NurseLine Riyadh Edition2

Dr. Soliman Fakeeh Hospital Riyadh (DSFH-R) Nursing Newsletter

Message from the Chief Nursing Officer



I am incredibly proud to share that Dr. Soliman Fakeeh Hospital Riyadh (DSFH-R) has achieved a remarkable trio of accomplishments that speak volumes about the strength, dedication, and excellence of our nursing team.

We have officially received Shared Governance Accreditation, a milestone that reflects our unwavering commitment to empowering nurses, elevating professional practice, and fostering a culture where every voice truly matters.

At the same time, we successfully earned our American Nurses Credentialing Center (ANCC) Nursing Continuing Professional Development Reaccreditation, along with the prestigious Premier Award Trophy, a recognition reserved for organizations that demonstrate exemplary performance in professional development and lifelong learning.

Adding to this extraordinary moment, our ANCC Pathway to Excellence document review returned no comments or requests for additional documentation. This is exceptionally rare; most organizations undergo multiple rounds of revisions. Our submission was accepted exactly as delivered, a powerful testament to the rigor and clarity of our work.

Together, these accomplishments highlight one undeniable truth: we are a strong, unified, and exceptional team. Every nurse, educator, and leader contributed to this success, and I am deeply grateful for your commitment to excellence and your passion for advancing our profession.

Thank you for everything you do. Our accomplishments today set the foundation for even greater achievements ahead.

Bassam Abu Alfaraj, MSN, BSN, RN
Chief Nursing Officer

Shared Governance Accreditation

By: Farah Alwan, Nursing Director, Professional and Practice Development





The DSFH-R Nursing Team was privileged to meet in June 2026 with Shared Governance Forum Founder and CEO, Robert G. Hess Jr., PhD, RN, FAAN, and Director of Accreditation C.J. Newton, and to celebrate DSFH-R's remarkable accreditation by the Forum for Shared Governance. This recognition is especially meaningful as DSFH-R achieved one of the highest scores ever recorded on the Index of Professional Nursing Governance, supported by an outstanding response rate from our nursing team. Since launching our Nursing Shared Governance Councils two years ago, our nurses have demonstrated exceptional commitment to advancing nursing practice, professional development, quality, and research. We take great pride in what our nurses have achieved, for our patients, for one another, and for the continued transformation of nursing excellence at DSFH-R.we advance nursing excellence and professional growth.

NCPD Reaccreditation with Distinction







By: Farah Alwan, Nursing Director, Professional and Practice Development

DSFH-R Nursing Professional and Practice Development Center has achieved an exceptional milestone by earning the American Nurses Credentialing Center (ANCC) Nursing Continuing Professional Development (NCPD) Reaccreditation with Distinction for four years. This prestigious recognition, granted by the ANCC, reflects the strength, maturity, and impact of our NCPD Provider Unit in advancing high-quality learning, professional growth, and evidence-based nursing practice. The achievement is especially meaningful, as it follows our receipt of the 2026 ANCC NCPD Premier Award, a designation reserved for exemplary organizations demonstrating exceptional leadership, innovation, and measurable impact in NCPD.

Together, the NCPD Reaccreditation with Distinction and the Premier Award affirm DSFH-R's commitment to creating meaningful educational experiences that empower nurses, strengthen clinical competence, and support excellence in patient care. These achievements honor the dedication of our nurse planners/educators, nurses, and nurse leaders whose collective efforts continue to elevate the culture of lifelong learning and professional practice across DSFH-R.

DSFH R's Journey to Pathway to Excellence

By: Farah Alwan, Nursing Director, Professional and Practice Development

The Pathway to Excellence® Program, developed by the ANCC, is a prestigious recognition awarded to healthcare organizations that create positive practice environments where nurses feel valued, supported, and empowered. It is built on a six element framework that defines what an excellent nursing workplace looks like.

The Six Pathway to Excellence Elements:

1. Shared Decision Making: Nurses actively participate in shaping nursing practice and organizational policies and documentation.
2. Leadership: Leaders foster trust, collaboration, and a culture that elevates nursing excellence.
3. Safety: Systems and behaviors ensure a safe environment for both patients and staff.
4. Quality: Evidence based practice, continuous improvement, and high quality outcomes are prioritized.
5. Well Being: The organization supports nurses' physical, emotional, and professional well being.
6. Professional Development: Nurses are encouraged and supported to grow, learn, and advance in their careers.

