintain records of each staff member's qualifications, participation in training programs, and fulfillment of continuing education requirements.

It is the responsibility of each nursing staff member to ensure their educational achievements and certifications are accurately recorded.

Collaboration and Sharing of Best Practices: Encourage a culture of learning by prompting staff to share best practices and insights gained from their professional development activities during team meetings and peer learning sessions.

Collaborative learning environments and team-based skill enhancement activities are prioritized to foster collective knowledge and skill development.

Compliance and Accountability: Department managers must ensure that all team members meet competency requirements and attend required training sessions.

Failure to comply with this guideline will result in individual assessments and necessary corrective action plans, which may include mandatory training.

Safety and Quality: [9,10]

Strictly adhere to infection control protocols and guidelines to prevent hospital-acquired infections.

Conduct regular risk assessments and implement strategies to mitigate identified risks to patient safety and quality of care.

Utilize evidence-based practices and clinical guidelines to guide nursing actions.

Infection Control: All staff must adhere to established infection control protocols, including proper hand hygiene, use of personal protective equipment (PPE), and sterilization procedures as required by hospital policies and regulatory authorities.

Regular training sessions on infection control measures will be offered to remind staff of best practices and protocol updates.

Risk Assessments: Perform regular risk assessments to identify potential hazards that could compromise patient safety or care quality.

A multidisciplinary team will be tasked with overseeing the implementation of risk mitigation strategies and ensuring actions are taken to manage and address identified risks.

Improvement Strategies: Implement a continuous quality improvement program to review patient care processes, incidents, and outcomes to identify areas for enhancement.

Encourage staff to report safety concerns or near-misses through established reporting systems to promote a culture of transparency and proactive problem-solving.

Evidence-Based Practices: Utilize current clinical guidelines and evidence-based practices to form effective care plans and interventions.

Encourage nursing staff to engage with the latest research findings and best practices by attending workshops, collaborating with clinical experts, and participating in professional networks.

Team Collaboration: Promote regular team meetings to discuss safety and quality concerns, share insights on best practices, and collaborate on problem-solving.

Engage in interdepartmental collaboration to streamline processes that impact patient care and safety, ensuring comprehensive and coordinated care.

Training and Competence: Ongoing training and competency validations will be conducted to ensure nursing staff remain informed and skilled in the latest safety and quality practices.

New employees will receive thorough training and continuous mentorship during the orientation phase to seamlessly integrate into the hospital's safety and quality culture.

Monitoring and Accountability: The Safety and Quality Committee will monitor compliance with this policy and review data trends and compliance rates as part of regular evaluations.

Staff who do not adhere to safety and quality protocols will be subject to corrective action plans, which may include retraining or additional supervision.

Policy Review: This policy will be reviewed every six months, or as needed, to incorporate the latest standards and research developments regarding patient safety and care quality.

Communication: [11,12]

Maintain clear, accurate, and timely documentation of all patient interactions, treatments, and changes in condition.

Promote effective communication among healthcare teams to ensure coordinated and comprehensive patient care.

Documentation Practices: Healthcare professionals must comprehensively and promptly document all interactions with patients, treatments, and changes in patient condition.

Documentation must be legible, detailed, time-stamped, and adhere to all institutional, legal, and ethical standards for maintaining patient records.

All entries should be made as soon as possible after the event to ensure an accurate and reliable medical record.

Accuracy and Security: Ensure that all patient information is accurate and reflects actual interactions or observations. Corrections must be made promptly upon discovering any errors.

Patient records must be kept confidential and secure, with access granted only to authorized personnel in accordance with HIPAA regulations and other relevant laws.

Team Communication: Foster an environment of open, respectful, and professional communication among all healthcare team members.

Use standardized communication techniques, such as SBAR (Situation, Background, Assessment, Recommendation), to ensure consistency and clarity in information exchanges.

Interdisciplinary Coordination: Conduct regular interdisciplinary meetings to discuss patient treatment plans and ensure that all team members adhere to treatment goals and strategies.

Implement a structured handover process during shift changes or the transfer of care duties to ensure complete and accurate information exchange.

Involvement of Patients and Families: Clearly communicate care plans, potential outcomes, and changes in condition to patients and their families, addressing any questions with understanding and compassion.

Respect and consider the preferences, needs, and values of the patient plus their family in treatment decisions to promote patient-centered care.

Technology Integration: Utilize electronic health records (EHRs) and telecommunication tools to enhance communication efficiency and accuracy among healthcare providers.

Ensure all staff are adequately trained in the use of health technologies to support effective communication practices.

Continuous Improvement: Regularly monitor and evaluate communication practices through audits, peer reviews, and feedback from staff, patients, and families.

Use evaluation outcomes to refine communication strategies, reduce potential errors, and enhance team performance.

Training and Professional Development: Provide ongoing training and workshops designed to enhance communication skills, focusing on active listening, assertive communication, and cultural competence.

Encourage staff to participate in workshops plus simulations to practice and improve communication skills in a safe and supportive environment.

Policy Review and Updates: This policy will be reviewed annually to remain up-to-date with the latest standards, technologies, and regulations in healthcare communication.

