



# Pressure Ulcers to Zero Collaborative

## Phase 3

#hello my name is...



Orlaith Branagan  
PUTZ Coordinator

#hello my name is...



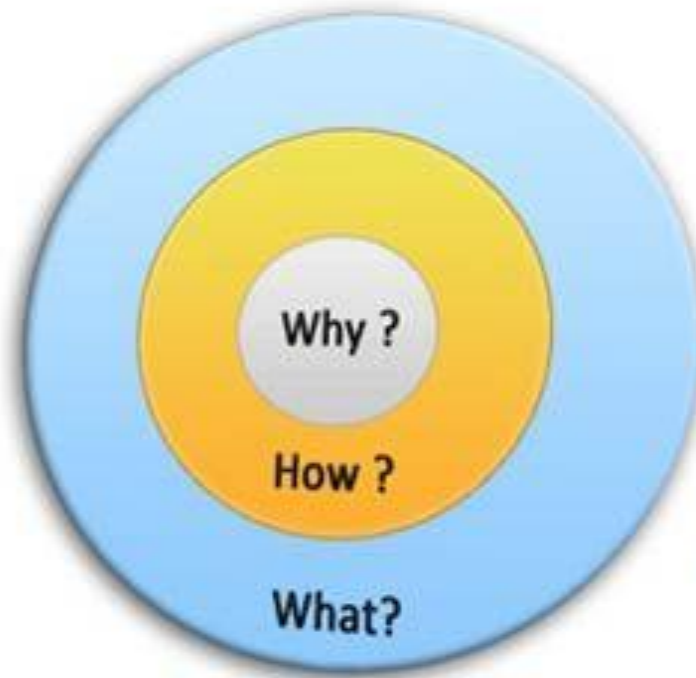
Catherine Hogan  
PUTZ Facilitator

#hello my name is...



Lorraine Murphy  
PUTZ Lead

# The Golden Circle (Simon Sinek)



**Why** = The Purpose

*What is your cause? What do you believe?*

**How** = The Process

*Specific actions taken to realize the Why.*

**What** = The Result

*What do you do? The result of Why. Proof.*

Simon Sinek Available at :

[https://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action](https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action)

# WHY? - purpose



## Patients

- Pressure ulcers are debilitating, life threatening and painful

## Staff

- Release valuable resources for other aspects of patient care
- Experience in applying practical and simple QI skills

