

Please note, this is a generic document that is intended to be altered by the site team in order to be made into a workable implementation plan

Bariatric Friendly Hospital Implementation Plan

(with workplan)



Last revised 01-20

Bariatric Friendly Hospital Initiative:

Initiative Goal: The goal of the Provincial Bariatric Friendly Hospital Initiative (BFHI) is to improve and standardize how patients who live with obesity are cared for in Alberta's hospitals. It also focuses on safe patient handling, to help prevent patient and provider injury.

Provincial BFHI working groups in the areas of health provider professional competency, patient and provider safety, transitions in care, and data, evaluation, and monitoring have identified and agreed upon seven standards:

1. Interactions with all staff are free from weight bias
2. Frontline care providers will be knowledgeable of unique care needs for patients with obesity
3. All patients should have their weight taken as close to admission as possible, and recorded in a single standardized location in the electronic medical record
4. Patients with bariatric care needs will have access to bariatric equipment that has the capacity to support them
5. All staff involved with lifts and transferring of patients will be knowledgeable and competent to safely transfer all patients (including those with bariatric care needs)
6. Patients with bariatric care needs will have access to bariatric appropriate supplies
7. Staff will communicate patient's care needs to receiving department, area, or facility

Implementation Goals: To implement new processes to better support patients with obesity that come into hospital. To provide educational resources and opportunities for all staff to become more knowledgeable about obesity and its impact on quality care, as well as develop competencies in the areas of safe patient handling, and work effectively and compassionately with patients with obesity. This is in alignment with Alberta Health Service's Patient First and Our People strategies.

The specific objectives of implementation are to:

1. Have all hospital staff be aware of the BFH Standards
2. All staff aware of and have access to the Guidelines for the In-hospital Care of Patients with Obesity
3. Provide all hospital staff with the necessary education, tools, and resources to meet the standards of a BFH and "comply" with the guidelines
4. Have all hospital staff complete online learning modules on Complexity of Obesity and Weight Bias
5. Have all front line clinical staff complete the above 2 learning modules, as well as Care Needs for patients with obesity
6. Advocate for all clinical staff to complete the AHS It's Your Move (IYM) safe patient handling education, as well as the ITY Bariatric Considerations module
7. Have all front line clinical staff be able to assess patients for bariatric care needs
8. Support site to implement processes to improve access to bariatric equipment and communication regarding patient's bariatric care needs
9. Monitor and evaluate the implementation to inform on-going implementation and sustainability at the site.

Implementation Plan:

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
Pre-implementation	1.0	Site Preparedness					
		Identify executive sponsor and physician sponsor					
		Establish site implementation committee to oversee implementation.					Implementation committee should have multidisciplinary team members, educators, managers and patient advisors
		Develop a terms of reference for the implementation committee					Generic TOR available from the DON SCN
		Implementation committee or site leadership to appoint site lead(s)					
		Implementation committee to identify key site champions. Suggested members: <ul style="list-style-type: none"> • Physician • Administrative • Unit manager • Patient advisor • Allied health • Pharmacy • Nursing/Nurse Educators • Support services • WHS rep. • Collaborative care rep (if applicable) 					
		Establish roles of site champions					
		Establish regular meetings for site leads/site champions/implementation committee					Purpose: identify barriers to implementation and problem solve
		Engage collaborative care lead at site					Collaborative care focused on 'Right Bed, First Time'. Share information and data on quality board

