

**Enhanced Recovery
After Surgery
Learning Session 1 Nov 25th**

ACTION PERIOD PEP TALK

Valerie MacDonald

Clinical Nurse Specialist

Fraser Health Authority

Valerie.macdonald@fraserhealth.ca





Factors for Success

Leadership support

- Executive sanctions the work.
- Manager is visibly monitoring and supporting progress.
- Right leads assigned: clinical experts, strong leaders

Accountability framework

- Education, clear aims, tools and timelines, monitoring reporting

The human experience

- Positive identity, relationships, sharing power, sharing credit, achievement.

Prepare well

Accountability framework

- Rationale
- Clear Aims
- Driver diagram
- Time line
- PDSA plan

Model of Accountable Care

Foreseeable risks delay recovery from surgery and result in added morbidity, mortality and functional decline. **Infection, Insulin resistance, Stress, UTI, malnourishment**

Anticipation, prevention, screening and timely management will dramatically improve outcomes.

Statistics are patients with the tears
wiped off. We are accountable!!



WHY CHANGE???

PROVINCIAL HIP FRACTURE REDESIGN



**Rationale Document for the
Hip Fracture Physicians Template Orders**

Activity

Up to dangle stand or walk on postop 0 (day of surgery). Up walking x 2 and up in chair for at least two meals beginning postop Day 1. Full weight bearing is strongly recommended.

Early mobilization is associated with reduced complication risk, shorter length of stays and earlier return to function (Pashikanti). People with hip fractures lose greater than 50% of lower extremity strength within a short period after hip fracture surgery, and the longer it takes to mobilize, the longer to recover post-fracture deficits (Overgaard 2013).

Bone & Joint Canada Hip Fracture Tool Kit 2011 Wasdell ed.

Handoll HH SCMJ. **Interventions aimed at improving and restoring mobility after hip fracture.** *Cochrane Database Syst Rev.* 2011;3.

Kristensen MT, Andersen L, Bech-Jensen R, et al. **High intertester reliability of the cumulated ambulation score for the evaluation of basic mobility in patients with hip fracture.** *Clin Rehabil.* Dec 2009;23(12):1116-1123.

Aim, outcome measures	Primary, Themes, Concepts, process measures	Secondary, specific change ideas, application of concepts	How
Measurable Objectives set: For patients returning home within 30 days after hip fracture, to improve the patient experience of transition home (measured via the CPES-T) by 10% by Aug 2015 Decrease average LOS by 1 day in target population by Aug 2015	Process Measures 100% of hip fracture patients with our inclusion criteria will receive a completed Fresh Start Tool kit 100% of hip fracture patients returning to the community will receive a community GP visit within 2 weeks of discharge to review medication plan/management 100% of hip fracture patients who were mobile prior to # will be mobilized on Day 1 post surgery	Raise awareness among staff re value and importance of education, preparation and planning for discharge home and self management for hip fracture recovery	Staff meetings, posters. Patient family staff focus groups to review Qualitative Interviews CPEST results, best practices.
		Bi-weekly reporting of process measures, tracked on a run charts	Run charts completed and visibly posted on units.
		Cultivate patient awareness and demand for education and support for preparing and planning for a smooth transition home from hospital.	Posters, promotion by unit champion, (health professional), who will remind and encourage staff, patients and families to plan and prepare, using the toolkit and resources co-developed by the teams

Create a positive CAN DO team identity & culture:

- **Achievement oriented**
- **Active exchange of ideas, vigorous debates, laughter.**

Track and highlight progress. Note what you've done...not just what you haven't.

Don't start here..work with the willing.



**“I don't like to be difficult, but
it's the only thing I'm really good at!”**

Does everyone need to be on side?
REALLY???