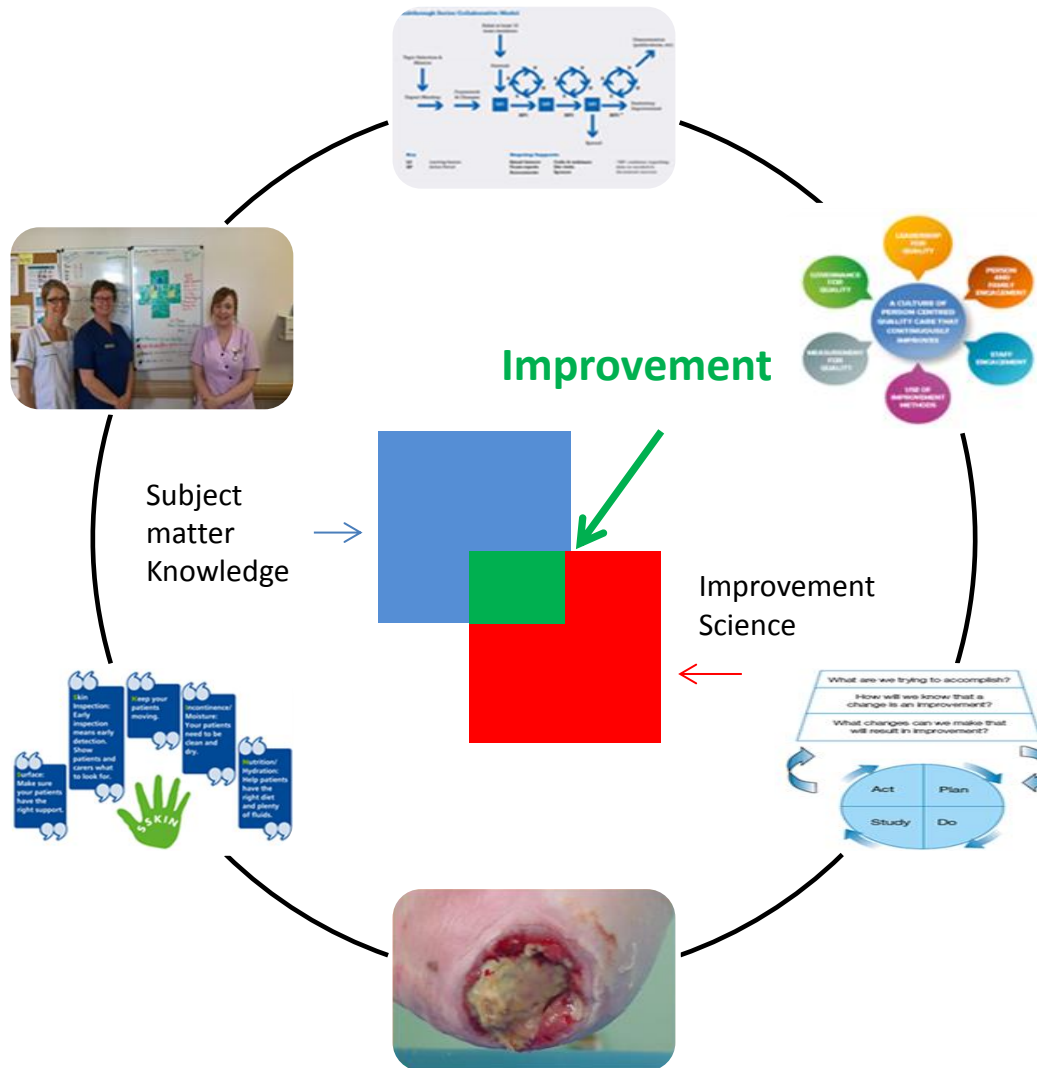
## Organisation

- Key marker of quality care
- €119,000 to treat one patient with a grade 4 pressure ulcer  
€250,000,000 to manage pressure ulcers across all care settings in Ireland for one year (Gethin et al, 2005)

# HOW ? –specific actions

## IMPROVEMENT

The combination of Subject Matter Knowledge and Improvement Science in creative ways to develop effective changes for improvement



# WHAT - objectives



- Reduce avoidable pressure ulcers in participating sites within a determined timeframe



- Increase capacity & capability nationally for undertaking quality improvement



- Increase learning communities nationally that will accelerate learning and share good practice



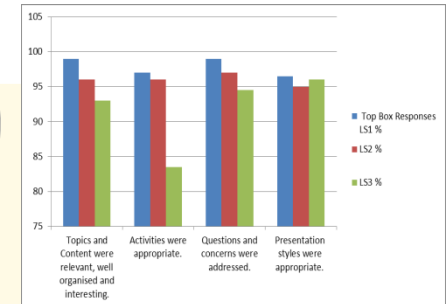
# PUTZ 3 Evaluation: Kirkpatrick & Kirkpatrick

## LEVEL 1 REACTION

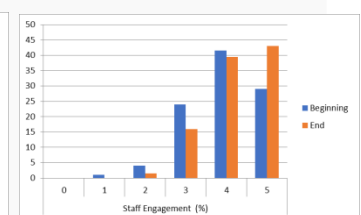
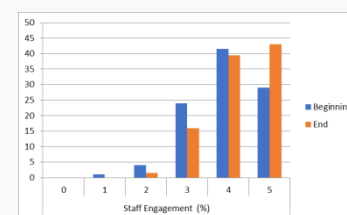
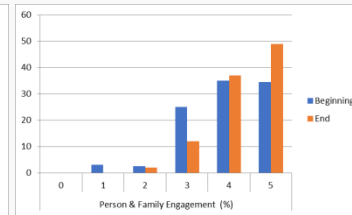
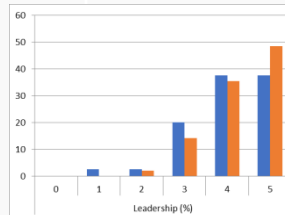
Applying  
knowledge  
practically

