Evergreen and the impact of a Therapy Ward Manager

Lucy Kindley – Therapy Ward Manager

Vicky Bosworth – Nursing Ward Manager
Evergreen

- Opened 05/10/16 as a MFFD ward
- Therapy and Nurse lead to give the ‘winter pressures’ ward a purpose and a new identity
- Small team of substantive posts RN/HCA
- Quickly secured a ward based OT, OTA, Pharmacist and band 3 Physio assistant
- Full time ANP and Consultant support as required
Ward Vision

#EvergreenEthos

• **Promoting independence** with all patient interventions

• **Discharge planning** - Home first
January to April 2017

- Rehab Hospital
- Rehab at home
- Care home
- Home
- Acute

Admitting plan vs. Actual d/c

Taking PRIDE in our health care service
May to July 2017

- Rehab Hospital
- Rehab at home
- Care home
- Home
- Acute

Admitting plan vs Actual d/c graph.
Ward Roles

• HCA are key
• Training for all staff
• Rehab is fun! It has been extremely fulfilling to see staff enjoying rehab
• Putting research and recommendations into practice ‘Last 1000 days’ #EndPJParalysis
The ‘Grey’ Area

Physio

Occupational Therapy

Nurse

CARING

Patients
Respect
Improve and Innovate
Dependable
Empower

Taking PRIDE in our health care service
What is the grey area?

• Interdisciplinary working
• All staff advocates for high quality CARE
• Strong leadership for ward vision
• Allowed for different views to be heard and challenged
• Has developed understanding of other professions
Further expansion of the Grey

• Skill sharing – respect that we are all qualified professionals

• Both WM have the same objectives/vision but different backgrounds with which to support staff

• Both lead on areas most suited to their professions
Lucy’s opinion

• Able to ask why – challenge traditional ways of working and boundaries
• Now a better team player due to education
• Higher respect for each other professions
• Best person for each job
Partners

• Building a trusted reputation with community trust
• Had visits from community matrons and senior nurses
• Keen to work together to forge new ways of working
• We are actively seeking new ways of working nationally
Recommendations

- Open minded staff
- Education – train up and down the chain
- Trust – to make changes you need staff to trust your leadership
- Audit – stats give you evidence. New=Unknown
As an AHP

- Not standing out
- Going to meetings even if they are for nurses to ensure you are networking. You are not aware of ‘the way things are done’
- Standing out- you will have to get comfortable with being the odd one out
As an AHP cont.

• 24/7 service.

• There is no ‘off’ button. You are responsible for the care provided to your patients, day and night, by all staff.

• There was a lot of apprehension about a new unique role. Me as well as others!!