Peer to Peer Support: Learning Lower Leg Assessments through Doing.

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September 28, 2012
Today’s presentation provides:

• Perspective on the value of the RPNAO Fellowship for individual, organization and community
• Opportunity for you to consider peer-to-peer education to encourage excellence in care
• Century of experience

• Over 5,000 employees

• 5 million visits: home, community, facility-based, virtual

• Diversified services:
  — Nursing
  — Personal Support
  — Rehabilitation
  — Education
  — Research
  — Consulting
  — Foundation
Today’s Healthcare Environment

Drivers for change:
- nurses expected to work to full scope of practice (both RN and RPN)
- increasing acuity of patients/clients
- limitations in resource allocation/availability
- expectation of ‘healthcare now’ to ensure quicker recovery times
- expertise silos
Peer-to-Peer support

What does Peer-to-Peer support mean?

• A way of providing reciprocal opportunities to share knowledge, ideas and experience (Boud, 2001);

• Any situation where people learn from, or with, others of a similar level of training, background or other shared characteristic (Ross & Cumming, 2005);

• An opportunity for vicarious learning—listening and reflecting on the experience of others that leads to learning (Roberts, 2010).

• Opportunity to share/move from novice to expert (Benner, 1984).
Value of Peer-to-peer support

1. Enhances learning
2. Reduces anxiety
3. Decreases sense of isolation
4. Improved ability to cope with challenges
5. Increases confidence
6. Encourages a professional culture of shared learning
Peer-to-peer support offers:

- Emotional support
- Information support
- Tangible support

Peer support:
- Facilitator
- Buddy
- Coach
- Mentor
- Preceptor
Environment open to new approaches:

- **Community wound care:**
  - Clinic and homecare
  - RN and RPN model
  - Wound care Champions
  - Opportunity for an RPNAO Fellowship...
Background: Patric Campeau

- Registered Practical Nurse since 2008

- Always interested in wounds and client centred care

- Post secondary education related to wounds through Molnlycke and Wound Care Champion Community Care Access Centre (CCAC) education

- Looking for opportunities to work to full scope of practice in wound care due to decreased job satisfaction

- Has an interest in prevention, specifically foot complication in diabetes

- Regional Director suggested continuing education through fellowship and identified wound care as a priority (Integrated Client Care Project--ICCP)
Patric’s Story

• Timely relevant education.....now motivated to learn

• Working in the clinic with ++ woundcare clients

• Unaware of fellowship opportunity

• Sandra (the Regional Director) came to me...
RPNAO Fellowship

The opportunity offers RPNs the opportunity to:

• Undertake a fully funded mentor-based internship within their present workplace

• Requires selected applicants to develop, with a mentor, a learning plan and budget to address an identified gap within the workplace. The nurse will then dedicate 400 hours (full time) to their fellowship and can be currently working either part time or full time

• Explore themes such as:
  • RPN focused work contributing to healthy workplaces
  • Prevention and management of chronic diseases, such as diabetes
  • Contributing to the development of Ontario’s eHealth strategy - how your organization is using eHealth and how staff is participating
Fellowship regarding Lower Leg Ulcers

First half of the fellowship was spent:

• Conducting a literature review including the RNAO Best Practice Guidelines for wound care and Arterial Brachial Pressure Index (ABPI) assessment

• Conducted review of Saint Elizabeth @YourSide Wound Care module (eLearning) as well as the relevant policies and procedures for current practice

• Conducted review related to Adult Learning Principles and how to teach clients related to self care and prevention of wounds and foot complications
Fellowship regarding Lower Leg Ulcers

Second half of the fellowship was spent:

- Conducting clinical placements including shadowing community Enterostomal Therapists (ETs)

- Attending two wound related conferences (Canadian Association for Wound Care; Canadian Association of Enterostomal Therapists) which including information gathering, skill development and liaison opportunities with wound care specialists

- Developing and conducting an educational session for peers related to lower leg assessment and treatment and how to perform an ABPI
Developing peer-to-peer learning...

Education for my peers:
• Created a presentation on Lower Leg Assessment and treatment, based on my learning and mentoring opportunities
• Provided education for 24 nurses (RNs and RPNs)
• Feedback was excellent!
  • The nurses said things like:
    • “I learned a lot about professional practice”
    • “I feel more confident in when to move client from compression dressing to compression stockings”
    • “Patric was very knowledgeable”
Course content:

- Theory of Lower Leg Assessment
- How to perform a Lower Leg Assessment with ABPI
- Using the LLA documentation sheet
- Joint home visit:
  - Observation of the nurse conducting/completing the LLA

Comfort level is high because knowledge and application are ‘together’, and presence of mentor to observe and provide immediate feedback.
Outcomes of Fellowship

- Improved wound care knowledge and skill; now has understanding of the complete client history and contributing factors that impact wound healing.

- Better understanding of RN/RPN scope of practice related to wound care and now working to full scope of practice.

- Acting as a leader and resource to peers; nurses are now questioning practice and asking about best practice guidelines.

- Conducting ABPIs in the community.

- Conducting education for Saint Elizabeth staff related to wound care.
Future plans...

• Encouraging further opportunities for peer-to-peer mentoring and learning
• Supporting development of RPNs within the Group Practice setting
• Creating communication strategies to support collaboration with other care providers (including MDs)
• Encouraging staff to participate in Fellowship activities
How to START:

• **S**-pread the word
• **T**-ap on the shoulder
• **A**-nswer questions
• **R**-ecruit
• **T**-eam building:
  • Communication
  • Confidence
  • Continuity
Conclusion

Look for:
• Opportunities for Peer-to-peer learning and leadership development (clinical & otherwise)
• Organizational culture supportive of learning
• Engagement of mentors
• Recruitment & retention of RPNs
• Improved quality care outcomes for clients
  • Measureable, benchmarked
What does PEER support do?

Positive
Encounters
Ensure
Retention
Questions??
References