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
		Inform all site staff and physicians about bariatric friendly hospital initiative and standards					Involve Physician sponsor and physician champion on best way to engage physicians at site. Determine who at site is responsible for physician communication.
		Develop an education plan					DON SCN available to assist. Include time lines and staff expectations
		Arrange date(s) and venue(s) for education of the implementation committee, site champions, and trainers if necessary.					Lunch and Learn or launch event
		Complete and obtain sign off on implementation, communication and education plan from executive sponsor					
	2.0	Pre-implementation Evaluation					
		Site to determine evaluation data / metrics to collect pre and post implementation					DON SCN can assist with evaluation plan by providing suggested metrics for each of 7 standards
		Establish process for collecting and analyzing data					
		Record implementation-related activities					Eg. Track educational opportunities, just in time teaching, presentations
		Input and analyze data					Determine will be responsible for data input and analysis
	3.0	Build Awareness					Utilize principles of <i>ADKAR</i>
		Build awareness among hospital staff about obesity and the issues that patients with obesity face in hospital (utilize patient stories)					DON SCN can assist with background and patient stories
		Build awareness among staff about the provincial initiative, the initiative goals, other sites that are implementing changes					

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
		Inform health care providers about online education opportunities and upcoming education events					Managers to communicate any education opportunities to their staff.
		Promote provincial <i>Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs</i> to hospital staff and physicians					DON can assist with communication – email, poster.
		All hospital staff to complete: Module 1-Complexity of Obesity <i>and</i> Module 2-Weight Bias and Stigma prior to launch of initiative					30 min of staff education required.
	4.0	Procurement					
		Equipment <ul style="list-style-type: none"> • Complete an equipment inventory at site. Include <ul style="list-style-type: none"> ○ Type ○ Location ○ Is the equipment in good repair ○ Is equipment labelled with weight capacity? ○ Procure additional equipment if required (bed, lift, etc.), and identify storage area for same (if required) 					Work with CPSM for equipment type, weight capacity and cost
		Clinical Supplies <ul style="list-style-type: none"> ○ Procure appropriate clinical supplies for patient care needs (i.e. larger gowns, BP cuffs, weight scales, etc.) for individual nursing unit and care area if required 					
	5.0	Develop Processes					
		Develop or reassess process to track and share bariatric equipment (Standard 4)					

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
		Develop or reassess process for labeling of all mobility equipment with weight capacity (Standard 4)					
		Develop process to have all admitted patients' weights measured and recorded in a consistent location in EMR (Standard 3)					Connect Care will have a standardized location. Weights should be measured not stated
		Develop process to ensure weight and bariatric care needs are communicated from Emergency department to admitting unit					Engage collaborative care lead re right bed. Bed or areas should be ready to receive patient prior to their arrival
		Develop process to ensure bariatric care needs are communicated between departments (Standard 7)					
		Develop process to ensure discharge planning includes bariatric care needs (Standard 7)					
Implementation	5.0	Project Launch					
		Launch events:					Possible events: Lunch and Learn, information display in cafeteria, involve communications / media, posters, etc.
		Launch of new Processes					
		Launch process for equipment storage/sign out					Suggest staggered start if there are a number of changes. What staff need to be aware of new process Best method to inform staff of new process
		Launch process for recording patient weight in EMR					
		Launch process for equipment labeling					
		Continue to promote provincial <i>Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs</i>					DON can assist with communication such as posters, emails
		Mobilize site champions to promote communication and education activities					

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
		Engage clinical educators to promote education and care requirements from guidelines on their units or care areas					
		Share any baseline data and analysis back to health care providers					Infographic can help communicate data and improvements. DON SCN available to assist with same
		Utilize collaborative care quality boards to provide data and updates to staff					
		Distribute initiative promotional materials					DON can assist with developing any staff of patient promotional materials.
		All front line staff to complete module 3 (Supporting the care needs).					All staff should have completed modules 1 and 2 prior to launch
		Physicians to complete CME credit education					
		Physician champion to promote guidelines					Physician learning rounds may be an opportunity to present on the initiative, guidelines and any changes at site. DON SCN can assist with presentation
		Collaborate with WHS to ensure that all staff involved in lifting and transferring patients have completed <i>It's Your Move</i> (IYM) safe patient handling annual program					IYM basic program is required by WH&S and must be completed prior to the IYM toolbox Bariatric Considerations module. CNE/manager to track staff who have completed IYM safe patient handling.
		All front line staff who are involved with the lifting and transferring of patients complete IYM bariatric considerations module on My Learning Link.					
	6.0	Monitoring and Feedback					
		Ongoing collection and communication of implementation process/lessons learned. "How are we doing", "What's working, what's not"	Site leads, site champions				This can be discussed during implementation meeting and captured in minutes.