Getting it out  
there, getting  
staff on  
board.  
Getting the  
SSKIN bundle  
right

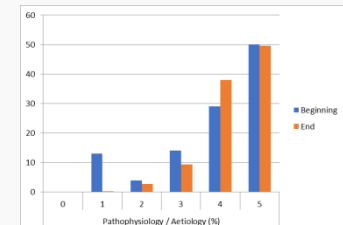
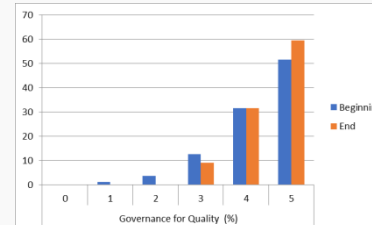
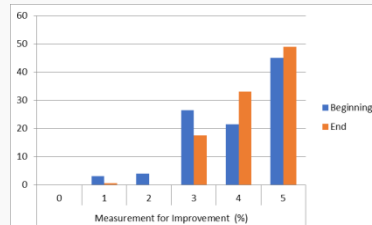
Networking  
& hearing  
other  
hospitals  
experiences  
was very  
inspiring



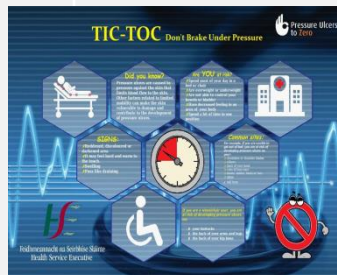
## LEVEL 2 LEARNING



1-7-Likert scale 1  
1 = no understanding



## LEVEL 3 BEHAVIOR



## LEVEL 4



# PUTZ Collaborative AIM



**“Reduce the number of hospital (facility) acquired pressure ulcers by 50% across participating teams within six month timeframes**

***(Phase three .....and to be sustained in twelve months by 28th February 2018)”***

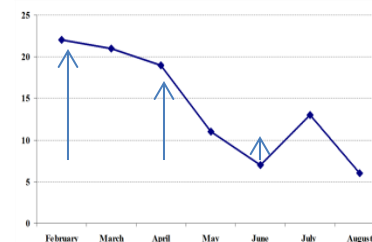
# LEVEL 4 - outcome

Phase 3 : Notional Number of pressure ulcers prevented equates with a 54 seater bus



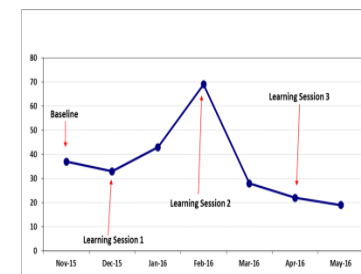
**Phase 1:** 6 months 2015  
Dublin North East  
(21 teams)

**73% Reduction**



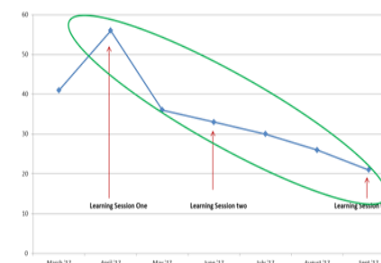
**Phase 2:** 6 months 2016:  
Ireland East HG,  
CHO 5,6,7,8  
(20 teams)