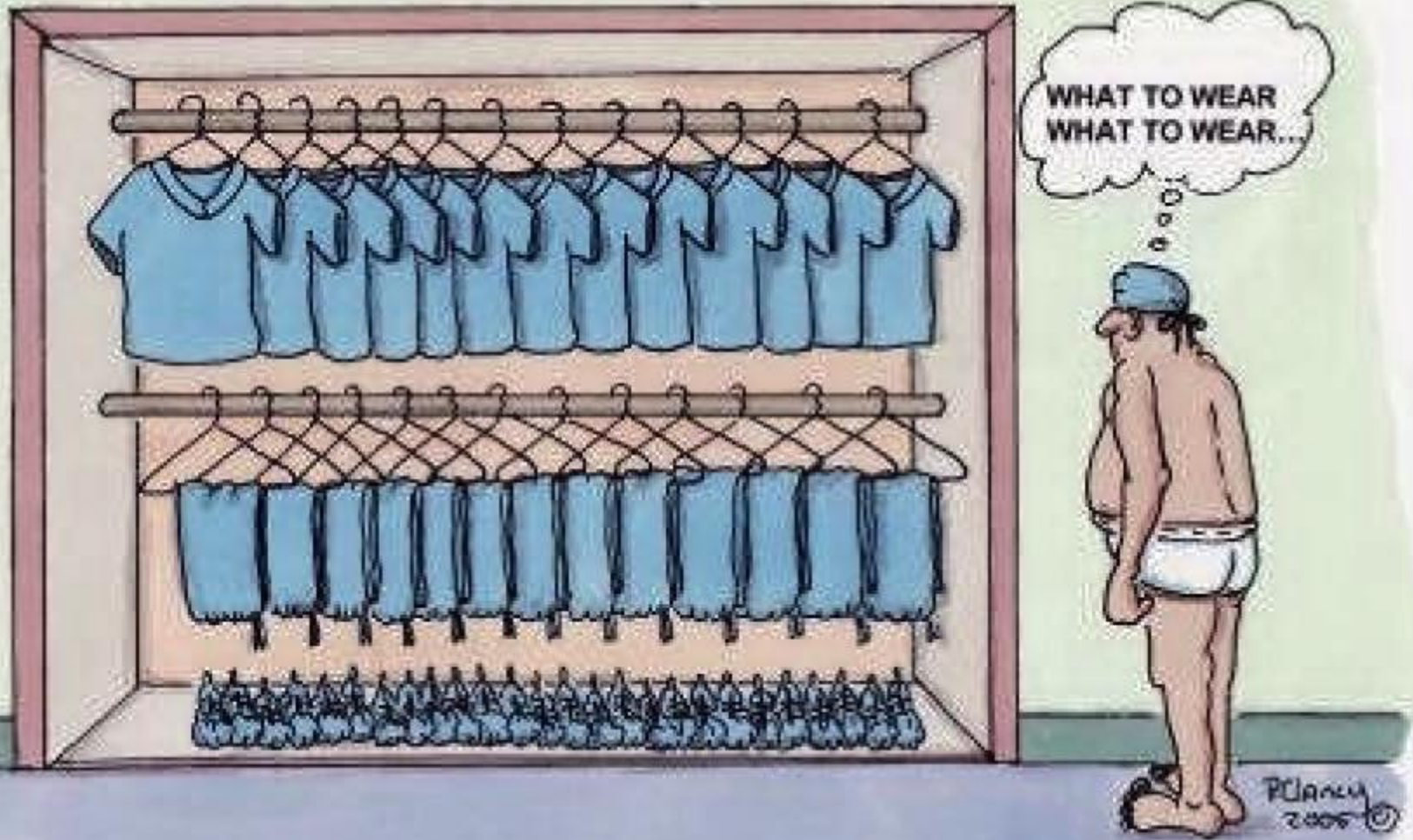
Dealing with resistance

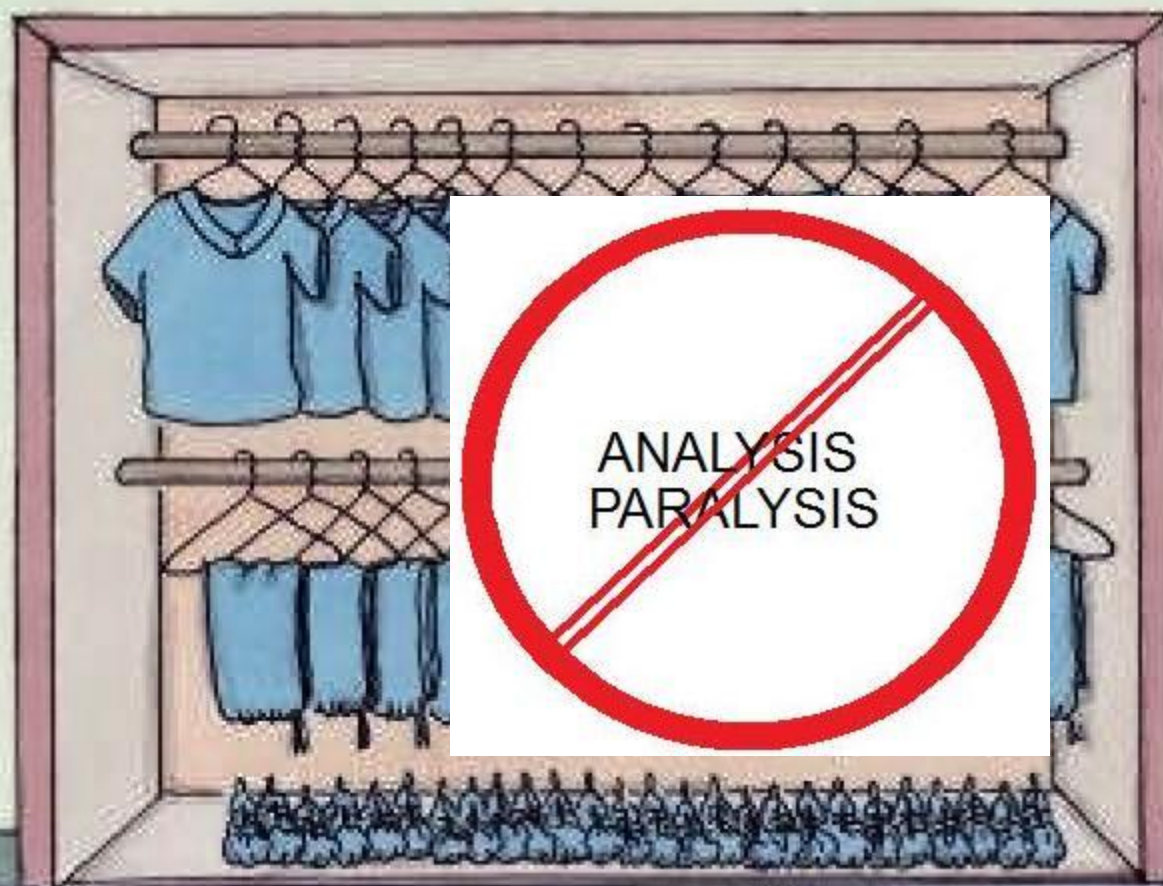
- **Don't crack the hardest nuts first.**
- **Work with the willing..**
- **Don't allow one dysfunctional person to derail the plan.**
- **NO doesn't always mean no....unless it's a date.**
- **No can mean not yet...**

