



The Roles & Challenges of Allied Health
Consultants in Hong Kong

**Musculoskeletal Physiotherapy
Service**

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Background: Service Needs



Referral Letter to O&T SOPD for Spinal problems

- Volume
- Diversified Source
- Quality of information

Waiting time



優先治療

港島東聯網顧問物理治療師鄺素芳（白衣）透過分流計劃，為原本排期 40 多星期，患坐骨神經痛的病人優先作物理治療，病人治療後現已康復。

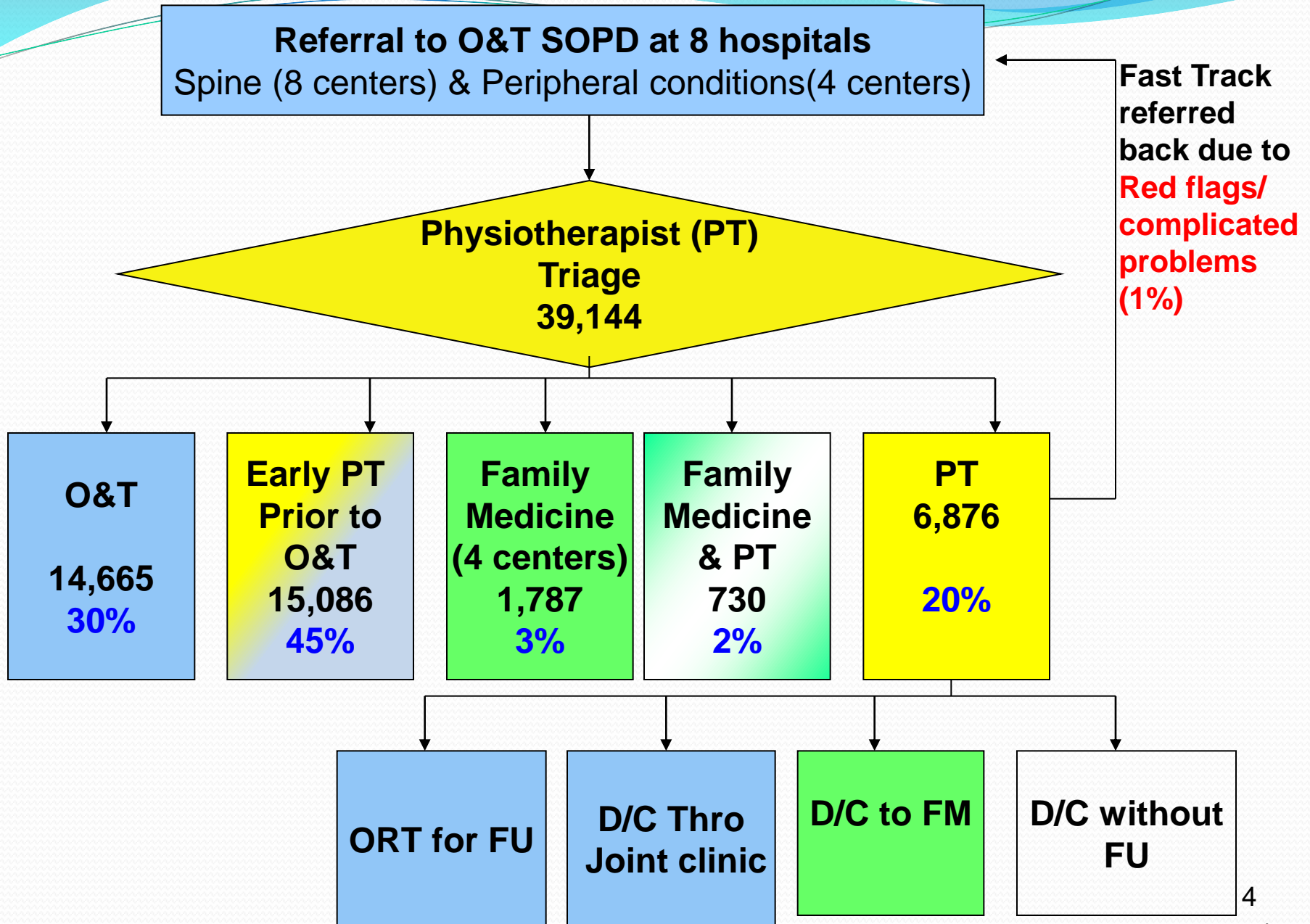
（朱永倫攝）

Musculoskeletal Physiotherapy Screening, Assessment, Fast-track Education & Management (SAFE Programme)