This is how the six elements look like at DSFH-R:

1-Shared Decision-Making:

-Nurses' Membership in Nursing Shared Governance Councils

-Nurses' Membership in Hospital-Level Committees

-Nurses' Involvement in Hiring Process and Interview Panel for Staff Nurse Positions

-Nurses' Involvement in Multidisciplinary Care Planning and Interprofessional Rounding

-Nurses' Involvement in Community and Health Disparity Outreach through schools and organizations/companies visits (Co-partnership with Marketing Team, Ajwad Community, ...)

-Nurses' Involvement in Addressing Ethical Concerns through Chain of Command, Interprofessional Stakeholders, and Bioethics Board and other committees as relevant to the ethical concern

-Nurses' Involvement in Staffing, Budgeting, and Scheduling

-Nurses' Involvement in EHR Optimization and Technology Upgrade (Siratech, Vein Viewer, ...)

2-Leadership:

-Career Ladder

-Succession Planning

-Mentoring Program

-Nursing Leadership Competency Program and Postgraduate Courses

-Accessibility of Nurse Manager and CNO (Open Door Policy, Meetings, Huddles, Councils/Committees, Rounds, and Email/Phone,...)

-Annual Self, Peer, and Supervisor Performance Evaluation Process

3-Safety:

-OVR Reporting and Root Cause Analysis
-Just Culture
-Action Planning
-Workplace free of violence, incivility, bullying, and discrimination
-Workplace Safety for Nurses (Sharps Safety, PPEs Use, Safe Manual Handling, ...)
-Speak-Up Culture

4-Quality:

-Interprofessional Involvement
-PCC Culture
-Performance Improvement Project
-Evidence-Based Project based on Johns Hopkins Model and Research Activities
-FOCUS PDCA Performance Improvement Cycle
-Press Ganey National Database of Nursing Quality Indicators (NDNQI)
-Speak Up Culture

5-Well-being:

-Staff Engagement Committee and Nursing Staff Engagement and Well-being Committee
-Annual Re-Contracting Physical and Mental Health Check-Up
-Vaccination Campaigns
-Wellness Reset
-Taking Scheduled Breaks facilitated by Charge Nurses
-Flexible Scheduling
-Recognition Activities (Peer-to-Peer, BEE Award, WOW Award, Annual Nursing and Hospital Awards Events, and The DAISY Award for Extraordinary Nurses)
-Nurses' Support by All Leadership in case of any work-related adverse event
-Occupational Health and Mental Health Consultation Visits (3 free visits)
-Work-Life Program

6-Professional Development:

-Annual Needs Assessment and Ongoing Feedback
-Orientation, Preceptorship, and Mentorship
-Weekly Training and Nursing Continuing Professional Development (NCPD) Activities
-Specialty Training Courses (Breastfeeding, Critical Care, Arrhythmia, Cardiac Surgery, Mental Health, and Oncology, ...)
-Weekly Clinical Rounds
-Quarterly Simulation Drills
-Life Support Training
-Annual Fakeeh Care Conference and Nursing Symposium
-Postgraduate Courses by Fakeeh College for Medical Sciences

Our Journey for DSFH-R





Earlier this year, DSFH R proudly submitted its Pathway to Excellence application following a comprehensive gap analysis that helped us refine our strengths and address opportunities for improvement. This analysis ensured that our submission authentically reflected the excellence of our nursing culture.

In August, we submitted our official Pathway to Excellence documents, a major milestone that required collaboration, precision, and dedication across all nursing teams.

The result was nothing short of outstanding:
Our document review was returned with no comments and no requests for additional documentation.

This is an exceptional achievement; most organizations undergo multiple rounds of revisions. Our submission was accepted exactly as delivered, a powerful testament to the strength of our nursing environment and the quality of our work.

Engaging Our Nurses: The Pathway to Excellence Survey

On September 22, DSFH-R nurses began completing the Pathway to Excellence Nurse Survey, a crucial step in the accreditation process. To make this experience meaningful and enjoyable, we launched our Candy Lounge, a vibrant and welcoming space designed specifically to engage nurses in the Pathway journey.

The Candy Lounge offers:

- A fun, uplifting environment
- Dedicated support for completing the survey
- A chance for nurses to celebrate their role in shaping our culture

This initiative reflects our commitment to ensuring every nurse feels included, informed, and excited about the Pathway process.