Stage	Activity	Activity Description	To be carried out by	Start Date	Target Finish Date	Status	Comments / Suggested Activities
		Implementation committee to hold regular review meetings (e.g. bi-weekly, monthly)					
Post-implementation	7.0	Post implementation Evaluation					Complete 12 months after launch
		Collect evaluation data / metrics post implementation					DON SCN can assist with evaluation plan by providing suggested metrics for each of 7 standards
		Input data and analyze					
	8.0	Ongoing Action Plan and Review Cycle					
		Who will be responsible for sustainability					
		Review all results					
		Prepare report of the findings					
		Present findings to senior and middle management					
		Present findings to health care providers					Infographic to help communicate data and improvements
		Educating new staff, re-evaluate processes, re-assessing clinical equipment					
	Develop action plan for the next five years Sustainability plan					SCN to provide generic sustainability plan	

Resources available for implementation:

- Provincial Clinical Practice Lead (topic expert)
- Online educational modules (4) AHS My Learning Link Obesity
 - Understanding Obesity
 - Weight Bias and Stigma in Healthcare
 - Supporting the Care Needs of Your Patient with Obesity
 - IYM Bariatric safe patient handling videos
- DON SCN provincial guidelines for the care of patients with obesity in hospital
- Algorithm for the Assessment of Bariatric Care Needs
- AHS provincial “It’s your Move” safe patient handling program
- Background info www.ahs.ca/bfh
- Infographic
- Physician CME education (in development)

Appendix: Resources Available to Support the Implementation of Individual Standards

Please review generic implementation guide for implementing all 7 standards of a Bariatric Friendly Hospital

Standard	Activity (minimal requirement)	Resources to support implementation	Additional information
1. All interactions are patient centered, respectful and free from weight bias.	All staff complete 2 brief learning modules: <ul style="list-style-type: none"> • Module 1: Understanding Obesity (15 minutes) • Module 2: Weight Bias and Stigma in Health Care (15 minutes) 	<ul style="list-style-type: none"> • Interactive learning modules available for AHS staff on MyLearningLink (MLL) • Voice over learning modules on AHS external website Additional resources: <ul style="list-style-type: none"> • Provincial Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs • Provincial Clinical Practice Lead (topic expert) 	<ul style="list-style-type: none"> • AHS staff are encouraged to complete modules in MLL, so they can track their education. (search obesity in MLL) • Non AHS staff can access modules on the Bariatric Friendly Hospital Initiative website: www.ahs.ca/bfh • Other weight bias resources available on Bariatric Friendly Hospital Initiative website: www.ahs.ca/bfh
2. Frontline care providers are knowledgeable of the unique care needs for patients with obesity.	In additional to the above 2 modules, all front line providers complete: <ul style="list-style-type: none"> • Module 3: Supporting the Care Needs of your Patient with Obesity (20 minutes online & 30 minutes in MLL) 	<ul style="list-style-type: none"> • Interactive learning module (with same content) available for AHS staff on MyLearningLink (MLL) • Voice over learning module on AHS external website Additional resources: <ul style="list-style-type: none"> • Provincial Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs • Provincial Clinical Practice Lead (topic expert) 	<ul style="list-style-type: none"> • AHS staff are encouraged to complete modules in MLL, so they can track their education. (search obesity in MLL) • Non AHS staff can access modules on the DON SCN Bariatric Friendly Hospital Initiative website: www.ahs.ca/bfh • Other resources available on the Bariatric Friendly Hospital Initiative website: www.ahs.ca/bfh
3. All patients have their weight taken as close to admission as possible and recorded in a standardized location in the electronic medical record (EMR).	Develop, communicate, and implement process for obtaining patient weight and recording in a single standardized location in EMR	Potential resource: Collaborative Care Right Bed, First Time initiative (see website on AHS intranet)	<ul style="list-style-type: none"> • Patient weight should be measured (versus stated). • Medicine Hat Regional Hospital (MHRH) has implemented a process, and identified a location in Meditech for their staff (and may be available for consultation) • Sunrise Clinical Manager has assigned location for patient weight and height • Connect Care has designated area for patient weight and height to be recorded.

