



Service Priorities and Programmes Electronic Presentations

Convention ID: 814

Submitting author: Mr YU KIN LO

Post title: Physiotherapist I, Ruttonjee & Tang Shiu Kin Hospitals

Intra-cluster Rotation Work-based Training for Physiotherapists in Hong Kong East Cluster – Enhancing a vibrant workforce with collaborative service

Lo YKJ, Kwong SFS, Wong PML, Law F, Choi R, Wan S, Lam R, Kwan M, Chung MMK

Physiotherapy Departments, Hong Kong East Cluster

Keywords:

Work-based training

Physiotherapists

Hong Kong East Cluster

Introduction

Physiotherapists at entry-rank with over 3 years of experience constitute a group with special training needs in consolidation of practice, change management and understanding patients' rehabilitation journey across settings. A comprehensive work-based training program was developed in HKEC since 2011 in line with corporate vision. Through intra-cluster hospital rotation, structured training platforms and clinical exposure opportunities were provided. Physiotherapists could consolidate clinical skills and practice in different settings within HKEC, and the collaboration of physiotherapy service within the cluster was also enhanced.

Objectives

- (1) To review the workforce profile and their training needs in the cluster
- (2) To enhance the clinical competence of physiotherapist trainees
- (3) To facilitate career development of physiotherapist trainers
- (4) To promote quality patient care and service collaboration within the cluster

Methodology

A cluster-wide survey on the training needs of physiotherapist II was reviewed in 2012 and 2015. The total no. of PT II respondents in HKEC was increased from 37(2012) to 46(2015). The most preferred training specialty were musculoskeletal, cardiopulmonary and neurology. Based on the survey results, a 6-week job-rotation work-based training program was developed on different specialty areas in 3 hospitals, GOPCs and community. Perceived levels of confidence by trainee (scale 0-10) were rated at mid-term & post training. Trainees' level of competence (scale 0-10) was rated by trainers at mid-term & post-training. After the program, trainees' satisfaction was evaluated by using a Likert scale from 1 (strongly disagree) to 5 (strongly agree). Trainers' perception on their career development through the program was also evaluated.

Result

Six curricula were implemented from the period of Nov 2011 to Jun 2016 with a total of thirty one trainees completed the program successfully. The confidence level rated by the trainees on assessment skills increased from 6.30 to 7.41 ($p=0.002$) and intervention skills from 6.07 to 7.25 ($p=0.001$) at mid-term and final term respectively. The competence level rated by the trainers for assessment skills increased from 6.45 to 8.27 ($p=0.000$) and intervention skills from 6.27 to 8.0 ($p=0.000$) at mid-term and final term respectively. The overall satisfaction rate of the program was 4.44 ± 0.48 . Trainers ($n=10$) perceived benefits from the program were: contribution to professional development (31%), sharing of clinical experience (20%) and service development in HKEC (19%). Service improvement initiatives proposed by trainees after the training were duly considered and implemented. The intra-cluster rotation work-based training was effective in enhancing trainees' confidence and competence, trainers' contribution, which could in turn; transform the vibrant workforce towards service enhancement along patients' rehabilitation journey.