

MDS Alert

Staff education: Getting Your Staff to Implement the Falls CPG in Your Facility

Follow these four steps to success.

Just like the Clinical Practice Guideline for Falls in Long-term Care utilizes four steps to prevent falls, there are four basic steps in implementing this CPG in your facility, says **Barbara Resnick, PhD, ANP**, professor at the Maryland School of Nursing, and subcommittee chair for the 2011 revision of the Falls CPG.

Step I: Education and Encouragement

Educate staff about the guideline;

- Teach necessary skills (falls evaluation);
- Provide encouragement from administration . . . they are excellent health care providers and can implement these guidelines; and
- Guideline implementation is to assure adherence to state and federal guidelines and improve care.

Step II: Easing the Pain

Anticipate problems:

- Prepare for perceived or real increased workload;
- Establish additional secretarial support if possible for copying and charting issues;
- Encourage verbalization of feelings about having to follow guidelines; and
- Identify who will do what!

Step III: Seeing and Setting Examples

- Provide examples of how guidelines have been implemented in other settings and outcomes related to implementation; and
- Start one unit at a time and let that unit lead the others.

Step IV: Reaping the Benefits

Evaluate outcomes following implementation and demonstration improvements in adherence to state and federal guidelines as well as resident outcomes.

Source: Barbara Resnick, PhD, ANP, professor at the Maryland School of Nursing, and subcommittee chair for the 2011 revision of the Falls CPG, from her presentation at the March 2012 AMDA Long Term Care Medicine conference.