**49% Reduction**



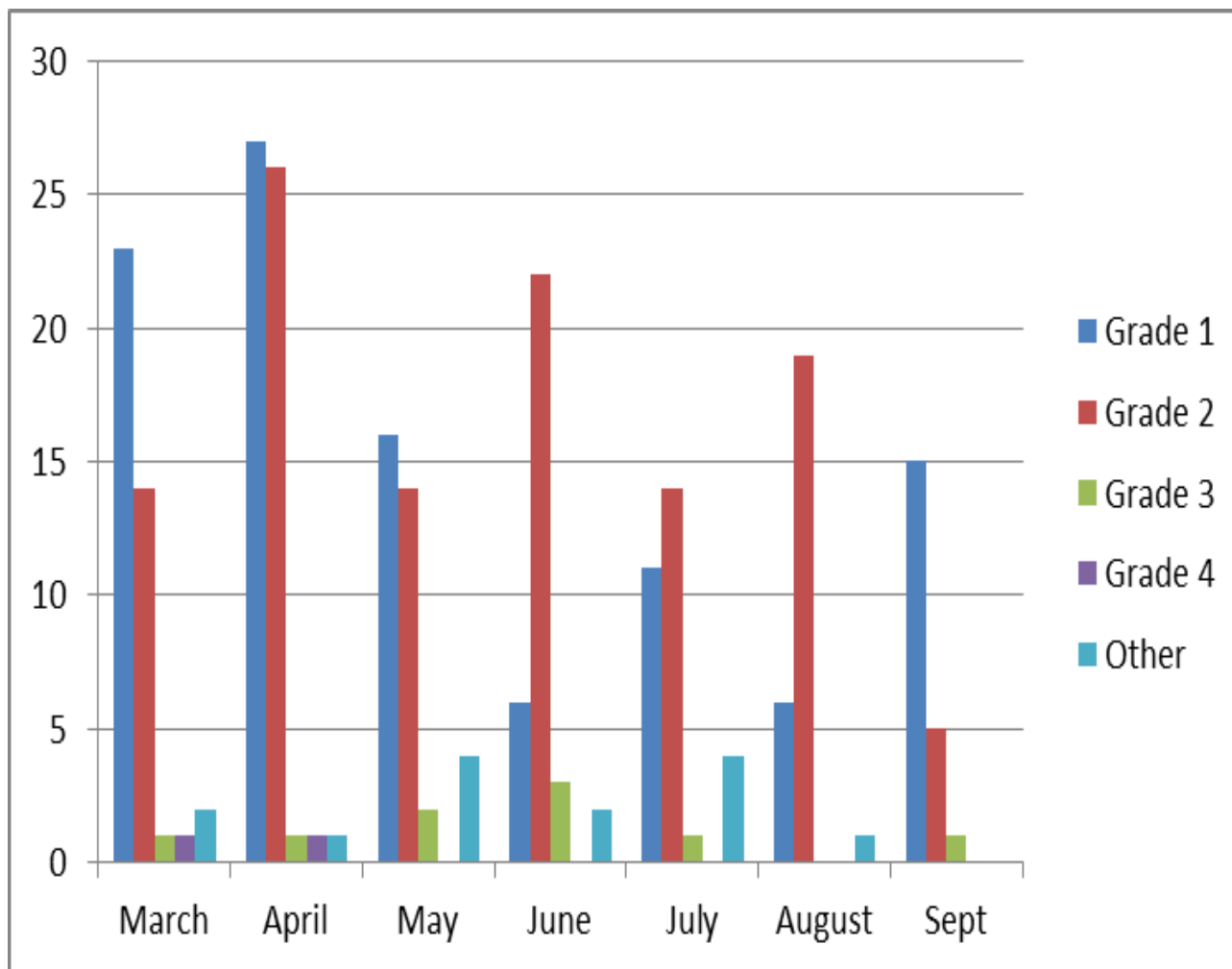
**Phase 3:** 6 months 2017:  
SSWHG & DMLHG  
(23 teams)

