



# Creation and Development of a Successful Interdisciplinary Rehabilitation Staff Skills Fair Program

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## Motivation

Staff education in any healthcare environment can be a challenge due to various reasons including the need to assess which topics are pertinent to staff development and patient care. There is also the task to then organize a program that would account for a high volume of staff and off shift participation. Providing education to interdisciplinary staff adds another layer of difficulty for Inpatient Rehabilitation Facilities.

In order to deal with this challenge, the UNC Rehabilitation Center's Nursing Clinical Practice Group (CPG) developed quarterly Skills Fairs and online learning opportunities to meet annual competency requirements that would validate the skills of the nursing staff.

## Nursing Clinical Practice Group

- Meets monthly to address staff and patient issues regarding clinical practice and staff education that affect the UNC Rehabilitation Center
- Discusses the issues and brainstorms various ideas in order to find a solution that can be implemented by the group
- Promotes standards of excellence in how the nursing staff cares for the patients
- Staff nurse driven group that is fully supported by the management team

## Strategy

CPG developed the Skills Fair in 2009 and held the first session in 2010. Topics covered were interdisciplinary focused and instructor-led stations were staffed by the appropriate discipline. For example:

- PT with mobility and transfer training
- SLP with aphasia
- OT with adaptive equipment
- RT with non-pharmacological pain management and community re-entry
- RN with FIM, restraints, skin, bowel & bladder, and care of spinal cord injury patient including autonomic dysreflexia

## Outcomes

Due to the positive feedback received from the initial Skills Fair, the CPG continues to offer quarterly Skills Fairs and has expanded topics to include even more detailed educational offerings.

However, therapy staff attendance was not at an appropriate level. To help make the Skills Fair integrative for all the disciplines and truly interdisciplinary, the CPG transferred oversight of the Skills Fair planning in 2012 to the newly formed Interdisciplinary Clinical Practice Group (ICPG) in preparation of the 2013 offerings.

The ICPG proved to be the link to maintaining nursing participation while increasing therapy staff interest and participation.



Speech therapist discussing aphasia with staff



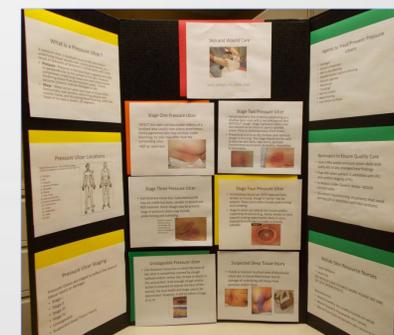
RN teaching wound care to therapist and nursing staff



Demo on proper use of restraints



Mobility Coach training staff on safe patient handling equipment



Poster created by RN for the Skills Fair

## Innovation

Also for 2013, we utilized our organization's online learning module system for the self-guided stations in order to provide more time for staff to spend at the instructor-led stations. Completing the modules online allowed staff the flexibility to complete them at a time that was convenient for them. The learning system can be accessed from home or work which is an added benefit of using the system. We plan to add more modules in the coming year that will cover other Rehab specific topics in order to fully use this great resource.

Topics covered:

- Caring for the Spinal Cord Injury Patient
- Falls Prevention in Rehab
- Pain Assessment and Non-pharmacological Management
- Restorative Dining Program
- Rehabilitation Admission and 60% Rule
- Infection Control Review
- DME Selection in Rehab

## Conclusion

- Participants appreciated the one-on-one learning opportunities and the availability of the sessions throughout the year
- Staff who delivered the material were especially positive about the opportunities to engage their coworkers and share their knowledge
- Created a more positive relationship with the various disciplines and improved interdisciplinary teamwork and communication
- Recognized by CARF during our 2013 accreditation survey as a strength of the Rehabilitation Center for meeting annual competencies

## References

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- Lewis, M. L., Govoni, A., Camp, Y., Pierce, L. L. & Salter, J. (1993). Competency-Based Nursing in a Rehabilitation Setting. *Rehabilitation Nursing*, 18: 221–225.

## Acknowledgements & Contact Information

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UNC Rehabilitation Center is a 30-bed inpatient facility which has received full accreditation by the Commission on Accreditation of Rehabilitation Facilities (CARF). Our mission is to optimize the health and function of individuals with physical and cognitive disabilities through a patient-centered, interdisciplinary continuum of care. Our Rehabilitation RNs provide quality care and support while focusing on health education and promotion, including bowel and bladder retraining, managing skin health, and other medical management needs.