Appendix: Resources Available to Support the Implementation of Individual Standards

Please review generic implementation guide for implementing all 7 standards of a Bariatric Friendly Hospital

Standard	Activity	Resources	Additional information
<p>4. Patients with bariatric care needs and staff have timely access to appropriate equipment to support their safety and patient comfort.</p>	<ul style="list-style-type: none"> • Bariatric equipment inventory • Purchase new equipment (if reqd) • Develop process for any shared equipment storage, sign out & return • All equipment should be labelled with weight capacity 	<ul style="list-style-type: none"> • Obesity Canada equipment weight capacity labels • Algorithm for the Assessment of Bariatric Care Needs • Provincial Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs • Provincial Clinical Practice Lead (topic expert) 	<ul style="list-style-type: none"> • Both South Health Campus (SHC) in Calgary Zone and MHRH have labelled equipment and developed a process for accessing bariatric equipment, and may be available for consultation
<p>5. Staff involved with lifts and transfers of patients are knowledgeable and competent to safely transfer all patients with a focus to decrease risk of injury.</p>	<p>Ensure all staff have completed AHS It's Your Move (IYM) safe patient handling basic education program.</p> <p>Encourage all frontline staff to take bariatric safe patient handling (BSPH) module.</p> <p>All IYM champions should take BSPH module.</p>	<ul style="list-style-type: none"> • AHS It's Your Move (IYM) safe patient handling basic education program • IYM bariatric safe client handling videos. : <ul style="list-style-type: none"> ➤ IYM Bariatric Considerations ➤ Lift Supported Ambulation Using a Walking Sling ➤ Lift Supported Repositioning and Log Rolling ➤ Bed to Wheelchair Transfer Using Total Lift ➤ Panniculus and Limb Lifting ➤ A Fall in Acute Care ➤ A Fall at Home • IYM AHS website 	<ul style="list-style-type: none"> • The bariatric specific learning modules are available for AHS employees on MLL (WHS - It's your Move, Toolbox Module: Bariatric Considerations – 10002) • AHS staff can also access IYM bariatric specific modules on the AHS internal It's Your Move website.
<p>6. Staff respectfully communicate patient's bariatric care needs to receiving department, area or facility.</p>	<p>Develop process that bariatric care needs are communicated between areas (well in advance of patient's transfer)</p>	<ul style="list-style-type: none"> • Online bariatric educational modules 1-3 (see above under standard 1 & 2) • Algorithm for the Assessment of Bariatric Care Needs • Collaborative Care Right Bed, First Time initiative. • Provincial Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs • iDraw communication tool • Provincial Clinical Practice Lead (topic expert) 	<p>IDRAW Communication Tool can be used to standardize the delivery of information shared between Health Care Providers.</p> <p>(Identify, Diagnosis, Recent Changes, Anticipated Changes, What to watch for)</p> <p>Bariatric care needs can be addressed under systems assessment or 'W' – what to watch for.</p>
<p>7. Frontline care providers have access to appropriate bariatric supplies to provide high quality healthcare.</p>	<p>Conduct supply inventory on individual units and care areas</p> <p>Create minimal supply list</p> <p>Add required supplies to supply cart</p>	<ul style="list-style-type: none"> • List of supplies available from DON SCN • Algorithm for the Assessment of Bariatric Care Needs • Provincial Guidelines for the Care of Hospitalized Patients with Bariatric Care Needs • Provincial Clinical Practice Lead (topic expert) 	