

Learning Environment



Core Therapies - Integrated Frailty
Team (LIFT)

Learner Booklet

Welcome

We would like to warmly welcome you to Lancashire Teaching Hospitals NHS Foundation Trust (LTHTR).

We have created this pack as a useful resource to help you to settle in with us. The purpose of this booklet is to provide you with information to help you on your learning environment.

About LTHTR

We have three equally important strategic aims:

- To provide outstanding and sustainable healthcare to our local communities
- To offer a range of high-quality specialist services to patients in Lancashire and South Cumbria
- To drive health innovation through world class education, training and research

We provide a range of Hospital based health services for adults and children and cover a range of specialities. These include cancer services such as radiotherapy, drug therapies and surgery, disablement services such as artificial limbs and wheelchair provision. Other specialities include vascular, major trauma, renal, neurosurgery and neurology including brain surgery and nervous system diseases.

Our five core values:

- Being caring and compassionate
- Recognising individuality
- Seeking to involve
- Building team spirit
- Taking personal responsibility



We deliver care and treatment from three main facilities:

- Royal Preston Hospital
- Chorley and South Ribble Hospital
- Specialist Mobility and Rehabilitation Centre, Preston

In relation to car parking, please refer to your Induction to the Trust, for information regarding car parking. Additional information can be found on our Intranet page.

<https://legacy-intranet.lthtr.nhs.uk/car-parking-documents>



Learning Environment

We would like to welcome you to your learning environment.

The challenge presented by increasing emergency admissions and the evidence for the effectiveness of Acute Frailty Units is both well documented. The team provide a high-quality MDT, evidence-based assessment and management of patients screened as frail, attending Royal Preston Hospital as part of the Admission Avoidance / Acute Frailty Unit pathways or as part of the Virtual Frailty/ Frailty Hot clinic pathways.

PURPOSE

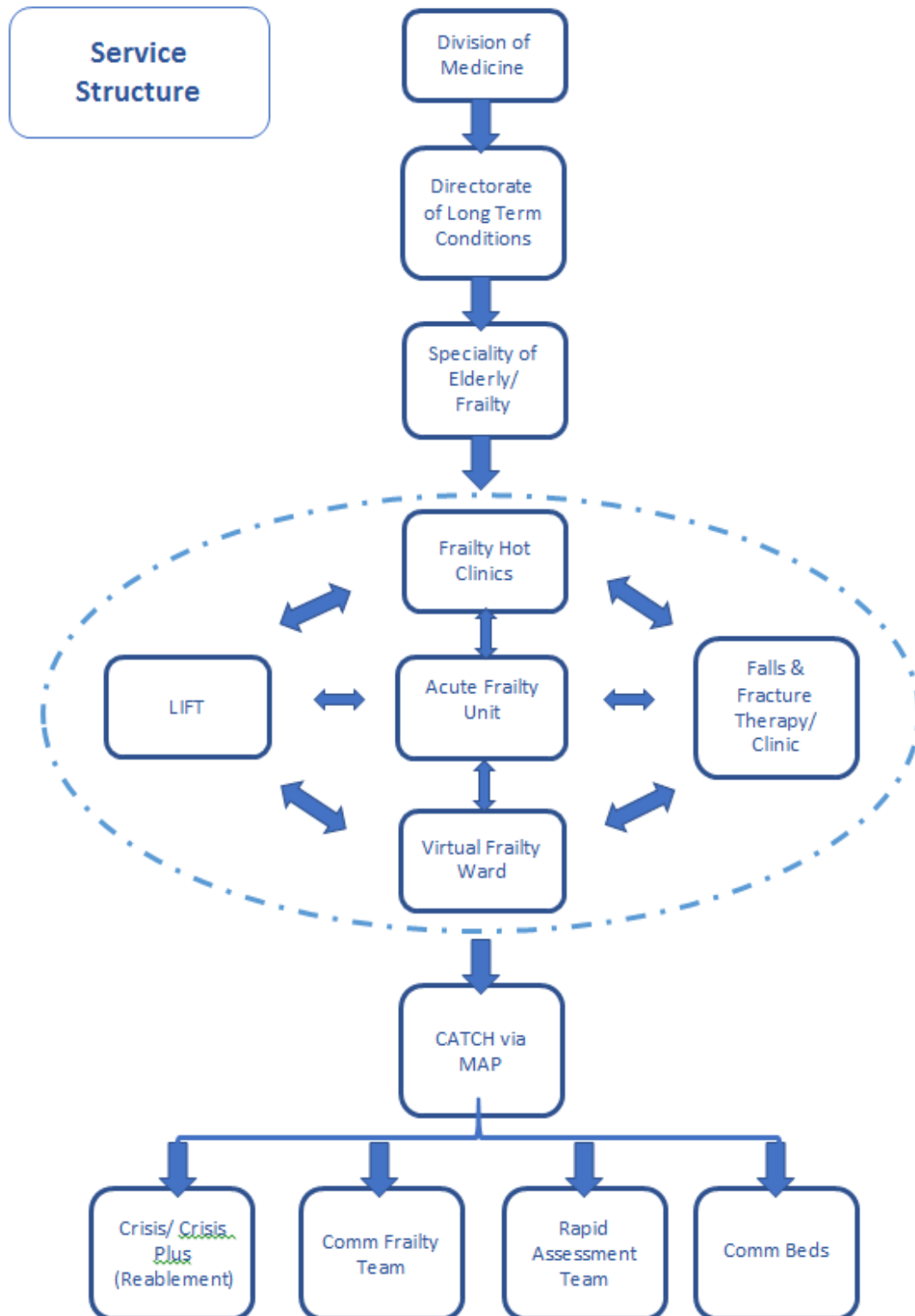
The primary aim is to facilitate rapid clinical assessment, investigation and interventions to support admission avoidance or early discharge for frail older people.