A Collective Achievement

Our Pathway to Excellence journey highlights the strength of DSFH R's nursing community. From gap analysis to document submission to survey engagement, every step has demonstrated our unity, professionalism, and passion for excellence.

We are proud of how far we've come, and even more excited for what lies ahead as we continue building a workplace where nurses thrive and patients receive exceptional care.


Candy Lounge
Integrity
Compassion
Agility
Reliability
Excellence
THANK YOU
NURSES
WELCOME

Nursing Townhall Meeting

Compassion in Action: Bringing Nursing Back to Nursing

By: Joan Jacintos, Nurse Manager, OPD



On September 21, 2026, nurses gathered for a meaningful Nursing Townhall Meeting hosted by the Outpatient Department, centered on a message at the heart of the profession. More than a professional gathering, the townhall became a heartfelt celebration of what makes nursing uniquely human, being able to see beyond a diagnosis, listen beyond words, and care beyond the task.

The program opened with a beautiful and uplifting dance presentation, setting the mood of the occasion. One of the highlights was a series of short skits portraying compassion in everyday nursing practice. The message was clear, compassion does not need extraordinary gestures. Sometimes, it simply requires us to pause, notice, listen, and care. The “Freedom Wall,” where nurses wrote their hearts out, also invited them to look inward and share their personal understanding of compassion. It became a collection of thoughts, emotions, experiences and reflections. Among the many heartfelt entries, three nurses were recognized as “beacons of compassion” for expressing the most impactful and sincere meaning of compassion. Stories of compassion and purpose were another applauded segment of the program, giving nurses an opportunity to share real experiences from their professional journeys. At its core, nursing is about people caring for people. The Candle-Lighting Ceremony and the Compassion Pledge created an atmosphere of unity and remembrance. One by one, lights came together, symbolizing nurses' collective commitment to remain a source of hope. The nursing townhall meeting also gave nurses a venue to engage directly through “Ask the CNO,” creating space for questions, conversations, and meaningful dialogue with top-level nursing management and getting answers straight from the source.

Overall, this event left a message that extends far beyond the event itself: that compassion is a daily choice. And perhaps that is what truly means to bring nursing back to nursing: to care with knowledge and to serve with purpose.

Nursing Townhall Meeting

Compassion in Action: Bringing Nursing Back to Nursing













Celebration of Nursing Success Stories: A Proud Day for Nursing Excellence at DSFH-R



By: Farah Alwan, Nursing Director, Professional and Practice Development

On June 30, 2026, the Nursing Department at DSFH-R celebrated an extraordinary milestone: three major achievements that reflect our commitment to professional growth, shared leadership, and exceptional nursing practice:

- **ANCC Nursing Continuing Professional Development Reaccreditation with Distinction for 4 Years:** A reaffirmation of our excellence in delivering high quality Nursing Continuing Professional Development programs
- **ANCC Nursing Continuing Professional Development Premier Award:** A prestigious honor granted to exemplary organizations that demonstrate innovation, impact, and leadership in Nursing Continuing Professional Development
- Shared Governance Accreditation by the Forum for Shared Governance for 4 Years: A recognition of our strong culture of empowerment, collaboration, and nurse driven decision making

These achievements highlight our nursing team's dedication, expertise, and passion. DSFH-R continues to elevate nursing practice and advance the standards of care for our community.

Proud of our nurses. Proud of our journey. Proud of our excellence.

The DAISY Award Celebration Honors Extraordinary Nurses



By: Farah Alwan, Nursing Director, Professional and Practice Development

On September 30, the DAISY Award ceremony celebrated nurses who exemplify extraordinary compassion, skill, and dedication. All nominees were recognized for the meaningful impact they have made on patients and families, and Neethu Sukumaran, a nurse from the Medical-Surgical Unit, received the Quarter 3 2026 DAISY Award for Extraordinary Nurses.

Multiple patients and families praised Neethu for her remarkable ability to provide calm, compassionate, and clinically excellent care during moments of intense pain, fear, and uncertainty. Whether supporting a patient experiencing severe kidney stone pain or guiding a family through the frightening onset of optic neuritis and sudden vision loss, she consistently demonstrated professionalism, attentiveness, and empathy. Patients described her as someone who explains every step clearly, responds promptly, listens with patience, and offers reassurance that eases anxiety. Her presence brought comfort during the most difficult moments, and her dedication left a lasting, heartfelt impression on everyone she cared for.

