



**DRAFT: Version 1**

## **Regional IV Advisory Group**

**Strategic Plan 2016 - 2019**

*Improving Patient Safety through  
leadership*

*In*

*Intravenous Therapy*

## **Background**

In 2015 the Canterbury/West Coast IV Resource Group decided the title no longer reflected the integrated approach or changing purpose of the group. February 2016, the title of Regional IV Advisory Group was agreed. New Terms of Reference were finalised in May 2016. The membership are committed to moving from a working group to an integrated advisory whose processes and projects can be determined with a common purpose to achieve a shared vision.

This plan outlines establishing new relationships with IV Link staff, their managers, aligned committees and most importantly, with each other as we represent a multitude of organisations across the public, private, community and PHO settings.

The Regional IV Resource Group aligns to the principles of *Te Wai Pounamu South Island Health Service Plan 2015 – 2018*.

**Vision Statement:** To improve patient safety by providing leadership on intravenous therapy.

## **Overarching Objectives:**

The group aims to provide:

- An interface for affiliated healthcare providers who deliver intravenous therapy
- Expert advice to support informed practice
- Support, education and training to IV Link staff
- Tools/support for managing IV therapy risks through audit activities and education
- Guidance and advice on issues that arise from practice review and audit
- Opportunities to improve standards of practice
- Support professional responsibility and critical thinking

## **Accountability:**

The Group is accountable to:

- CDHB Executive Director of Nursing
- WCDHB Director of Nursing & Midwifery
- Participating organisations Directors of Nursing & Midwifery

## **Looking towards the future**

The Regional IV Advisory Group will deliver the vision through a shared direction, project collaboration and an inclusive membership culture. Over the last year the Group has identified opportunities to positively influence practice across the health sector in Canterbury and the West Coast, with flexibility to widen the regional status of the group in the future.

## Regional IV Advisory Group Key Goals 2016 – 2019



Short term outcomes	Build the direction of the Group's shared vision. Identify priority projects and assign working groups.
Medium term outcomes	Manage timeframes, develop relationships and to identify actions required by the group. Develop working groups to projects. Be seen across the region as a credible leadership group.
Long term outcomes	The Regional IV Resource Group is well known across the region as the IV leadership group that adds value to patient safety. Actively consulted by other groups. Role models an integrated 'whole system' approach to IV therapy.

# 1

## Quality Improvement

At present the Regional IV Resource Group is focussing on identifying quality improvement activities. As a group who cover many areas of nursing and midwifery, questions have been raised about expanding scope to other multi-disciplinary teams such as Anaesthetic Technicians and private, specialty areas within the community.

Quality improvement also incorporates a new way of monitoring IV Link outcomes in the absence of the database system previously used. Engaging IV Link staff to standardise practice is the goal. We believe this is achievable through a positive group culture and working together will result in gold standard consistent IV practices.

The long term goal includes providing cohesive advice across all settings where the group are accessible and able to support innovation, safety by providing clear standards, simple resources and tools to measure outcomes.

## "Patient safety at the core of everything we do"

### Short term

Identify overarching quality practices that can be championed by the group

Engage IV Link staff and to summarise progress to the DON group

Identify themes of what works and areas of improvement

### Medium term

Identify themes and develop education/resources to address issues

Develop a safety management tool for IV therapy

Include updates in IV Link training and recertification days

### Long term

IV Link Nurses and Midwives reporting to the IV Advisory Group areas of improvement

Sharing data with Quality Teams, associated committees and affiliated members

Evidence of timely intervention, IV therapy safety via a reduction in IV related incidents

## 2

### Individual Skills/ Qualities

At present the Regional IV Resource Group provides training and education to nurses and midwives identified to assist in the auditing of specific IV practices of their peers. Information and education invested in staff is solely focussed on data collection.

In the future, the group would like to engage with the IV Link staff, seeking their feedback to assist in the development and planning of future projects.

Scoping what individual skills and qualities the IV Link staff bring to audit practices could assist in the development of greater appreciation of their leadership qualities and defining what competency means. This may refine future IV Link study days to target future development opportunities.

