



Change Idea

Willow PDSA – Safety Huddle

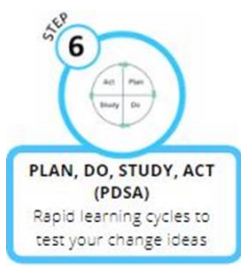
THE IDEA:

The ward started Safety Huddles from 02/03/2023 at 12:00 every Tuesday and Thursday.

Host the huddle using a paper form rather than a board due to not having a practical space.

WHY:

The huddle will provide a safe space for colleagues to express concerns and raise awareness of risks, so we work more proactively towards patient centered care.



Learning from rapid cycles of change PDSA

1st SET OF CYCLES: March to April 2023

PLAN:

- Prepare huddle template
- Let everyone know that we are starting safety huddles from March

PREDICTION:

It will be difficult as tried before and it was not a positive experience. There is a risk it can become like a handover and be too long.

DO: Announcing that we were starting safety huddles in March. The Clinical Lead responsible for running the first two did not make them happen throughout the month. A conscious effort was made to keep to time and on track only talking about patients we were concerned about.

STUDY: Only 3 huddles happened in March when there should have been 9.

ACT: Huddle to be added to diary which is checked each morning and Clinical Lead to run for a month to help build it into the ward routine.

ADAPT



2nd SET OF CYCLES: April to May 2023

PLAN:

- Clinical Lead working appropriate shifts
- Ward Manager added huddle dates to ward diary

PREDICTION:

The ward will get into the routine of having a regular huddle. The clinical lead will encourage a mix of staff to attend.

DO: The huddle was run a few times outside of the nursing office (away from telephone) but then took longer to get started as nurses had to complete activities in the RiO system. A good mix of staff attended e.g., H Health Care Assistants, students, sometimes psychology and Occupational Therapists and Service Assistants who raised risks others were not aware of.

STUDY: Huddles worked well with the Clinical Lead but they were unable to run them all as they worked some nights. 3 huddles happened in April out of the possible 8.

ACT: To ensure huddles happen when Clinical Lead is not in.

Ward Manager to ensure that colleagues assigned if it does not happen naturally when diary reviewed.

ADAPT



3rd SET OF CYCLES: May to June 2023

PLAN:

- Clinical Lead to run huddle when on shift
- Ward Manager to assign huddle lead when needed

PREDICTION:

There will be some resistance from some colleagues to run the huddle.

DO: To start with, Ward Manager assigned Student Nurses to run it to help build their confidence which worked well. When nurses unable to attend the huddle, a Health Care Assistant was assigned which made them realise that their conversations are valid too.

STUDY: Huddles continued with 5 huddles out of the possible 9 in May. Ward Manager was surprised that no one refused to run the huddle when asked.

ACT: The huddle has now become part of normal practice.

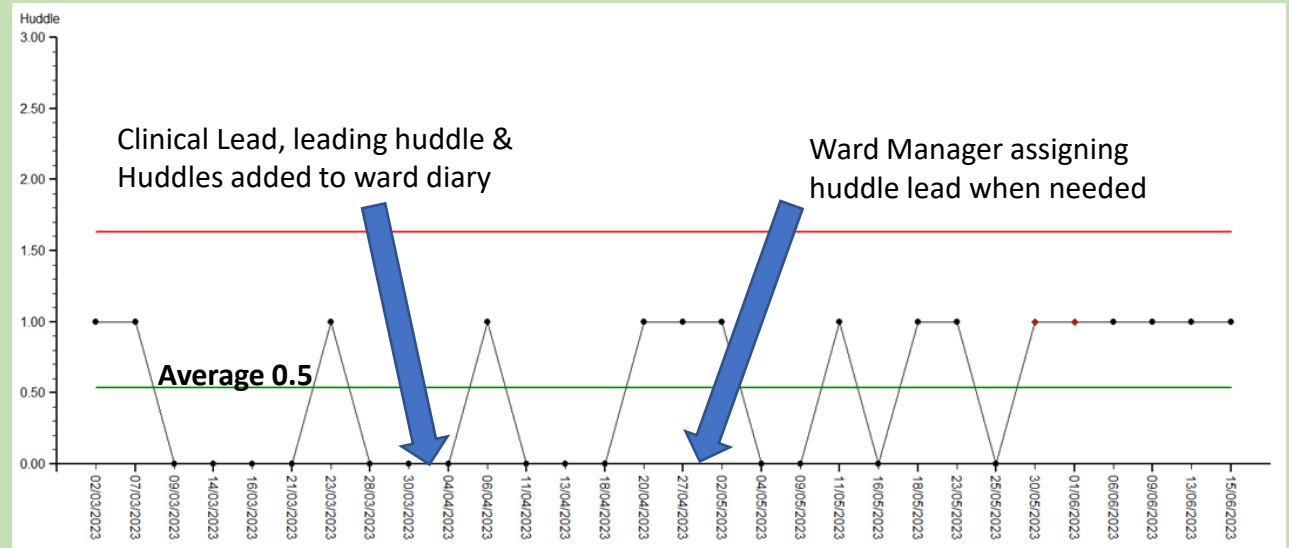
ADOPT



PDSA Data 02/03/2023 to 15/06/2023

Occurrence of huddles

- Huddles occur on average 50% of the time
- They appear to be coming more consistent from 30/05. 2 more point above the average line will equal a statistical change.



Huddle attendance

- Huddles attendance is good with on average 5 people attending when the huddle occurs.