**49% Reduction**





# Newly acquired pressure ulcers per month per grade – Phase 3



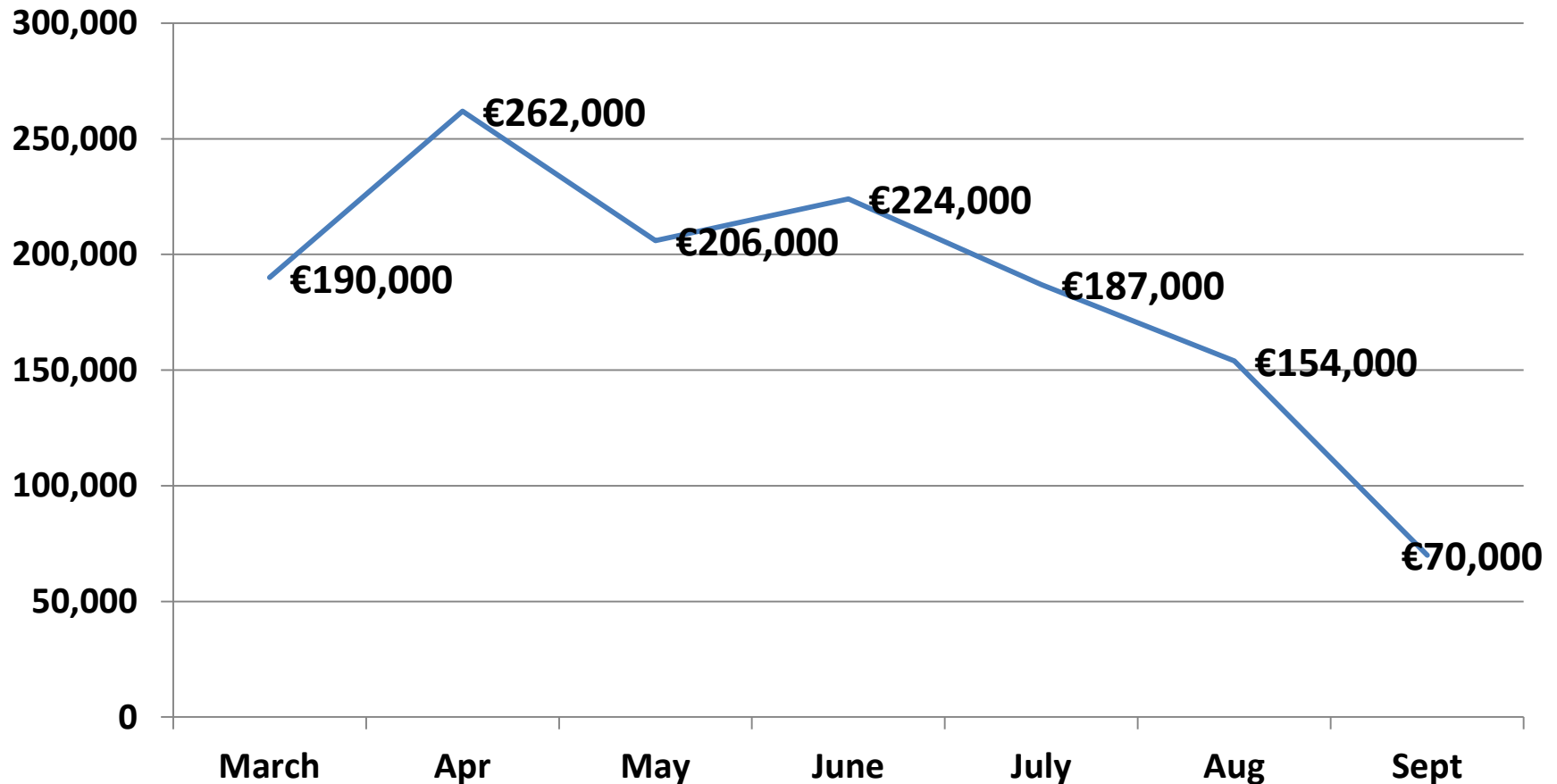
# Total Cost per Grade

## Phase 3



GRADE	% Total reported PU	COST
Grade 1	43%	€168,000
Grade 2	47%	€765,000
Grade 3	3.5%	€100,000
Grade 4 and others	6.5%	€260,000
Total cost in 7 months 23 wards		<b>€1,293,000</b>

