**Purpose**

The Neuro ICU PD Team identified operational and environmental issues that challenged the sustainability, delivery and innovation of safe quality care, education and practice development for our unit. It was hypothesised that a theory to practice gap existed, specifically practical application of clinical skills. Respiratory care was chosen as the initial area to explore and expand both knowledge and skills, adopting a multi-professional “TEAM” approach utilising a Quality Improvement process.

**Background**

A theory to practice gap can result in poor job satisfaction, increased stress, lack of confidence, decrease retention, reduced safety and increased financial costs (Huston et al 2017). The evidence base should inform practice and also convert knowledge into clinical practice (Hussein and Osuji 2017). Establishing a culture change that supports innovation and initiates new ways of working can maximise protected time for education and practice development, improve recruitment and retention, increase quality and productivity, ensuring a skilled competent workforce delivering high quality safe care using best practice.

**PLAN**

Regular meetings of members of the PDT were scheduled in order to plan task management and preparation of the sessions.

A range of methods was utilised including:

- Analysis of current NICU respiratory management, literature reviews and national standards
- 18 audits of unit practice undertaken e.g. staff confidence, MHI audit, VAP audit and cricoid Pressure.

**DO**

A Multi-professional (MP) team delivered respiratory focused workshops to all MP staff within the unit.

Workstations covered:

- Anatomy and Physiology - Senior Fellow
- Diagnostics/Viewform - Consultant
- Equipment Stations
- Technician/Nursing
- Patient care/Management station - Nursing/Physio
- Scenario station - Clinical Fellow/Nursing

**Act**

This is a replicable, efficient and sustainable method allowing system focused education to be delivered using a collaborative, multidisciplinary team approach.

- Workshops delivered to date:
  - Respiratory 2017
  - Neurosurgical 2018
  - Spinal 2019
- Supporting national education agenda (e.g. CCU competencies) and maintaining current best practice.
- Allows effective use of long day factor.

**Study**

The workshops were an efficient, effective way to deliver best practice (12 workshops delivered on 6 days with 80 MP staff attending).

Workshops and re-audits demonstrated an improvement in respiratory care skills:

- 100% staff used the correct manual hyperinflation technique
- Knowledge and competence specific to patient care
- Best practice standards (e.g. 100% documentation of ET cuff pressure)
- Equipment use
- Staff confidence in respiratory management.

**Conclusion**

Using this approach allowed an effective, cost efficient innovative way to deliver multi professional education resulting in a greater skilled, competent workforce that confidently delivers a higher standard of care that can be replicated for other systems.