The ceremony highlighted the true spirit of nursing: kindness, humanity, and unwavering commitment to patient well being. Neethu embodied all of these qualities, reminding everyone of the profound difference extraordinary nurses make every day.

Strengthening Breastfeeding Support





By: Subin Baek, Nursing Educator, Nursing Professional and Practice Development Center
Alia Magdy Ibrahim, Lactation Educator, Lactation and Baby Friendly Center

DSFH-R held a Breastfeeding Education Course from August 22 to 27, 2026, led by Samah Soliman, Lactation and Baby-Friendly Director. The course brought breastfeeding education into focus across clinical and non-clinical services, reflecting the shared commitment to supporting mothers, babies, and families through the Baby-Friendly Hospital Initiative (BFHI).

The program was organized into dedicated sessions for MCH members, non-MCH members, and non-clinical staff. This inclusive approach recognized the contribution of each department to a supportive hospital environment and placed breastfeeding education within the broader context of compassionate, coordinated care.

Sincere appreciation goes to Samah Soliman and all teams involved in this educational initiative. With a shared focus on breastfeeding support, DSFH-R continues to emphasize the value of teamwork, ongoing education, and compassionate care for mothers and babies.

Strengthening Emergency Preparedness through Clinical Drills

By: Subin Baek, Nursing Educator, Nursing Professional and Practice Development Center





As part of the Nursing Professional and Practice Development Center ongoing commitment to patient safety and clinical excellence, a series of clinical drills were conducted to strengthen staff preparedness, teamwork, communication, and confidence in responding to emergency situations.

The Medical-Surgical Unit (MSU) conducted a Code Blue drill on July 21, 2026. The simulation focused on the early recognition of cardiac arrest, prompt activation of the Code Blue response, delivery of high-quality cardiopulmonary resuscitation (CPR), safe defibrillation, effective role assignment, and appropriate post-resuscitation care. The drill provided staff with an opportunity to practice a coordinated emergency response while reinforcing clear communication and teamwork.

In addition, Maternal Hypoglycemia Drills were conducted on August 30 and 31, 2026, with the participation of staff from both the Maternity Unit and Labor and Delivery Room (LDR). The drills simulated maternal hypoglycemia scenarios and focused on timely recognition and management of hypoglycemia, appropriate blood glucose assessment and reassessment, prompt treatment, safe insulin management, patient education, and effective communication and coordination between Maternity and LDR staff.

Debriefing sessions were conducted following the drills to review team performance, identify opportunities for improvement, and reinforce key patient safety practices. The sessions also addressed knowledge and practice gaps and strengthened staff confidence in managing time-sensitive clinical emergencies.

Through regular simulation-based drills, the Nursing Professional and Practice Development Center continues to promote a culture of preparedness, teamwork, continuous learning, and safe patient care across DSFH-R.

Journal Club: Advancing Evidence-Based Nursing Practice

By: Subin Baek, Nursing Educator, Nursing Professional and Practice Development Center

The Nursing Professional and Practice Development Center continues to promote evidence-based practice and lifelong learning through the Nursing Journal Club, providing nurses with an opportunity to explore current evidence, critically review research findings, and relate evidence to clinical practice.



During quarter 3, nurses from different clinical areas successfully completed their Journal Club presentations on a diverse range of topics relevant to patient care and clinical practice:

Ana Sheila Lagon presented on Acute Coronary Syndrome, while Rebecca Gadia discussed In Vitro Fertilization. Eman Mohammed presented Clinical Efficacy among Patients with Chronic Rhinosinusitis with Nasal Polyps and Clinical Features of Obstructive Lung Disease, and Bessy Kuriakose explored Pediatric IV Infiltration. Jeenamol George presented Robotic versus Laparoscopic Cholecystectomy for Difficult Gallbladders: An Observational Study of Tertiary Center Case. Essra Mosleh and Nasra Bou Diab reviewed Beyond Compliance: Examining the Completeness and Determinants of WHO Surgical Safety Checklist – A Systematic Review and Meta-Analysis. Basim Abdulla presented Risk Factors for Venous Thrombosis after Discharge from Medical Hospitalizations: The Medical Inpatient Thrombosis and Hemostasis Study.