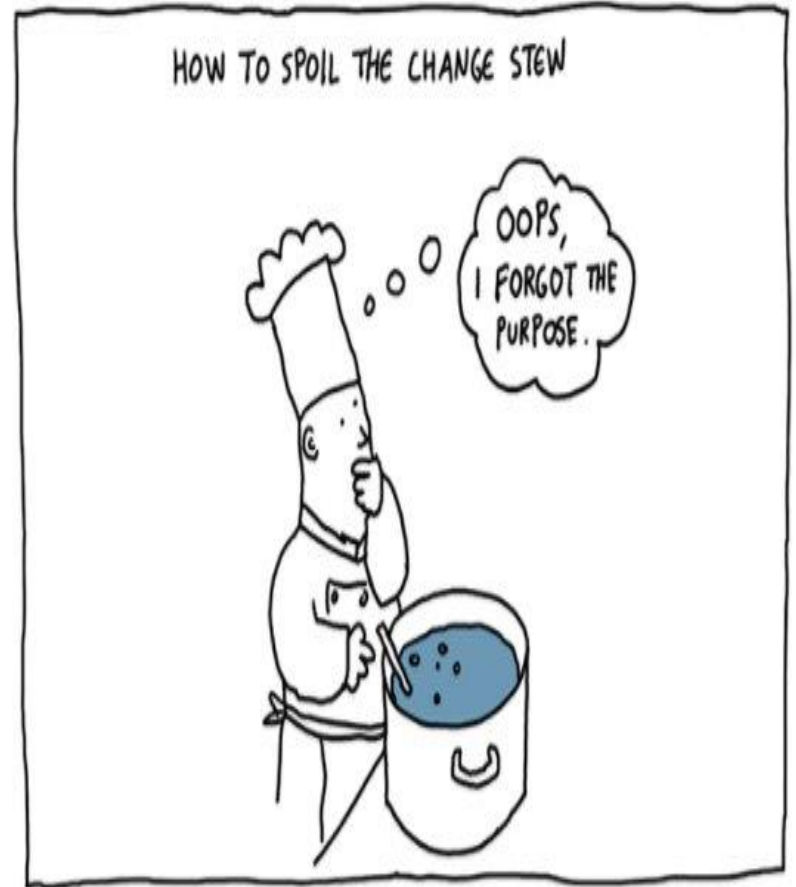
# Estimated Costs to treat all grades per month – Phase 3



# SO WHY – PUTZ3 purpose & passion







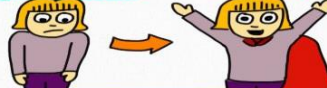








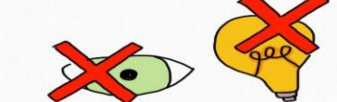

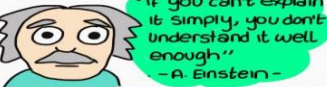
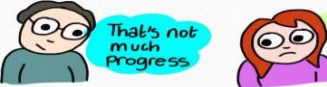


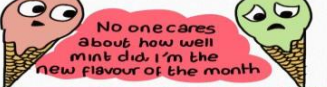

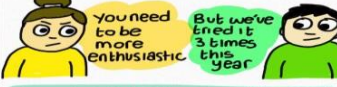


- We believe patients should not suffer pain
- As a society and as healthcare providers we have a moral responsibility to prevent pressure ulcers
- As healthcare workers we must protect each other through safe effective processes