- Since Oct 2008
- 1 Consultant PT (HKEC) in post Feb 09
- + 8 Advanced Practice Physiotherapists in 8 hospitals (PYNEH, RHTSK, UCH, QEH, KWH, CMC, PWH, AHNH)



PT Musculoskeletal Triage Clinic Service 4-yr Review (2009-2012)

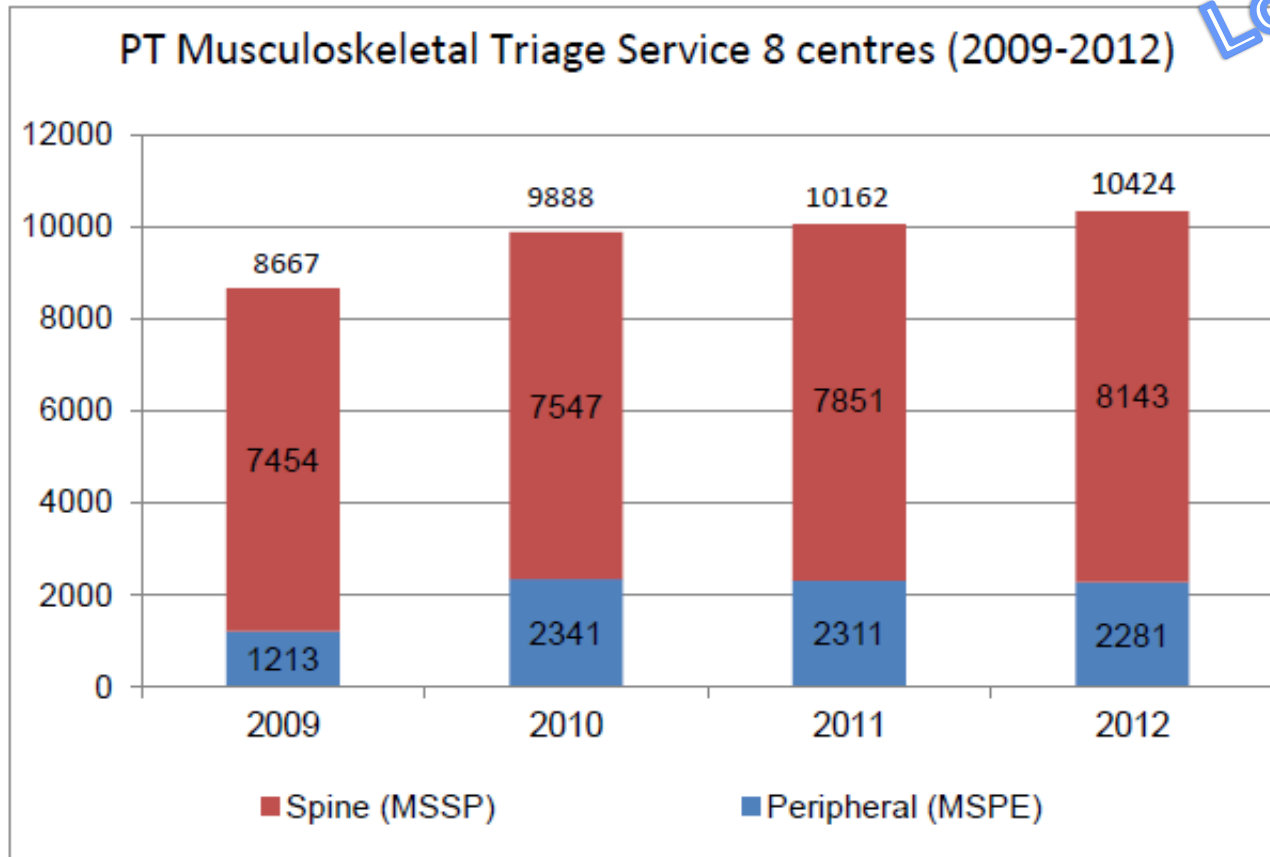


Triage Service Development

Spine → Spine + Peripheral MS conditions

Rising Trend.....