In recognition of their successful presentation in the Journal Club, certificates of completion were awarded to the presenters. Their participation reflects an ongoing commitment to professional development, critical thinking, and the integration of evidence into nursing practice. Congratulations!

Electroconvulsive Therapy (ECT) Preparation Program

By: Moemen Abbas, Nurse Manager, Mental Health Unit



Before the service launch of ECT in September 2026, a comprehensive preparation program was led by the Mental Health Unit to ensure patient safety and staff readiness, including:

- Educational sessions on ECT procedure and patient care facilitated by the Nursing Professional and Practice Development Center
- Vendor training by the ECT equipment company for the interprofessional team with the support of biomedical engineering
- Hands-on clinical training and competency assessment for all nurses involved by the Mental Health Unit (MHU) Nurse Experts
- Final operational readiness checks, including equipment, documentation, and emergency preparedness

After successfully completing the preparation phase, the first ECT treatment session was performed safely and without reported complications. The successful introduction of the ECT service resulted from dedicated preparation, ongoing training, competency validation, and strong teamwork. Our priority has been to ensure safe, high-quality, and compassionate care for every patient. I am proud of the Mental Health Unit team and grateful to everyone who helped make this service a reality. We extend our sincere appreciation to all nursing staff, psychiatrists, anesthesiologists, technicians, and supporting departments whose dedication and collaboration made this achievement possible.

Fundamental Critical Care Support (FCCS) Course

By: Mohamad Alameddine, Nursing Director, Critical Care



The FCCS course was successfully conducted on 17 September 2026, with active participation from healthcare professionals across multiple departments. The program aimed to enhance participants' knowledge and skills in the early recognition, assessment, and management of critically ill patients.

The course provided valuable learning opportunities through expert-led sessions, interactive discussions, and practical case-based scenarios. Participants gained a deeper understanding of critical care principles and evidence-based practices that support high-quality patient care.

The event witnessed strong engagement from attendees across various disciplines, reflecting the organization's commitment to continuous professional development and interdisciplinary collaboration. Participant feedback was overwhelmingly positive, with many highlighting the relevance of the content, the quality of instruction, and the practical application of the knowledge gained.

Completing the FCCS course represents an important step in strengthening critical care competencies and promoting excellence in patient care throughout the organization.

Newborn Screening Awareness Activity

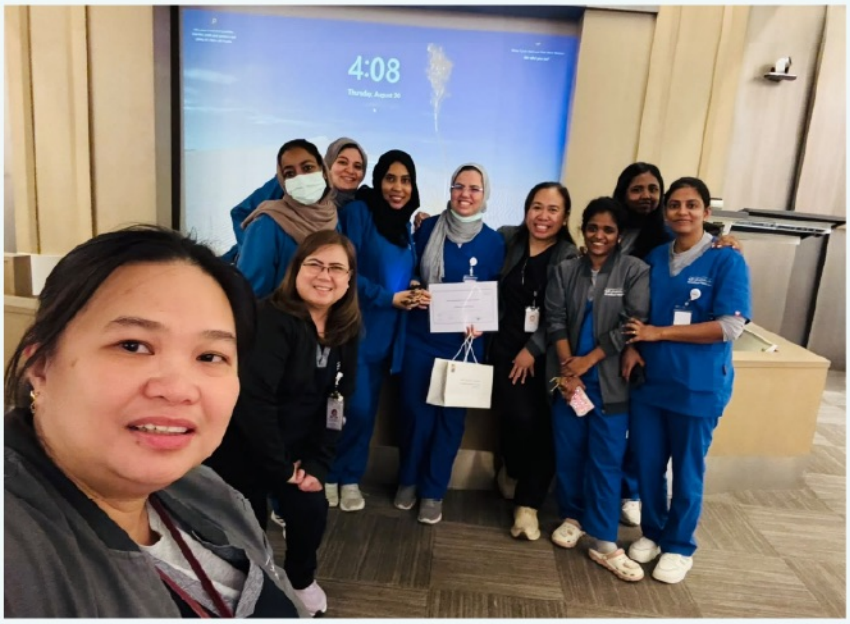
During September, Newborn Screening Awareness Month, Suzette Santos, Nursing Educator, conducted an awareness activity for nurses including the sampling technique.





General Nursing Orientation and NCPD Program: Five Days. Countless Learning Moments. One Shared Commitment to Excellence in Patient Care.