# Why do some projects fail?

@sonia\_sparkles soniasparkles.com

 <p>This checklist is going to save us!</p> <p>The change is not an improvement</p>	 <p>Not enough time is spent understanding the problem</p>	 <p>You don't create a clear vision with an aim</p>	 <p>I don't care WHY this is your fault Sort it!</p> <p>you use data for judgement and criticism</p>
<p>Facts TELL Stories SELL</p>  <p>We connect, grow, learn + remember Stories and feelings</p> <p>you ignore the power of stories</p>	<p>It's just the way it is...</p>  <p>you accept negative cultural norms rather than challenge</p>	<p>please can't...</p>  <p>you seek permission + underestimate power</p>	<p>I'm a senior Manager</p>  <p>I'm passionate enthusiastic care + am experienced</p> <p>you seek "job titles" + neglect "innovators"</p>
 <p>you look at processes in isolation</p>	 <p>STAND BACK! only I can stop it</p> <p>you fire fight problems rather than upskill staff</p>	 <p>you are reactive rather than reflective</p>	 <p>I feel what you are feeling</p> <p>you have limited viewpoints and lack empathy</p>
 <p>millions of people saw the apple fall but only Newton asked WHY</p> <p><b>CURIOSITY</b></p> <p>you don't ask why</p>	 <p>you don't know the intrinsic + extrinsic motivators</p>	 <p><b>You need to</b></p> <p>you think: "what can others do" rather than "what can I do"</p>	 <p>you don't let others contribute ideas, expertise or views</p>
 <p>your leadership is "I think" rather than "what do you think"</p>	 <p>"if you can't explain it simply, you don't understand it well enough" - A Einstein -</p> <p>you use "it's complicated" rather than "I'll simplify"</p>	 <p>That's not much Progress</p> <p>you don't acknowledge even the smallest achievements</p>	 <p>I know best!</p> <p>you neglect improvement methodology and research</p>
 <p>Let's just put it into action we know what is needed</p> <p>you neglect engagement and collaboration</p>	 <p>No one cares about how well mint did. I'm the new flavour of the month.</p> <p>No evaluation framework that assesses outcomes</p>	 <p>you control rather than empower</p>	 <p>you need to be more enthusiastic But we've tried it 3 times this year</p> <p>you don't learn from the past</p>

# SUSTAIN & SPREAD

Culture of learning  
Report to DON & SMT  
Infrastructure to  
resource QI

Visible Safety cross  
Run charts  
Outcome & Process  
Measures



Model for Improvement & PDSA  
Reliable processes  
Sustain & Spread

Share vision

Build belief system

Set clear aims & objectives

Invite others into your ward

Delegate, celebrate, believe

Engage entire community

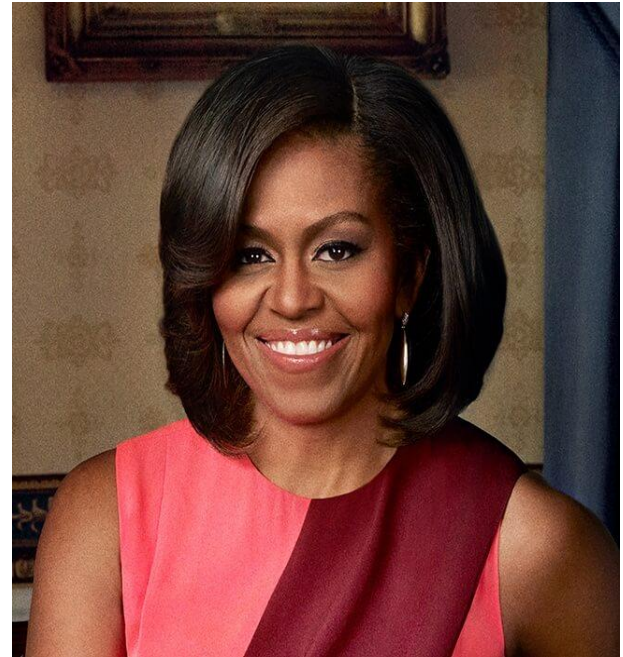


Patients as partners  
Purposeful conversations  
Informed decision making  
Participation, Education &  
Training

Buddy  
Listen & Share  
Transparent inclusive  
communication  
Reward champions  
Documentation  
Education & training



*“When you've worked hard, and done well, and walked through that doorway of opportunity...you do not slam it shut behind you...you reach back, and you give other folks the same chances that helped you succeed”*



-Michelle Obama



***Thank you***

Follow us on twitter  @PUTZHSE / @HSElive

E mail: [pressureulcerstozero@hse.ie](mailto:pressureulcerstozero@hse.ie)

Webpage: <http://hse.ie/eng/about/Who/QID/nationalsafetyprogrammes/pressureulcerszero/PUTZ-Events.html>