



Tips and Tricks for Auditing

The following is a list of lessons learned from front-line MOVE implementers.

Engage unit leaders

- Patient Care Manager, Educators, Advanced Practice Nurses, PT
- Acknowledge other achievements the unit is proud of and promote how the MOVE initiative would fit within their achievements (i.e. a unit started to use a transfer of accountability patient safety checklist and added mobilization levels to promote the initiative)

Actively listen to feedback and communicate with staff and leaders

- Often staff will have concerns about:
 - Staffing and shortages
 - Equipment shortages
 - Ceiling lift challenges (i.e.: short supply of lift pads)
 - Appropriate chairs for each patient bed

Support Embedding Mobilization into unit processes

- Attend bullet rounds
- Encourage the language of mobilization and mobilization plans on patient communication boards
- Discuss mobilization levels at shift report/transfer of accountability

Be Flexible

- Find ways to fit coaching, teaching, and support to staff into their busy schedules
- If a meeting is scheduled, expect delays and last-minute cancellations due to the unpredictable schedules of staff

Be part of the team

- Understand and empathize with challenges they have with launching the initiative
- Be aware of team dynamics and interprofessional relationships
- Learn staff names and schedules (meeting times, huddles, rounds, newsletters, interprofessional meetings)

Involve patients and families

- Utilize patient education tools to minimize the risk of “enforced dependence” – the belief that patients need to be “looked after” during their stay
- Encourage patients to participate in activities of daily living to the best of their ability on a daily basis
- Write mobilization/care plans on patient care boards in room if available

Encourage Sustainability

- Identify and engage mobilization leaders to support new staff and returning staff
- Encourage ongoing updates and discussions about mobilization and how the initiative is proceeding/sustaining at unit meetings/bullet rounds, etc.
- Engage the patient care manager, leaders

Documentation

- Support documentation in charts (e.g., Kardex)
- Audit charts on a regular basis to see that mobilization is being captured in documentation
- Market the concept: staff should be able to open the chart and know exactly what the patient did in terms of mobilization

Expect setbacks

- Once the initiative is complete, compliance may decrease
- Encourage mobilization leaders and Patient Care Managers to promote sustainability by embedding chart audits into unit routines to capture/discuss mobilization on a regular basis (Kardex, patient boards, etc.)