Feedback from staff and stakeholders will be incorporated into each review to optimize effectiveness and compliance.

Ethical and Legal Standards: [13,14]

Adhere to the principles of nursing ethics, maintain patient confidentiality, and work with integrity.

Comply with all relevant healthcare laws and regulations.

Adhering to Nursing Ethics: Strictly follow the principles of nursing ethics, including respect for autonomy, beneficence, non-maleficence, justice, fidelity, and advocacy.

Prioritize the dignity and rights of the patient in all aspects of care to ensure transparent and respectful interactions with patients and their families.

Maintaining Patient Confidentiality: Protect patient confidentiality by handling all patient information discreetly and sharing it only with authorized personnel as needed.

Ensure compliance with HIPAA and other relevant privacy laws, and secure patient records both digitally and in print.

Integrity in Practice: Conduct all professional activities with honesty, consistency, and ethical reasoning, fostering trust between patients and healthcare providers.

Report unethical behavior or conflicts of interest that arise in practice promptly through established channels.

Compliance with Healthcare Laws: Stay informed and

comply with all applicable local, state, and federal healthcare laws, regulations, and accreditation standards relevant to patient care.

Participate in mandatory compliance training to stay updated on current legal requirements and best practices.

Ethical Decision-Making: Use ethical decision-making frameworks to address complex situations and seek guidance from ethics boards or committees when needed.

Encourage open dialogue about ethical dilemmas, promote collaborative solutions, and focus on the well-being of patients.

Training and Continuing Education: Engage in regular training and professional development to stay abreast of evolving legal and ethical standards in healthcare.

Encourage staff to pursue certifications and continuing education opportunities that enhance their understanding of ethical and legal practices.

Monitoring and Reporting: Conduct regular audits to ensure compliance with ethical and legal standards and take corrective action in case of policy violations.

Establish clear procedures for the immediate reporting of breaches or concerns related to ethical or legal practices, and ensure whistleblowers are protected from retaliation.

Collaboration and Teamwork: [15,16]

Foster a collaborative environment where the contributions of all healthcare team members are valued.

Actively participate in interdisciplinary rounds, case conferences, and handover processes to ensure continuity of care.

Promoting a Collaborative Environment: Cultivate a culture that celebrates teamwork, respect, and recognition of each team member's role and expertise.

Encourage open communication and invite all staff to share both ideas and feedback to enhance patient care and workplace harmony.

Valuing Contributions: Acknowledge and appreciate the skills and contributions of diverse team members, ensuring all voices are heard and considered in decision-making processes.

Empower team members to contribute to care plans and organizational improvements, fostering a sense of ownership and responsibility.

Active Participation in Team Activities: Engage actively plus constructively in interdisciplinary rounds, case conferences, and handover processes to facilitate comprehensive

discussions about care.

Prepare thoroughly and contribute relevant information during team interactions to support shared understanding and effective decision-making.

Ensuring Continuity of Care: Facilitate smooth care transitions through effective communication during handovers, ensuring that relevant clinical information is accurately conveyed.

Utilize established tools and protocols for handovers to minimize risks as well as to enhance patient safety and care quality.

Conflict Resolution: Address conflicts and disagreements within the team proactively and constructively, utilizing conflict resolution strategies and support systems when necessary.

Promote a supportive environment where team members can voice concerns without fear of retaliation or judgment.

Team Development and Support: Encourage team-building activities and professional development opportunities that enhance collaboration skills and team dynamics.

Provide access to resources and leadership support to strengthen team interactions and effectively address shared challenges.

Monitoring and Improvement: Regularly assess the effectiveness of collaboration and teamwork through surveys, performance metrics, and feedback sessions.

Implement improvement strategies based on gathered insights, targeting areas such as communication, coordination, and collaborative problem-solving.

Leadership and Professional Development: [17,18]

Promote leadership and innovation among nurses in clinical settings.

Support career advancement and professional development opportunities in the nursing field.

Encouraging Nursing Leadership: Create an environment that encourages nurses to take initiative, lead projects, and participate in decision-making processes in both clinical and administrative settings.

Recognize and reward exemplary leadership behaviors and contributions that positively impact patient care and organizational goals.

Promoting Innovation: Support and facilitate innovative practices and approaches in nursing by providing resources, time, and mentoring for idea generation and

implementation.

Establish forums for nurses to present innovative practices and share knowledge to foster continuous improvement.

Opportunities for Professional Development: Offer a variety of educational and training programs, including workshops, seminars, and courses, to enhance nurses' skills and competencies.

Encourage nurses to pursue professional certifications and advanced degrees by providing information on educational pathways and financial support where possible.

Supporting Career Advancement: Develop clear career pathways and criteria for advancement in the nursing field to motivate and retain staff.

Conduct regular career development meetings to discuss nurses' goals, provide feedback, and identify opportunities for growth and leadership roles.

Mentoring and Coaching: Implement mentoring programs that pair less experienced nurses with seasoned professionals to foster professional development and leadership growth.

