

Leading Practices in Geriatric Care: Building a Dermal Defense Team Makes a Difference!



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Geriatric Excellence with Dermal Defense

- Objectives:
 1. Discuss methods of adult learning
 2. Describe ways to engage stakeholders
 3. Engage system administration
 4. Encourage staff to be a team member

Types of Adult Learning

- Knowledge-based
 - Intellectual skills and knowledge retention
- Skills-based
 - Physical movement, coordination and motor skills
- Attitude- motivation
 - Motivation and values

• Knowles, M. L. (2005). *The adult learner (6th Ed.)*.



Models of Adult Learning: SMART and ABCD

- S-Specific
 - M-Measurable
 - A- Achievable
 - R- Relevant
 - T- Time
- A- Audience: Who am I teaching?
 - B. Behavior: What type of behavior is expected?
 - C. Condition: Where will this behavior occur?
 - D- Degree: How engaged will the learner become?

- Northwest Center for Public Health Practice (www.nwcphp.org)

Staff Expectations When Asked to Learn Something New

- Is this going to be something I will be able to use in my practice now?
- Can you hold my interest?
- Are you being respectful of my time?
- Is there a good reason for the training?
- Will this affect my patients?
- Will this give me a job skill that improves my outcomes?
- Does this affect my value in doing my job?

Dermal Defense Building Better Geriatric Awareness

- Levels of Staff Engagement
 - Senior Management
 - Unit management
 - Staff RN, Patient care technicians (PCTS)
- Needs Assessment- Hospital-Acquired Pressure Ulcer (HAPU) prevalence with achievable outcomes
- HCAPS scores
- Gap Analysis- perform to assess learning needed of staff
 - Validates adding training costs
 - Add NDNQI training
 - Add Braden Scale Competency

Process of Engagement

- Beginning with Nursing VP agreement of staff time
- Engaging Managers
- Getting Staff Engaged
 - Continued presence of geriatric nurse practitioner on all units
 - Rounding with nurses caring for patients
 - Monitoring patient care needs
 - Assessment of beds
 - Use of bed rentals
 - Buy in of hospital for capital spending for new beds

EMPLOYEE TRIFECTA



Ancillary Staff Engagement

- Physical Therapy/ Occupational Therapy-direct pressure relief
- Registered Dietitian- Nutrition needs

- Respiratory Therapist- Bipap and device-related pressure ulcers
- Patient Transporters- Gentle handling of precious elders
- Supply Chain Management- Best and/or improved products
- Industry Partners-Technology advancements
 - Beds
 - Tools for Offloading Patient
 - Devices used in direct patient care

Ancillary Staff Teaming with Nurses

- Added value with PCT members on dermal defense team
 - Discuss needs of seniors- RN with PCT
 - What interferes with ambulation
 - Sacral pressure ulcer prevention offloading with air cushions
 - Heel ulcer prevention- neuropathy?

Wound care education and certification for dermal team members

Partners in Patient Care

- PCT and RN working together:
- Commitment to inspecting skin every day
- Engage PCTs in skin checks
- Appreciate PCT input
- Respect role of PCT
- Partner in prevention with physicians



Tools Added to Increase Staff Engagement

- Hospital intranet web page for all wound, ostomy, and continence (WOC) education
 - Procedures related to WOC nursing
- Skills competency and spring dermal fair
 - CE poster presentations given by dermal team
- Vendor Fair
 - Updates in all wound, ostomy, and continence products used in hospital

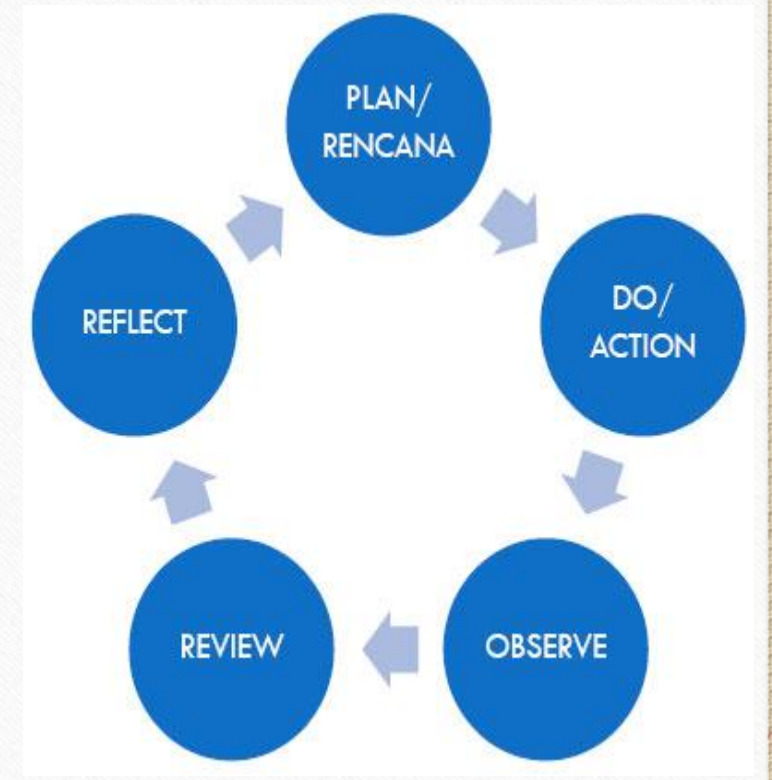
Keeping Hospital-Acquired Pressure ulcers (HAPUs) to a Minimum

- Prevalence studies: results reported to management/NVP
- Drilldown on HAPUs
- Emails by unit champions to staff after studies are complete
- Dermal defense monthly unit education
- Rounding with all new hires for 4 hours
 - Competency checklist
 - WOC intranet webpage



Research and Evidence-Based Practice

- Study of residual bacteria in bath basins
- Results of study prove need to make a change
- Agreement of all staff to make the change
- Basins removed- resistance of staff addressed
- Buy-in?
 - Added no rinse soap with very pleasant fragrance
 - Staff like new product
 - Accept change and continue to check on resistance



System Dermal Defense Team Planning

- Hospital Wound Ostomy Continence (WOC) Team Leader
- Unit dermal defense team member
 - Listed by hospital name of each member and unit assignment
- Unit team member responsible for engaging new team member
- New team member educated by outgoing team member
- System dermal team meetings monthly
- System dermal defense conference half day CE education
- Research planning for system dermal defense
 - Education and mentoring by WOCN



Geriatric Nursing Excellence Summary

- Dermal defense champions teach specific skin care for seniors
- Patient care with hourly rounding for continence care
- Eliminate plastic diapering and use briefs
- Maintain all bedside methods of care are consistent in all units
- Continuity of care with prevention methods
- Drilldown at dermal monthly meetings and sharing of ideas



- Senior Services in Community
- Education in best practices in community nursing homes
- Ongoing commitment to successful transfer back to community
- Communication with long-term acute care facilities (LTACS)
- Opportunities to share ideas and spotlight dermal team members
- System-wide dermal conference



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