By: Sweeny Villarojo, Nursing Educator, Nursing Professional and Practice Development Center

During August 16–20, 2026, DSFH-R welcomed the new nurses to an engaging and dynamic General Nursing Orientation (GNO) and NCPD Program, an immersive learning experience designed to prepare nurses to enter their units with confidence, competence, and commitment. Through interactive sessions, nursing competency assessments, and clinical simulations, participants were given opportunities to apply their knowledge, sharpen their clinical judgment, and experience situations that closely mirror the realities of patient care. Each activity encouraged participants to think critically, work as a team, communicate effectively, and put learning into action, bringing the classroom to life with energy, curiosity, and enthusiasm.

The five-day journey concluded with a joyful culmination ceremony, where certificates were awarded to staff who demonstrated full participation and active engagement in the various activities. As the GNO and NCPD program ended, participants left not simply as new joiners, but as empowered members of the nursing team, carrying new knowledge, practical skills, renewed confidence, and a strong commitment to delivering safe, compassionate, and excellent patient care.

Nurturing Future Nurses: DSFH-R Welcomes 251 Nursing Students for Clinical Experience

By: Sweeny Villarojo, Nursing Educator, Nursing Professional and Practice Development Center

Starting September 6, DSFH-R proudly welcomed 251 nursing students from Princess Nourah bint Abdulrahman University for an enriching and comprehensive clinical learning experience. As part of their academic and professional development, the students had the opportunity to immerse themselves in a variety of specialized clinical environments, bringing classroom knowledge to life through real-world patient care. Their clinical rotation covered key areas across the hospital, including critical care, mental health, maternity, and outpatient. This diverse exposure enabled the students to experience different patient populations, clinical conditions, nursing responsibilities, and multidisciplinary healthcare settings while developing essential skills in communication, assessment, teamwork, clinical judgment, and compassionate care.

Recognizing and Preventing Burnout in Nurses

By: Osama Ali, Charge Nurse, MHU

Nursing is a rewarding profession, but the physical and emotional demands of patient care can place nurses at risk of burnout. Burnout is a state of physical, emotional, and mental exhaustion that can affect both personal well-being and the quality of patient care.

Common signs include persistent fatigue, emotional exhaustion, irritability, reduced motivation, difficulty concentrating, increased errors, and sleep disturbances. Recognizing these early warning signs is essential to prevent burnout from progressing.

Maintaining well-being starts with simple but effective strategies such as prioritizing self-care, staying hydrated, eating balanced meals, exercising regularly, and maintaining healthy sleep habits. Building supportive relationships with colleagues, setting healthy work-life boundaries, and practicing stress-management techniques such as mindfulness, deep breathing, or prayer can also make a significant difference.

DSFH-R provides valuable resources, including occupational health services and mental health counseling. Seeking support is a sign of strength and an important step toward maintaining resilience.

Remember, caring for yourself is just as important as caring for your patients. By recognizing burnout early and taking proactive steps, we can promote healthier nurses, safer patient care, and a more positive work environment.

DSFH-R Spotlights on The DAISY Foundation Website:

- **This is the DAISY Spotlight for Bassam Abu Alfaraj:**
  https://www.daisyfoundation.org//daisy-award/honorees/bassam-abu-alfaraj
- **This is the DAISY Spotlight for Joan Jacintos:**
  https://www.daisyfoundation.org/daisy-award/honorees/joan-jacintos
- **This is the DAISY Spotlight for Suzette Santos:**
  https://www.daisyfoundation.org/daisy-award/honorees/suzette-santos
- **This is the DAISY Spotlight for Ahmed Mohamed Saeed:**
  https://www.daisyfoundation.org/daisy-award/honorees/ahmed-saeed
- **This is the DAISY Spotlight for Salma Alsir Hamad:**
  https://www.daisyfoundation.org/daisy-award/honorees/salma-hamad
- **This is the DAISY Spotlight for Jimelyn Caspe:**
  https://www.daisyfoundation.org/daisy-award/honorees/jimelyn-caspe
- **This is the DAISY Spotlight for Bilal Rmieh:**
  https://www.daisyfoundation.org//daisy-award/honorees/bilal-rmieh

Happy Saudi National Day!



Happy Neonatal Nurses' Week September 12-18!



Happy Nursing Professional Development (NPD) Week September 13-19!

