

Placement profile

Names and roles **Adele Anderson**
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Rehabilitation and Frailty



Organisations North Cumbria Integrated Care NHS Foundation Trust

Placement overview

The placement I have been working on is a 4:1 coaching model based on CLiP, which I have been providing for 18 months now on the elderly rehabilitation wards at the Cumberland Infirmary in Carlisle. My team consists of myself as Clinical lead, a band 6 and two band 5 physiotherapists, I also have 1 FT B3 and 1 PT B3. The students work together to provide peer supported learning, developing leadership skills and decision making and enhanced problem solving in the acute setting. They work off a rota covering 2 ward areas and rotating round every 2 weeks so they work in the different pairs, this allows them 2 weeks of continuity of care but also challenges them to think on their feet and transfer their skills across the different areas. On two days of the week they come together to work as a group of four and the ward lead for the week leads the whole group. They set off and assess and treat new patients, problem solving as a group and learning from each other's experiences. Those earlier on in their degree can learn from the more experienced students and those with more experience have the opportunity to lead, support and in turn, coach their team. They have a group project to complete on a half day each week. This is a service development for the area that is passed onto each student group over the academic year. Currently my group are developing a Standard Operating Procedure linked to group exercise sessions on the wards. They have timetabled group supervision weekly which they lead on and determine the topic for discussion, case studies, patient reflections etc and also individual supervision with a member of qualified staff in the team. The outcomes have thus far been very beneficial, working to create a future workforce with relevant skills needed in today's NHS. We currently have an evaluation process looking at what coaching is and how it best serves the students, educators, service and patients. This is a joint initiative with the local HEI The University of Cumbria with the named research lead Sarah Smith

Supervision: 4:1, face to face, peer learning, whole team supervision.

Lessons learnt:

1. The importance of peer supported learning and psychological safety on placement in the clinical setting
2. Teaching is not just 1 dimensional and can be facilitated in many ways
3. Avoid over reliance on one educator – allowing the team to assume more responsibility and the students to experience many different approaches

Top tips for others:

- "Preparation is key"
- "Set clear expectations from the outset"
- "Regularly communicate with the University"