The long term goal includes consistent communication and engagement from both the group and the IV Link staff to identify professional development and educational opportunities.

### **“Celebrating what we do right as well as what we can do to improve”**

#### Short term

Identify opportunities such as teleconferences to engage IV Link staff and the group

Identify the qualities and skills the IV Link staff bring to their role and celebrate their success

Recognising qualities in IV Link staff that can be incorporated in education and study days

#### Medium term

IV Link staff approaching and engaging with the committee between recertification days

Identifying core attributes for inclusion in education, training and communication (CPIT)

Establishing a register of IV Link staff to provide communication and updates and reporting

#### Long term

Tool kit: Provide organisations who approach the group with skills/qualities guidance

Provide IV Link staff evidence of auditing activity to support PDRP

Utilise IV Link staff as facilitators on IV Link study days

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**Education**

**“Contemporary and inclusive education – a learning dialogue”**

At present the Regional IV Resource Group provides initial IV Link training and recertification programmes. The members of the group facilitate these days on a roster system. Study days are comprehensive and informative. Feedback from participants remains positive.

In the future, the group are interested in the provision of education and training to wider groups e.g. Anaesthetic Technicians and specialty private training groups who meet criteria. How this will look and feel, a new way of accommodating scopes of practice may present challenges. The group are focussed on a whole system approach to IV therapy safety and an inclusive environment for all health professionals.

Long term, the Regional IV Advisory Group would like to develop ongoing education opportunities for IV Link staff that are accessible and manageable. Core topics related to the eight aims of the strategy would be established to ensure IV Link staffs personal practice remains contemporary. This can be achieved by holding teleconferences where IV Link staff report using a SWOT analysis template to identify training opportunities, improvements, risks and what is working well.

Short term

- Identify the educational requirements of the group membership’s organisations
- Develop a model where group members participate in projects together
- Make projects manageable

Medium term

- Taking responsibility for educational development/ balancing resources
- Identify the criteria for accessing resources
- Develop a Regional IV Advisory Group website for accessibility to all organisations and staff

Long term

- Accommodating all organisations priorities
- Consistent staff engagement in educational activities/ bi-monthly teleconferences
- Providing education for staff working in isolation e.g. rural and small community groups

## 4 Leadership

At present the Regional IV Resource Group appreciate the additional role nurses and midwives undertake in addition to their workload to become IV Link staff. Managers nominate staff from their areas based on their attributes in leadership, and their clinical knowledge and skill. The group aims to focus more on appreciating and supporting leadership.

Leadership poses challenges and opportunities. In the future, the group plans to define what leadership is for the IV Link staff and how to grow leadership qualities to bring greater benefit and satisfaction to their role. Often due to their leadership capability, staff may have multiple tasks above their core role and deserve feedback on *how* their participation adds value to the quality, safety and care of patients.

The long term goal includes seeking management support for IV Link staff, such as release time for audits or development opportunities that supports the IV Link staff member to share information from audits, and participate in dialogue with the Advisory Group. Learning more about manager prioritisation of audit, and what is done at ward level with the outcomes is of interest to the group.

### **“What people will see us doing... how will people see us behaving...”**

#### Short term

Group to determine what core leadership attributes IV Link staff members demonstrate

How to support IV Link staffs leadership & communicate appreciation of their work

Determine how to invest in and recruit IV Link staff across organisations

#### Medium term

Greater and more consistent communication with IV Link Staff – better support

Promote the value of their role to patient safety - engage IV Link Staff

Communication of projects, seek interest from IV Link Staff to participate with group members

#### Long term

Proficient and Expert PDRP Options: IV Link staff evidence of quality

Provide leadership opportunities to IV Link staff

Group members promoting safe IV therapy speaking to groups/committees/organisations

## 5

### Competence/ Self Awareness

At present the Regional IV Resource Group is reviewing the use and context of the word 'competence.' Commonly described as the combination of knowledge, skill and experience to safely carry out care independently. In addition, the group is interested in self-awareness - the internal compass we rely upon for maintaining competence where recertification is no longer a requirement.

