SWAB: STRATEGIES WHEN APPROACHING BARRIERS

4 factors leading to successful change

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HA CONVENTION
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- ALL NURSES in O.T.
Henri Bergson
French philosopher, who was influential especially in the first half of the 20th century.

To exist is to change,
to change is to mature,
to mature is to go on creating oneself endlessly
OUR PAST
Time line

1st Trial Run
- JAN-MAR: Staff Brief
- APR-OCT: Trial Run

2nd Trial Run
- Evaluate
- Design trolley
- Trial Run

Evaluate

Evaluation
Advantages
• neat & tidy
• weigh gauze easily

Disadvantages
• confusion between boxes for short and long raytec
• cannot see the raytec line clearly
Kurt Lewin’s Theory

- Unfreeze
- Change
- Refreeze
UNFREEZING

- Getting ready to change.
- Explained the need for infection control and safety concerns
- Trial run and obtaining feedback.
CHANGE

- Modify the initial misconceptions
- The change was accepted and became the new norm
- 2nd round of feedback
Nurses were not willing to use the old swab rack.

Evidence shows the change was indeed beneficial:
1. ↓Time spent on swab-related activities
2. No blood contamination
3. Cleaners’ work safer and easier
4 FACTORS LEADING TO SUCCESSFUL CHANGE

• Empowerment
• Cooperation
• Communication
• Effectiveness
EMPOWERMENT

1. How managers use their power
2. Democracy in management
3. Allow the staff choice
Nurses felt empowered for 2 reasons:

1. Modification of the trolley in response to their 1\textsuperscript{st} feedback
2. Given the final say in the decision
COOPERATION

1. Address their needs
2. Reduce the resistance

Design an inclined trolley
COMMUNICATION

Both parties must listen and respond appropriately
EFFECTIVENESS

Gave positive reinforcement to our nurses
85%: change was timely and relevant, flexible and reactive.

92%: concerns and suggestions had been acknowledged.
Take home message

• EMPOWERMENT
• COOPERATION
• COMMUNICATION
• EFFECTIVENESS
THANK YOU

References


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