It is anticipated that this will lead to:

- Earlier comprehensive geriatric assessment and initiation of appropriate treatment
- Earlier discharge, leading to:
- Improved patient functioning
- A reduction in the number of admissions to inpatient beds
- Reduced length of stay
- Earlier treatment for those requiring ongoing inpatient care
- Admission to wards more appropriate to patient needs
- Improved patient 'flow' through the hospital
- Improved patient experience and quality of care
- Delivery of ED target
- Improved support to the Emergency Department, GPs and the community frailty team
- Improved multidisciplinary working across the whole frailty pathway (community-interface-hospital)
- Better signposting of patients to appropriate services

Key to this is the delivery of comprehensive geriatric assessment by geriatrician-led multidisciplinary teams working in liaison with the acute medicine & emergency departments, and alongside community frailty services.

This model also meets the standards set out by NHS England for provision of a specialist assessment service, operating within an identified frailty unit, to deliver rapid assessment, treatment and discharge. This area is a 10 bedded short stay area with a maximum length of stay of 72 hours and patients requiring admission beyond this will follow the normal admission process to an appropriate acute ward.



Team Structure:

Band 7		Band 6		Band 4		Band 3	
1	Team Lead Occupational Therapist	1	Physiotherapist	1	Therapy Assistant Practitioner	2	Integrated therapy Assistants
		4	Occupational Therapists			1	Integrated Frailty Coordinator (Temp)

Useful Information:

Telephone Number:	01772 524453
Hours of work:	08:30 – 16:30
Type of Placement:	Frailty – Elderly Medicine (Includes Frailty in-reach and out-reach)
Details of type of clients being dealt with:	<p>Patients who attend Emergency departments and acute Frailty unit who meet the Bournemouth Frailty Screen. Specialty non-specific as team In reach into Emergency department and Assessment units. Highly complex with multiple morbidities.</p> <p>Patients requiring therapy from Virtual Frailty ward/ Frailty Hot clinics and Falls clinics</p>
The type of experience which may be gained from this placement:	<p>Dementia screening/ Mental capacity assessments</p> <p>Identifying Frailty and frailty syndromes including Falls.</p> <p>Integrated working with nursing/ Physio /OT /Specialist Elderly Care Nurses & Frailty Nurse Practitioner/ Consultant Geriatricians/ Pharmacy/ other MDT colleagues</p> <p>Interdisciplinary competencies</p>

	Holistic comprehensive assessments
<p>Special Knowledge and information which would be useful to the student:</p>	<p>Dementia awareness</p> <p>Awareness of current government standards and guidelines influencing care of dementia/ older person (ie RCP guidelines, NICE guidelines, National Service Frameworks) and frailties</p> <p>https://www.skillsforhealth.org.uk/wp-content/uploads/2021/01/Frailty-framework.pdf</p> <p>https://www.england.nhs.uk/ourwork/clinical-policy/older-people/frailty/frailty-resources/</p> <p>https://www.skillsforhealth.org.uk/wp-content/uploads/2021/01/Dementia-Core-Skills-Education-and-Training-Framework.pdf</p> <p>https://www.hee.nhs.uk/our-work/dementia-awareness/resources-tier-one-two-three</p>
<p>Recommended Reading:</p>	<p>See above for reading resources links.</p> <p>Any information on dementia care/ service improvements i.e. National Dementia Strategy/ Prime Ministers Challenge/ Kings Fund – Improving the Environment</p> <p>University module notes on the variety of conditions.</p> <p>Royal College of Physicians – Silver Book.</p>