While a new database for audit is built it is the group's priority to find other methods of monitoring, evaluating and reporting to the group at bi-monthly meetings. Once established, this process will be independent of, yet complement the audit database, providing a richer context to monitoring and evaluating IV practice.

In the future, we are seeking to clarify the measurement of self-awareness. By engaging with IV Link staff. With their assistance, it is likely we can determine common risk factors that may not be captured by the audit criteria alone. Our current 'expectation' of the level of competence must encompass all areas and is yet to be determined by the group.

The long term goal includes defining competence in IV therapy and producing professional development opportunities for staff who require support.

### "Knowing limits and seeking advice"

#### Short term

Monitor, evaluate IV Link staff feedback to the group at meetings

Interim of audit database: provide progress summary to the DON group via Chair report

Develop a process to identify how to measure self-awareness for competency maintenance

#### Medium term

In conjunction with audit data and engaging IV Link staff, develop a competence definition

Develop a process to provide updates to support IV therapy practice

Develop a short checklist for staff to check their knowledge & skills, confidence & competence

#### Long term

On line support, key contacts across organisations

Accessible members of the Regional IV Advisory Group to staff

IV Link nurses engage with in-service and actively promote IV therapy safety

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### Balance of Contribution

The Regional IV Resource Group is changing direction. To achieve a true vision of who we are and where we want to go means also reviewing our relationships within the group. This includes understanding each organisation's IV therapy requirements and developing a shared vision when developing projects. Our relationships within the group also reflect meeting IV therapy safety in all our clinical settings.

Full project participation by members will evolve the group from working to an advisory status swiftly. The group will provide more meaningful reports to the DON group from a truly integrated, whole system approach to IV therapy across disciplines. Balance of contribution will be an ongoing objective of the group.

The long term goal includes the group developing a reputation of strong leadership, innovation, integration and above all exemplary IV therapy safety with the patient at the centre of what we do.

The long term goal includes bringing balance through partnership and inclusiveness to all professions regardless of their scope of practice - including those from individual or self-employed environments.

### "Growing stronger together"

#### Short term

Develop a culture of participation and shared responsibility within the group

Identify other groups/committees to share information with and receive information from

Find appropriate platforms to share the Regional IV Advisory Group information

#### Medium term

The group report via the Chair a summary of activities to the DON group six monthly

Establish sound working partnerships within the group and with external bodies

Gain management and line manager support for release time for IV Link staff

#### Long term

Whole team approach to projects, targets, evaluation and monitoring

Leadership viewed by regional and national groups as credible, innovative and inclusive

Shared responsibility across organisations and group members

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### Professional Responsibility

The Regional IV Resource Group currently accept that nurses and midwives take responsibility within their professional scope of practice for all areas of professional responsibility. The group understand that models of care differ and staff may have varying levels of professional development opportunities to support their role of responsibility.

In the future, the group are interested in providing clarity about professional responsibility to staff undertaking IV therapies. The group have identified that care models meet organisation's specific requirements within the tertiary, secondary and primary settings. Policies and procedures can be ambiguous, and for staff the difference between guidelines versus policies can be confusing.

The long term goal includes providing simple guidelines inclusive of staff undertaking IV therapies in isolation or within small organisations. The group envisions developing easily accessible resources that identify boundaries to promote safe IV therapy practice to support all health professionals involved in IV therapy to remain within their scope and experience while complying with their organisation's unique policies and procedures.

### "Promoting accountability and owning patient safety"

#### Short term

Identify staffs core responsibilities within their scope for accessing and delivering IV therapies

Identify core responsibilities within different specialties and professions

Develop a framework to base future projects upon

#### Medium term

Develop resources to support IV therapies within different environments

Work with other organisations/ committees to minimise IV information incongruences to staff

Provide clear IV therapy single checking safety alternatives to support isolated staff

#### Long term

On line access to guidelines

Role model a 'whole system' approach to IV therapy

Viewed externally as a credible leadership group providing integrated IV therapy guidance

**On behalf of the Regional IV Advisory  
Group**

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