Offer coaching and support for nurses preparing for leadership positions or taking on new responsibilities.

Evaluating Leadership Skills: Regularly assess leadership skills and professional growth through performance evaluations, self-assessments, and peer feedback.

Adjust development plans to address identified needs and capitalize on strengths, ensuring alignment with both personal and organizational objectives.

Recognition and Awards: Establish systems to publicly recognize and celebrate the achievements, leadership efforts, and innovative contributions of nurses.

Encourage colleagues to make nominations and self-nominations for awards and recognition programs within and outside the organization.

Patient Education and Advocacy: [19,20]

Educate patients plus their families about managing their health conditions and promoting well-being.

Advocate for patients' rights, address concerns, and ensure access to appropriate resources.

Patient and Family Education: Provide clear, comprehensive, and culturally sensitive information to patients plus their families about their health conditions, treatment plans, and wellness strategies.

Use a variety of educational tools and resources, such

as brochures, digital media, and interactive workshops, to cater to different learning preferences and literacy levels.

Promoting Well-Being: Encourage healthy lifestyle choices by providing information on nutrition, exercise, stress management, and preventive measures.

Organize and promote wellness programs like smoking cessation and weight management courses to support community health.

Effective Communication: Employ active listening, empathy, and clear communication strategies to ensure patients understand their health information and feel comfortable asking questions.

Use professional interpreters or translation services in cases of language barriers to ensure all patients receive accurate information.

Patient Advocacy: Actively identify and eliminate barriers to healthcare access, including financial, cultural, or logistical challenges, by connecting patients with appropriate resources and support services.

Advocate for patients' needs, preferences, and rights on individual, community, and policy levels.

Upholding Patient Rights: Ensure patients are informed of their rights and responsibilities at the beginning of care and provide them with a copy of the organization's patient rights policies.

Promote a transparent and responsive process for patients and their families to voice concerns, provide feedback, or file complaints without fear of retaliation.

Interdisciplinary Collaboration: Collaborate with healthcare team members, including social workers, nutritionists, and community health workers, to provide holistic and coordinated care that supports patient education and advocacy.

Engage community partners and organizations to expand the reach and effectiveness of educational and advocacy efforts.

Continuous Improvement: Collect feedback from patients and families on the educational resources and advocacy support provided, and use this feedback to continuously improve services.

Regularly update educational materials and advocacy practices to align with current best practices, research, and technologies in patient care.

Training and Development: Offer ongoing training for staff on effective patient education techniques and advocacy skills to ensure high-quality patient interactions.

Encourage staff to participate in professional development opportunities related to patient education and advocacy.

Implementation and Compliance: The nursing leadership will oversee the implementation of this policy and ensure compliance through regular audits, feedback, and continuous improvement initiatives.

Violations of this policy will be addressed with appropriate corrective actions according to the hospital's disciplinary procedures.

Summary And Conclusion

The "Guidelines for Best Practices in Hospital Nursing" offer a detailed blueprint aimed at enhancing the quality of patient care and the efficiency of nursing operations in hospital environments. Developed through a collaborative process involving healthcare professionals and researchers, these guidelines incorporate both evidence-based practices and expert recommendations. Key areas of focus include a consistent parallel structure for presenting nursing standards in a singular objective format: ensure patient safety, promote effective communication, facilitate patient education, enhance infection control, support collaborative care, implement evidence-based practices, evaluate patient outcomes and staff well-being. By providing clear protocols and procedures, the guidelines aim to standardize care delivery, reduce variability, and uphold the highest standards of nursing practice. They also emphasize the importance of continuous education and professional development to ensure that nursing staff are equipped with the latest knowledge and skills [21].

In conclusion, the "Guidelines for Best Practices in Hospital Nursing" serve as an invaluable resource for enhancing nursing practice and patient care in hospitals. By adopting these guidelines, healthcare institutions can achieve significant improvements in patient outcomes, operational efficiency, and staff morale. The comprehensive nature of these guidelines ensures that they are applicable across diverse clinical contexts, making them a versatile tool for hospitals seeking to promote excellence in nursing. As the healthcare landscape continues to evolve, regular updates and feedback will be crucial in maintaining their relevance and effectiveness. Ultimately, these guidelines represent a commitment to advancing the professional practice of nursing and ensuring consistently high standards of care for patients [22].

The future of hospital nursing lies in embracing technological advancements, fostering professional development, and ensuring the mental and emotional health of nurses. By remaining committed to these objectives, hospitals can provide exemplary patient care and create a thriving, supportive environment for nurses,

ultimately leading to better health outcomes for all [23].

Author Statement : All authors contributed equally to the conception, the acquisition, analysis, or interpretation of data for this work.

Funding : This research received no specific grant from any funding agency in the public, commercial or not-for-profit sectors.

There are no financial benefits or any other financial interests that any of the authors may have, which could create a potential conflict of interest or the appearance of a conflict of interest with regard to the work.

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Citation: Roland F, Guidelines for Best Practices in Hospital Nursing - A Concept for a New Hospital. Jour of Clin Cas Rep, Med Imag and Heal Sci 12 (2)-2025.

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