<p>Visits/shadowing which can be arranged:</p>	<p>We are based within a large acute hospital foundation trust, with a variety of regional specialist services. We are also supported by a variety of specialist community services. Opportunity exists for visits as relevant and may include: Rapid Assessment Team Frailty Outreach/ Acute Frailty Unit Community Frailty Team Frailty Hot Clinics</p>
<p>Abbreviations</p>	<p>Although the Trust has a recognised approved list of Abbreviations – as a team we try to avoid the use of this.</p>
<p>Report writing</p>	<p>SOAP note guidance.</p>
<p>Meal Breaks</p>	<p>There are no set times and breaks may be staggered within the team to meet the needs of the service. Set breaks can be arranged for medical reasons. The LIFT office has a fridge and tea making facilities. The team tend to lunch within the office although there is a canteen/ café and local shops available</p>

Ethel's story – an Integrated approach

- 75 year old Ethel over balanced and fell in her bedroom at home in the early hours of the morning.
- Ethel was in pain and called 999.
- She was conveyed to ED by [NWAS](#) at 5.10 am

Ethel has remained at home since her discharge from the Acute Frailty unit over 12 months ago.



- Transferred to [AFU](#) at 9.00 am
- Management plan put in place by Consultant Geriatrician.
- X-rays showed # inferior and superior pubic rami.
- Analgesia titrated
- Nursing care plans and risk assessments completed. 24 nursing care available
- Comprehensive Geriatric Assessment completed
- [LIFT](#) therapists assessed mobility, arranged equipment and downstairs living.
- Discharged home - LOS 2 days

- Followed up by our Specialist Nurses on [Virtual Frailty Ward](#).
- Advice given re ongoing pain.
- Ongoing issues so referred to Frailty Hot Clinic.
- First patient to be referred to the New Frailty Hot Clinic

- Followed up at home by the [Community Frailty Team](#)
- Poor appetite due to pain
- Liaise with Hot Clinic and GP and analgesia increased again
- Frailty physio provided right handed fischer stick as mobility improving
- Discharged from service after 6 weeks - pain controlled, mobility improved and bed moved back upstairs.

- Home visit by Hot Clinic OT
- Further equipment prescribed.
- Advice on non-pharmacological pain relieving techniques and onward referral to [Community Physio](#)

- Seen in [Frailty Hot Clinic](#) 2 days later
- Clinical examination and blood tests
- Analgesia reviewed and increased and laxatives prescribed.
- MDT assessment
- Referral made to Community Frailty Team.
- GP advised of plan

Induction

The Local Induction process will take place throughout the first week of your placement.

This will comprise of:

- Trust and department orientation, including housekeeping information
- Location of emergency equipment
- IT access
- Reading & acknowledgement of Mandatory Trust policies such as Health & Safety, Fire Safety, Infection Control, Information Governance, Staff Code of Conduct, Social Networking and Dress Code policies.
- Adult Basic Life Support training if applicable
- Trust Moving & Handling Training if applicable
- COVID-related policies & procedure
- Orientation
- Professional voice: - freedom to speak up, datix, chain of command, open door policy
- An awareness of our Educational Governance Team- evaluation and importance of feedback
- Inter-professional Learning Sessions
- Practice Assessment Record and Evaluation (PARE) training, if applicable
- Collaborative Learning in Practice (CLiP™), if applicable
- How the role of Practice Development Facilitator can support you, where applicable



What to bring on your first day

- Uniform: All other items in the dress code policy must be adhered to <https://legacy-intranet.lthtr.nhs.uk/search?term=uniform+policy>
- A smallish bag which would fit into a small locker.
- You may wish to bring a packed lunch and a drink on your first day.

Inter-professional Learning Sessions and eLearning Resources

At our Trust, our Education Team facilitates a yearly programme of Inter-professional Learning (IPL) sessions. This programme consists of various teaching sessions, delivered by our Specialist Teams, to support and enhance our learners and trainees' learning experience with us.

Inter-professional learning is an important part of your development and allows you to build professional relationships and communication skills with the wider multi-disciplinary teams. Our IPL sessions are valuable in supporting you to stretch your knowledge and experiences to enhance your clinical practice. They also help bridge the gap between theory and practice, allowing you to hold a deeper understanding of the topics discussed. Our sessions are open for all learners and trainees on placement at our Trust to attend and these learning opportunities are an extension to your learning environment; therefore, these hours need to be recorded on your timesheets. We encourage our staff to facilitate enabling a learner/trainee to attend these sessions.