We are the team – create a CAN DO spirit!!



Learn by doing / take action





~~ANALYSIS
PARALYSIS~~

WHAT TO WEAR
WHAT TO WEAR...



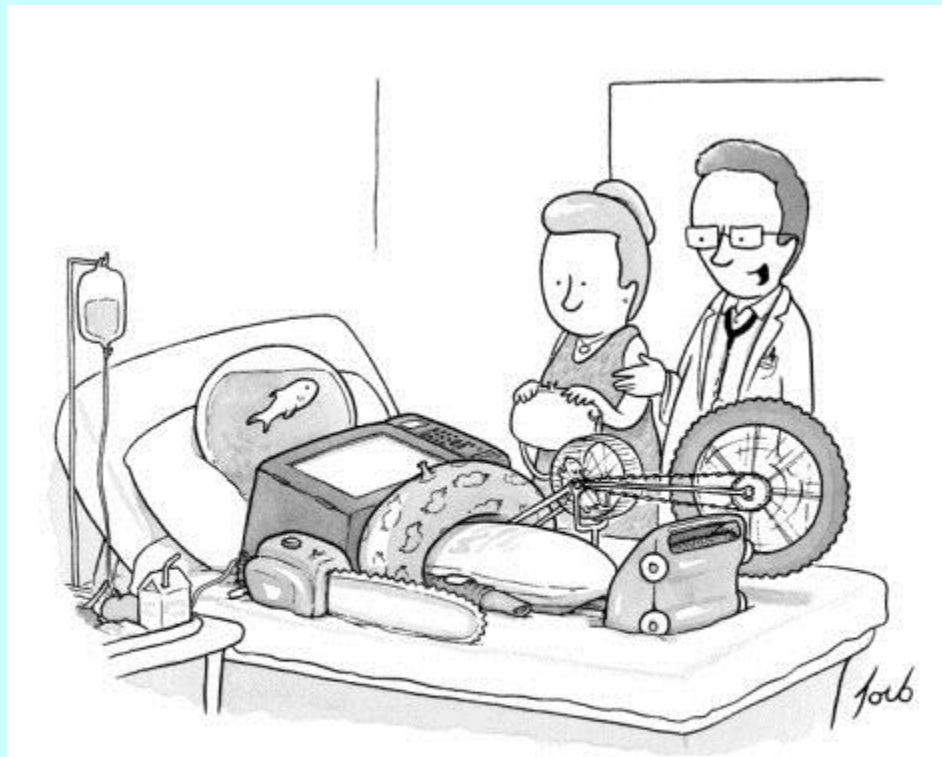
Plancy
2005 ©

Commit to act by 'next Tues.'




Redefine Success

PDSA didn't go well.....but look at all we learned!!



"We began with a hip replacement and just sort of riffed off that."

**IF
PLAN 
FAILS,
REMEMBER
THERE ARE
25
MORE LETTERS.**

And remember...



“ In a gentle way,
you can **shake**
the world.”

-Mahatma Gandhi