Evidence Based Practice for Nurses

Considerations in Translating Evidences into Practice

Translation of Evidence into Practice

Creating an EBP Culture

- Internal Expertise
  - Identified leaders for EBP
  - Collaboration with outside experts (e.g. experts in a local university)
  - Administrators supportive of EBP

One of the most crucial resources is support from mentors who are experts in the process

- Educating Frontline colleagues
  - Enhance staff awareness and understanding (may start as a Journal Club)
  - Identify staff to become leaders in EBP
  - Prepare for succession plan

Sucessful adoption of EBP requires a combination of organizational commitment and individual use of research to improve patient outcomes

Assessing Implementation Potentials

- Assessing "Transferability":
  - Assess whether the innovation is congruent with your own practice in terms of (1) organizational philosophy, (2) patient group/ characteristics, (3) financial / administrative framework
  - Little value to implement the innovation if the above points are incongruent, even if the innovation has been proven to be effective in other settings

Transferability Assessment

- Can the innovation 'fits' in your proposed setting?
- Are the populations in research & in your clinical setting similar in nature?
- Do you have sufficiently large population who will benefit?
- Will it take too long to implement and/ or evaluate the innovation?

Assessing Implementation Potentials

- Assessing "Feasibility":
  - Address various concerns about the organization ranging from the atmosphere of the institution, readiness of staff, availability of necessary resources and potential for conducting evaluation
  - May need to establish collaborative relationship with other stakeholders early in a multidisciplinary project

Feasibility Assessment

- Do you have freedom to conduct & terminate the innovation?
- Will the innovation interfere with current staff function?
- Do you have administrators' support?
- How is the organizational climate?
- Are there already some consensus among staff & among administrators?
- What resistance will you expect?
- Are the equipment & facilities available?
- How will the training be conducted?
- What measuring tools will be used for evaluation?

Barriers to Using Research in Clinical Practice

- Research-related barriers
  - Lack of a solid base of valid and trustworthy studies
  - Dearth of published replication studies
  - Lack of access to research published in language other than English

- Nursing-related barriers
  - Lack of collaboration between clinicians and researchers
  - Lack of positive attitude towards research
  - Lack of skills to conduct and appraise studies
  - Lack of recognition of 'value' of research as a foundation of practice
  - Lack of ways to apply in practice

- Organizational barriers
  - Resistant to change
  - Offer few incentives to use of research findings in practice
  - Reluctant to use resources necessary to change policies

Assessing Implementation Potentials

- Assessing Cost-Benefit ratio:
  - Costs and benefits of an innovation should be assessed for different groups ranging from patient population, frontline staff, other related disciplines and the organization as a whole

Cost/Benefit Ratio Assessment

- What are the risks imposed to patients/ staff?
- What are the benefits obtained for patients/ staff?
- What is the risk (cost) of maintaining current practice?
- What are the material costs (both short term and long term implication)?
- What are the non-material costs (e.g. negative impact on morale, turnover rate, absenteeism)?
- What are the non-material benefits (e.g. better staff recruitment and retention, improved morale)?

Formulate a Good Communication Plan

- Define potential users:
  - Who are the stakeholders?
- Formulate the communication process:
  - Who to approach first?
  - What strategy to use for initiation of the change?
  - How do you plan to guide the change?
  - How will the 'train-the-trainer' programme be conducted?
  - Any support or guidance (internal vs. external)?

- Sustaining the change:
  - Find out whether facilitation of the innovation is adequate and as planned
  - Assess staff's compliance with innovation:
    - Chart review
    - Observation
  - Monitor patient outcomes
  - Share success stories (e.g. workshop, poster)
  - Revise the process/ innovation as indicated

Pilot Testing

- "Trial runs":
  - To determine the feasibility of the proposed change
  - To anticipate possible obstacles
  - To avoid unexpected difficulties if possible
  - To evaluate for need of revision(s) of the innovation before full implementation

Evaluation of Outcomes

Identifying Outcomes

- Patient outcomes:
  - Clinical benefits of the innovation
  - Examples:
    - Mortality
    - Recovery
    - Length of hospital stay
    - Time to infection
    - Time to follow-up
    - Wound healing rate

- Healthcare providers outcomes:
  - Examples:
    - Satisfaction
    - Clinical skill
    - Confidence
    - Knowledge

- Organization/ system outcomes:
  - To measure system effectiveness
  - Examples:
    - Utilization of the innovation
    - Access to the innovation
    - Untoward events
    - Human resource
    - Healthcare costs

Data Analysis

- Design:
  - How will data be collected?
  - Questionnaires / data collection forms?
  - Validity of instruments?
  - Individual / focus group interview?

- Outcomes:
  - What data will be collected?
  - Quantitative versus qualitative

- Analysis: usually involves the use of statistical methods

- Feedback to stakeholders for improvement measures or in terms of premature termination of the innovation

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