Please note: You must inform your learning environment prior to attending a session. These IPL sessions need to be discussed in a timely manner with your learning environment.

You are required to complete a reflection on each of your IPL sessions, as well as documenting on your HEI documentation what you have learnt and how this relates to your current placement.

You can book onto our IPL Sessions by accessing this link <https://elearning.lthtr.nhs.uk/login/index.php> and searching for 'IPL'.

You can access our policies and procedures via our Intranet page, which will help expand and stretch your knowledge.

Support with evidencing your learning outcomes or proficiencies

We encourage you to use the Trust learning logs to collate and evidence your skills, knowledge and abilities achieved. You can then present your completed learning logs to your Practice Assessor/Educator during your assessment meetings. Any staff member who is involved in coaching you can complete your learning log feedback.

You can request time during your placement hours to complete these and request feedback prior to the shift ending. To obtain a copy of our learning logs, please visit our Health Academy Webpage on the link below, where you will see a copy of our CLiP™ Learning Log available for you to download, on the right hand side - <https://healthacademy.lancsteachinghospitals.nhs.uk/support/clinical-placement-support/collaborative-learning-in-practice-clip/>

Creating a positive Organisation Culture

LTHTTr strive to create a great place to work for every colleague and deliver excellent care with compassion to our patients. We all play a pivotal role, not only in providing services but also in shaping the culture of our organisation.

The attitudes, actions and behaviours we experience from others makes a huge difference, both personally and professionally. We want you to feel safe and supported in work to be able to deliver high quality care to others. We also want you to feel confident, supported and empowered in taking positive action to address and challenge others in situations that may make you or those around you feel uncomfortable.

We take a zero-tolerance approach towards any form of abuse. You can find out more about this by reading our [Zero-Tolerance Statement](#), or by taking a look at [Creating a Positive Culture Intranet pages](#).

Here you will find the links to lots of information, resources and training opportunities to help develop your knowledge, skills, and awareness in how to uphold the principles of [zero-tolerance](#), as a colleague at LTHTTr.



There is also further information available on [Civility](#), our [Best Version of Us Culture Framework](#) and Supporting Sexual Safety in the Workplace.

Chain of Command

Keeping patients safe, providing the best care that we can and learning in an environment where you feel safe and valued is important to us. Speaking up about any concern you have on your learning environment is also important. In fact, it's vital, because it will help us to keep improving our services for all patients.

There may be occasions where we witness, experience or are asked to do something that causes us concern. Often these concerns can be easily resolved, but sometimes it can be difficult to know what to do.

Our Clinical Placement Support Team are available Monday to Friday, 8.00am – 5.00pm should you need to contact them in relation to any concerns regarding your learning environment.

If your concern relates to patient safety and/or your concerns are outside of these hours, please follow the chain of command in your learning environment and speak with the person in charge.

Please visit our Freedom to Speak Up page on the Intranet for more details.



We value your feedback

Our Trust values your feedback. To continuously improve, we offer opportunities for our learners and trainees to provide feedback regarding both your learner experience and your learning environment. We would encourage you to kindly complete your end of placement evaluation, within your clinical hours.

We will keep you updated with the improvements that we make based on the feedback you provide us with.

Learning Environment Improvement Forum

Our Learning Environment Improvement Forum began in November 2021, with key stakeholders attending; Learners, Trainees, Clinical Staff, Education Leads and our Nursing Directorate. Monthly meetings are held to share new and innovative ideas as

to how we can collaboratively enhance our learning environments, to support both learners, trainees and staff.

All attendees at the Learning Environment Improvement Forums contribute their suggestions and guidance on our projects. Collaboratively, exciting improvements are implemented to enhance our learning environments.

Innovative changes made by our Learning Environment Improvement Forum, within Academic Year 2021-2022;

- NEW Learner Boards designed and placed on our learning environments
- Learner booklets made available on our Health Academy webpage to prepare our learners and trainees for their clinical placements, as suggested by our learners and trainees
- PARE and CLiP™ training embedded into our Learner and Trainee Inductions
- Quick Reference Guide designed and created to welcome our learners and trainees to the Trust and prepare them for their clinical placements

We welcome any of our staff, learners and trainees at the Trust to attend our Learner Environment Improvement Forums, to contribute your ideas and suggestions for our new and innovative projects. You can join via the E-Learning Portal - <https://elearning.lthtr.nhs.uk> and going to Courses, then selecting the tab 'Inter Professional Learning', where you will see our forum listed.