



Mobility

Back to Basics

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Background

- Previous State
- Safety Culture
- Education
- Trust

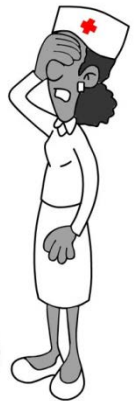


Objectives

- Improve overall patient health
- Decrease inpatient length of stay
- 100 % of patients mobilize 3 times/day
- Deliver high quality care
- Change the culture ensuring patient mobilization was every team members responsibility



Safe and frequent
MOBILITY?



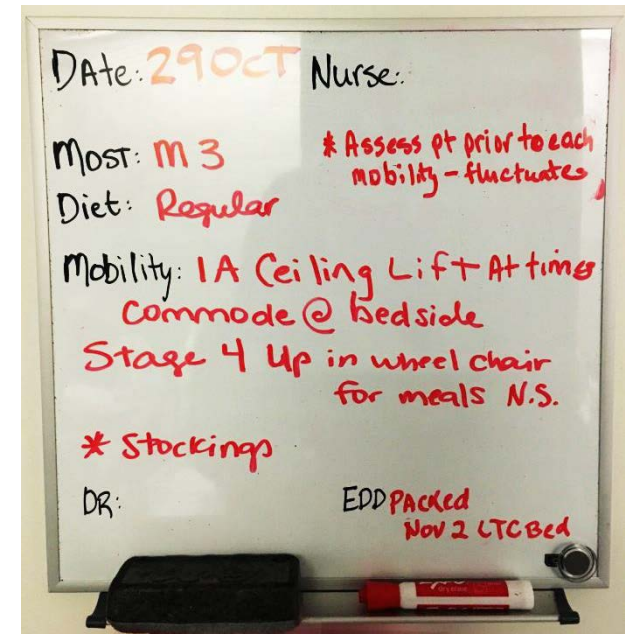
Change Ideas

- Educate staff: Least Restraint Policy, Fall Prevention and Early Mobilization Policy
- Culture shift from “not my job” to “how can I help?”
- All patients on mobility program regardless of outcome (excluding palliative).
- Removing norm of restraint use
- Practicing full scope



Team Involvement

- Team at OMH
- Physio, physician, nursing staff, PCC
- Daily Huddles / White board
- On going team educational support
- Self policing
- Pride
- ALC N/P inclusive



Measures

- Length of stay
- Occupancy levels
- ER Inpatient days
- Repatriation from tertiary site
- ALCN
- ALCP
- Subjective



Data

- Occupancy – 2016/17 **127%** to 2017/18 **107%**
- LOS **decrease 21.6%**
- ER Inpatient days **4.86% to 2.04%** (17/18)
- 100% staff involvement
- Improved access and flow – Average pt.'s on RIH Repat list decreased from of 22 (17/18) to 14 (18/19) – **64% decrease** in patient occupancy from OMH
- Increase discharge **78 more in 17/18**
- ALCN days **1420 to 439** (69% decrease)
- ALC days % of inpatient days **48.8% to 15%**
- Decreased residential and assisted living admissions **by 58%**

Sustainability

- Changed assignment division/staff working to fullest scope
- Daily huddles and mobility specific care plan updates
- White boards at every bed with mobility plan
- Follow up directly with staff
- Support of process daily and ongoing



Lessons Learned



- Need leadership belief in the program
- Ongoing monitoring is required regardless of success
- Proactive not reactive
- Plan needs flexibility in process but strict focus on the goal is essential
- Pride of accomplishment and staff recognition provide the “cement” for true culture change

Faculty/Presenter Disclosures

- Nothing to disclose