

HOW WE BECAME MORE EVIDENCE-BASED IN A BUSY CLINICAL ENVIRONMENT

AT THE GLENROSE REHABILITATION HOSPITAL

the Context

Our front line clinicians - PTs in this case - are **highly trained, competent** & **motivated** people who WANT & TRY to be evidence-based

⇒ BUT ⇐

don't have the TIME or the DEDICATED SUPPORT to implement **EVIDENCE-BASED PRACTICES**



the Journey

Resources were reallocated to create new dedicated Physical Therapy

CLINICAL PRACTICE LEADS (CPLs)

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CPLs attended training in **NIRN active implementation framework** & were paired with a **Knowledge Mobilization Consultant** for ongoing mentorship



the Impact

✦ 0.8 FTE total within PT department is dedicated to Evidence-Based Practice Implementation

✦ 11 projects identified within PT department with 7 currently underway

✦ CPLs feel supported by management, KM mentor, & each other

✦ PT staff are **ENGAGED, INTERESTED, & MOTIVATED** to participate in clinical practice projects



Lessons Learned

- ✦ Staff engagement increased by having CPLs that are also front line clinicians & allowing front line clinicians to choose the projects
- ✦ In a busy clinical environment where patient care is the priority, finding time for project work is an ongoing challenge.
- ✦ This model is **SCALABLE** & could be replicated in other health care environments

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