*Low Back Pain,
Sciatica,
Neck pain...*



*Osteoarthritis Knee
Tenopathy
Shoulder pain
Tennis elbow
Trigger fingers
Plantar fasciitis...*

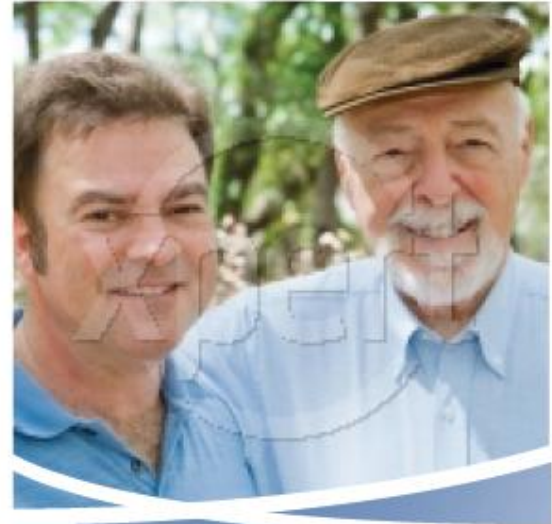
Enhanced Role of Physiotherapist Musculoskeletal Triage Service at HA

- **Red flags** identification for organizational efficiency & safety (10% compatible with international publications)
- **Accessibility** to appropriate clinical service **timely** to prevent chronicity by education & self-management, (24,479/4yr)
- Early intervention prior to O&T consultation to **facilitate O&T Clinical Management Pathway** (Secondary Triage)

Enhanced Role of Specialized Physiotherapists

Consistent with international Development

- UK (since the 90's)
- Australia (since 2007)
- Canada (since 2009)



The Orthopaedic Physiotherapy
Screening Clinic and
Multidisciplinary Service

Outcome:

Timely intervention for those needed PT
Fast track referral for complicated cases
Shorter waiting time for appropriate care

Roles of Consultant Physiotherapist

- Specialty Competency
 - Expert Musculoskeletal Advice & Consultation
 - Clinical Service Delivery
- Consultation and Lead / Support PT MS Service Delivery models
- Evidence based Practice, Service Quality & Safety
- Training & Workforce Development

Specialty Competency

- Expert Advice & Consultation
- Deliver triage service and physiotherapy interventions with highly complex musculoskeletal conditions (e.g. Operative conditions & comorbid conditions)
- PT SOPD Service (EBP approach in spinal conditions, OA knee Empowerment program, Psychosocial intervention for work-related injury, Trigger fingers Protocols, Spinal pre-post op assessment and rehab)

Impact / Benefits:
Patients, Peers, PT Service

Consultation & Support MS Clinical Service Delivery

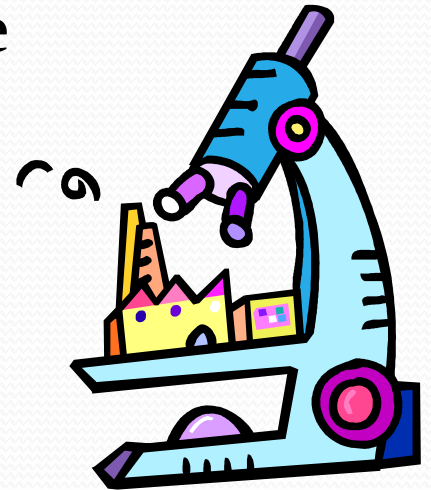
- Clinical Team leader in PT Triage clinic in HKEC & 6 other hospitals
- Support Development of MS Service in Primary Care
- Develop protocol-based Shared-care PT interventions (e.g. O&T Joint discharge Clinics, O&T Occupational Rehab Clinic, A&E, Family Medicine, other clinical specialties)

Impact / Benefits:

Inter-professional, Organization

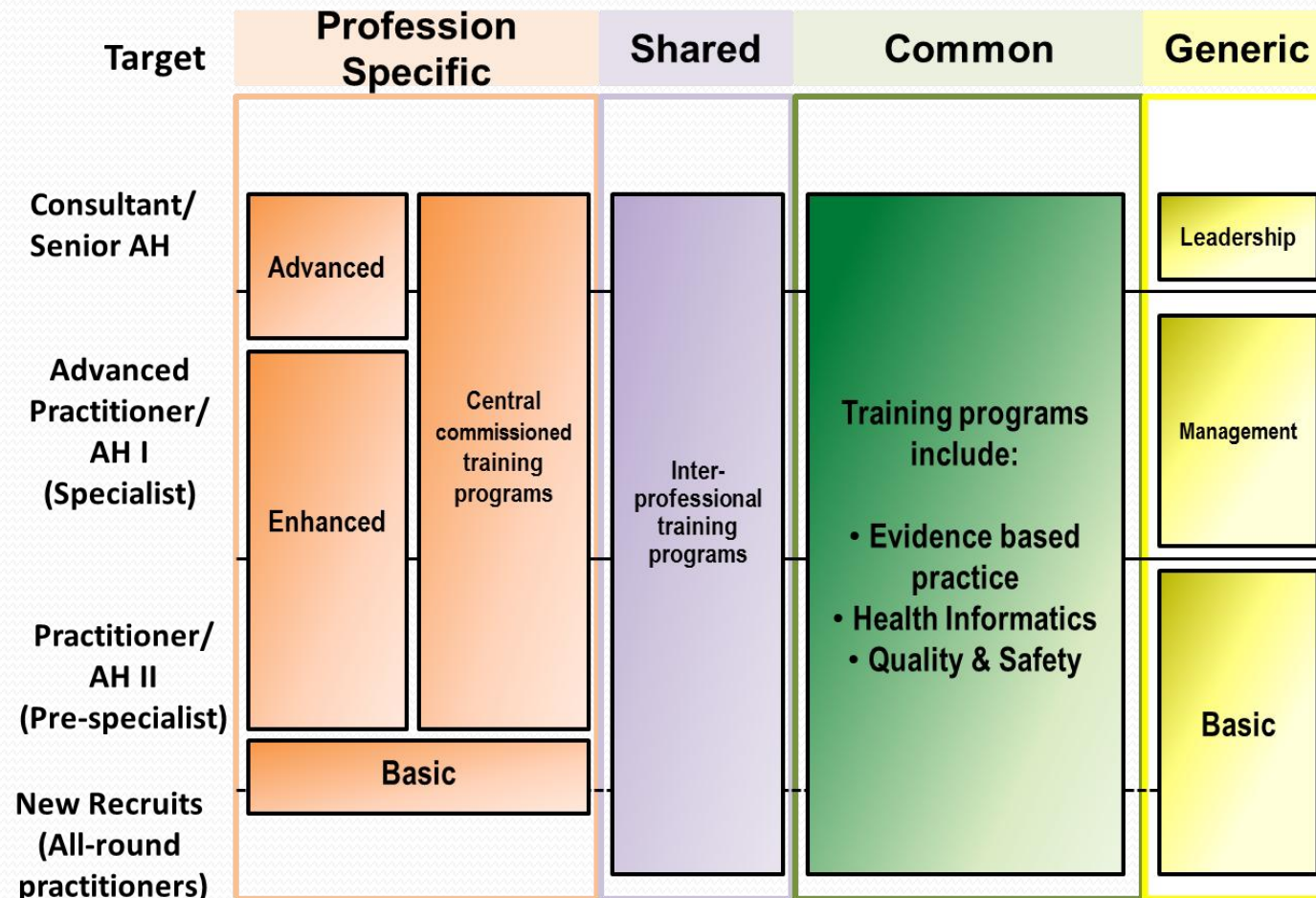
Evidence Based Practice Service Quality & Safety

- **Clinical Research** in PT multi-center Studies on Orebro Musculoskeletal Pain Questionnaire Validation
- PYNEH **Hospital Accreditation** Exercise
- Quality & Safety **Audits**
- Promulgation of AH **e-documentation**
- PTCOC Hip Fracture **Clinical Guidelines**
- Compiled Red Flags Checklists in **PT Assessment** (PTCOC MS Specialty Group)





Training & Workforce Development Competency Based Training Framework





Profession Specific Programs for PT

PT I/ APPT SPT/ CPT	Overseas Corporate Scholarship Program	
	<ol style="list-style-type: none"><u>Advanced specialty program in Musculoskeletal service</u><u>Advanced specialty program in Cardiopulmonary service</u>	
PT II	<ol style="list-style-type: none"><u>Central Commissioned Training Program</u><u>Specialty enhancement program</u><ul style="list-style-type: none">MusculoskeletalCardiopulmonaryNeuro-rehabilitation<u>E-courseware:</u><ul style="list-style-type: none">Musculoskeletal Triage and Job AnalysisBarrier Free Access to EnvironmentRed and Yellow flags screeningBasic CT / MRI Imaging in Neurological Conditions	<ol style="list-style-type: none"><u>Work-based training</u><ul style="list-style-type: none">MusculoskeletalCardiopulmonaryNeuro-rehabilitation
	Newly recruited PT II	<ol style="list-style-type: none"><u>3-year T&D Program for newly recruited PT</u><u>Basic program</u><ul style="list-style-type: none">MusculoskeletalCardiopulmonaryNeuro-rehabilitationPaediatric

Teach...
Learn...

