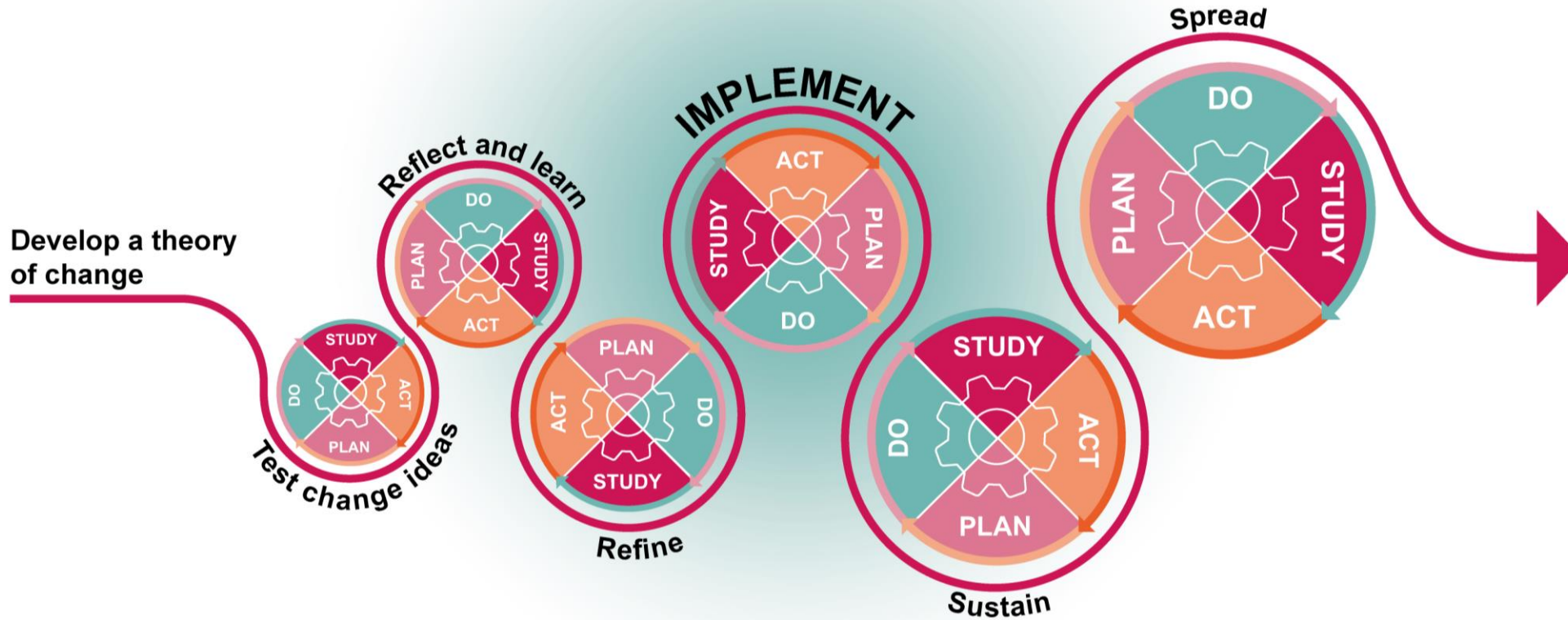


Sequence of improvement



Testing vs Implementation

TESTING

- ▶ Trying changes and adapting what you know on a small scale
- ▶ Use this to learn what works (and what doesn't work) in your system
- ▶ Basically what you are all doing already! - generating change ideas, testing them using PDSA cycles and learning what works on your ward

IMPLEMENTATION

- ▶ Making your changes a part of day-to-day operation on your ward
- ▶ This is what you are aiming for after testing your change ideas
- ▶ But how can you know if this is happening on your ward



If the leads on your ward moved to another service, are you confident that the changes you have introduced would continue?

The 6 stages of Implementation

Standardisation

Documentation

Measurement

Staff education, training, induction + support

Managing resources

Socialising the change

Standardisation

- ▶ Establishing a model or guidelines for everyone involved in a process
- ▶ This would include policies and practices for your ward/unit/trust
- ▶ Think about how you could standardise each of your change ideas so that someone else could replicate it

Standardisation



Documentation

- ▶ Documenting new procedures that have been integrated into a system
- ▶ How will you document the change ideas that you have kept and implemented on your ward? How will you display this information?
- ▶ This should be easy to update as you continue to develop new knowledge and improve each idea
- ▶ Your documentation should include assigned roles and responsibilities relevant to new procedure

Standardisation



Documentation

Measurement

- ▶ Having a way of knowing if performance is maintained
- ▶ Measuring over time e.g. using Run charts and SPC charts
- ▶ Sharing this data with the team

Standardisation



Documentation

Measurement

Staff education, training, induction + support

- ▶ Examples include team away days and supervision
- ▶ Consider the needs of current team members, new team members, bank staff
- ▶ Think about the whole MDT

Standardisation



Documentation

Measurement

Staff education, training, induction + support

Managing resources

- ▶ What resources will you need to maintain performance
- ▶ Examples include staff, funding, equipment, paper

Standardisation



Documentation

Measurement

Staff education, training, induction + support

Managing resources

Socialising the change