Advanced Specialty Program Graduation



HKEC Work-based Training

- **Cluster Platform** in actualization of role in workforce development
- Planning, implementation, evaluation, fine tuning to fit service and staff needs
- **CATALYST**


One Staff One Training Plan



HONG KONG EAST CLUSTER
港島東醫院聯網

SPP-P6.16

First Year Experience: Development of a Comprehensive 6-week Work-based Training Program for Physiotherapists in Hong Kong East Cluster



Kwong SF S, Lo YKJ, Wong PML, Law F, Chung M, Choi R, Ng A, Tsang CFH
Physiotherapy Departments, Hong Kong East Cluster

Introduction

Continuous learning is essential in enhancing competence of physiotherapists to cope with daily challenges and service needs. Knowledge and learned skills often need consolidation in the workplace for entry rank staff. Since October 2011, a comprehensive work-based training program was developed for physiotherapists in Hong Kong East Cluster to enhance work performance and career development.

Objectives & Program Planning

1. To identify workforce profile and their training needs in the cluster.
2. To enhance clinical competence, professional collaborations and development of physiotherapist trainees.
3. To facilitate personal and career development of physiotherapist trainers.

Work force analysis for physiotherapists in HKEC with target participants identified

Number of Clinical	HKEC Plus of PTs as of Nov 2012
0-3	9
3-5	3
5-10	11
>10	29
Total	52

Result of cluster-wide PT survey need survey conducted Sept 2011 (PT n=75)

Preferred Specialty area for work-based training	%
Critical Care	20%
Orthopedics & Traumatology	20%
Medicine & Geriatrics	19%
Neurology	18%
Accident & Emergency	13%
Psychiatry	6%
Others	3%


Methodology & Program Implementation

Two curricula were implemented from the period of Nov 2011 to Jan 2013 with a total of eight trainees completed the program successfully.

Time Line	Training Venue	Specialty
1Q 2011	RM	Neurology & Gerontology
3Q 2012	PYNH	Acute Cardiopulmonary Care
1Q 2013	TWGH	Extended Rehab: Neurology, Gerontology & Cardiopulmonary

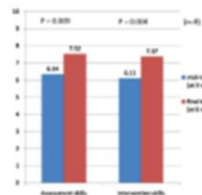
Way to go
1Q 2013
PYNH
Musculoskeletal

HKEC PT Work-based training program Structure

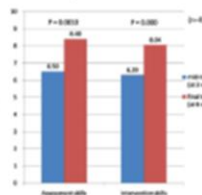


Results


Perceived confidence level (Scale 0-10) rated by trainees on different items of assessment and intervention skills at mid-term and final term




Competence level (Scale 0-10) rated by trainers on different items of assessment and intervention skills at mid-term and final term



The overall satisfaction of the program by trainees was evaluated at the end by using a Likert scale (1=strongly disagree to 5=strongly agree)





Conclusion

The comprehensive 6-week work-based training program was effective in enhancing the confidence and competence levels of physiotherapist trainees in the workplace which could in turn; enhancing cluster's service with collaborative learning culture generated.

Perceived benefits by trainees from the program (n=8)

Improve in coaching skills	25%
Improve in communication skills	18%
Ability to give feedback more effectively	15%
Sharing of clinical experience	13%
Help in professional development	10%
Others	13%
Total	100%

HA Annual Plan 2011/12: Build People First Culture

Roles Walked through....

- Recognition and Support from colleagues



- Patient care pathways of musculoskeletal conditions
- Cluster platform

Challenges & Way Forward

- Musculoskeletal Epidemics
 - Manpower & Service re-engineering
 - Service Collaboration

- Career Progression Model to meet service needs
 - Cardiopulmonary Specialty
 - Neurology Specialty

PTCOC MS Specialty Group

Thanks to all APPTs , PT Department I/Cs & O&T Drs for their contributions.



2012 @ our 3-yr
contract renewal