

Cross Training and Integration of Therapy Services for Therapy Assistants

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Background

- ▶ Physiotherapy Assistants and Occupational Therapy Assistants would work independently with their respective therapists.
- ▶ A patient would typically be seen twice a day for 30 to 45 minutes by two different TAs at varying time-points.
- ▶ Presence of duplications at times.

**Physio
-
Therapist**

**PT
Assistant**

**Occupati
onal
Therapist**

**OT
Assistant**

Case Study

- Madam Ah Mei
- 78 year old lady
- Fell in the toilet; sustained a hip fracture.
- Came into hospital for:
 - Rehabilitation
 - Goals: Independent in the community.



“As Is”

Occupational Therapy TA

- ADL training
- Standing activities
 - Dynamic tasks
 - Checkboard
 - Shoulder Arc
 - Static tasks
- Standing Tolerance

Physiotherapy TA

- Strengthening exercises
- Balance training
 - Static standing training
 - Dynamic standing training
- Functional mobility - Tolerance

Issues with “As Is”

- ▶ Un-used Time or “Lull” or “No Activity” by the TAs:
 - ▶ Finding case notes
 - ▶ Waiting for case notes
 - ▶ Waiting for patients
- ▶ Duplication of services



Background

- Need: To relook in redesigning therapy services provided by therapy assistants.
- Reason:
 - Shortage in manpower
 - Accelerating rate of the aging population



Aims of Project

- ▶ Training of therapy assistants to be proficient in providing both Physiotherapy and Occupational Therapy treatment.
- ▶ Increase productivity and maximize manpower utilization.



Methodology

Training

- 9 therapy assistants underwent *training for physiotherapy and therapy treatment training (2 months)*

End of two months

- Competency check was being conducted

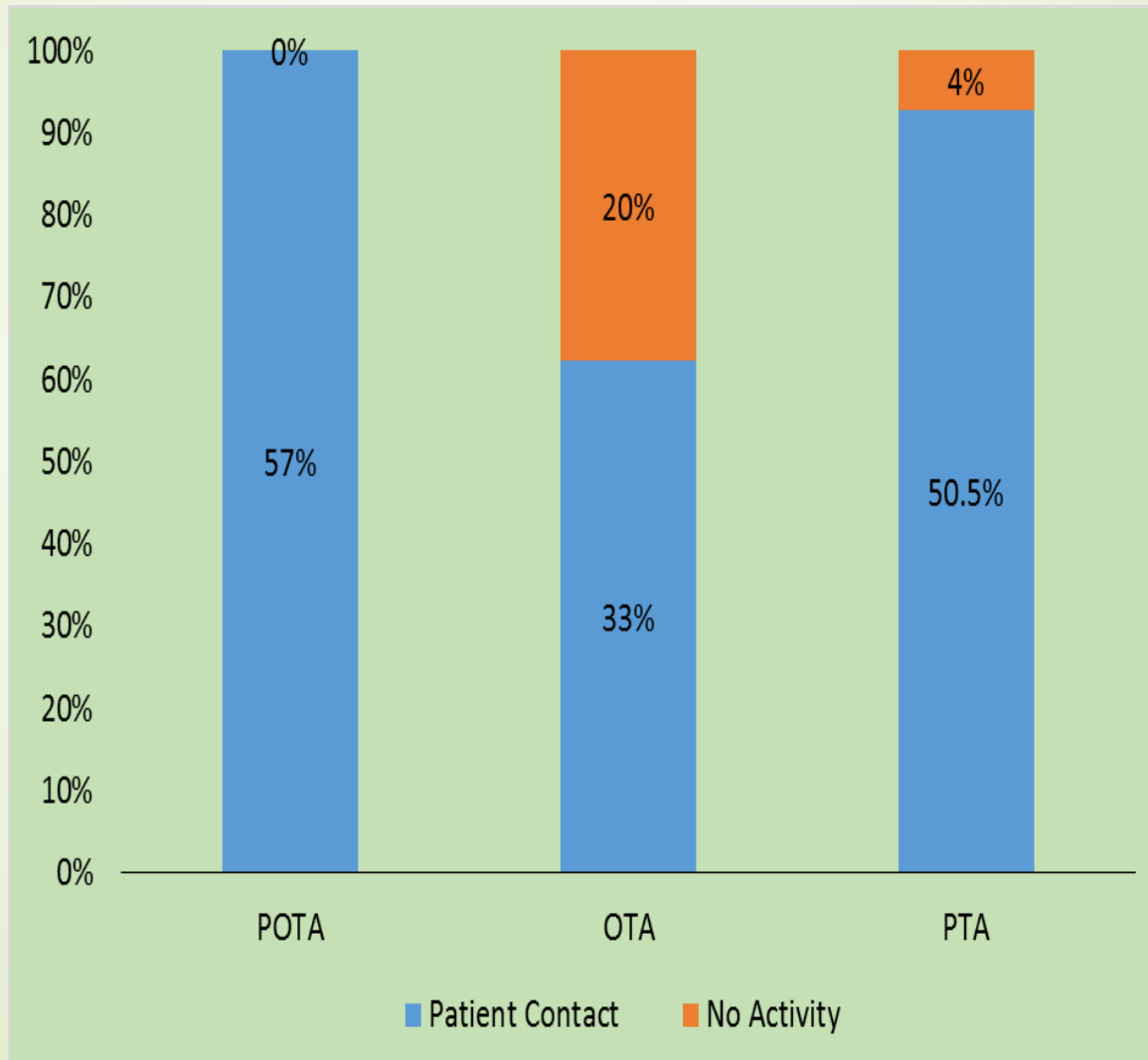
Implement

- South Wing 110 beds

Time motion Study

- Conducted by Clinical Operations
- Comparison of contact time with patients
- Period of “lull or no activity” by TAs

Results



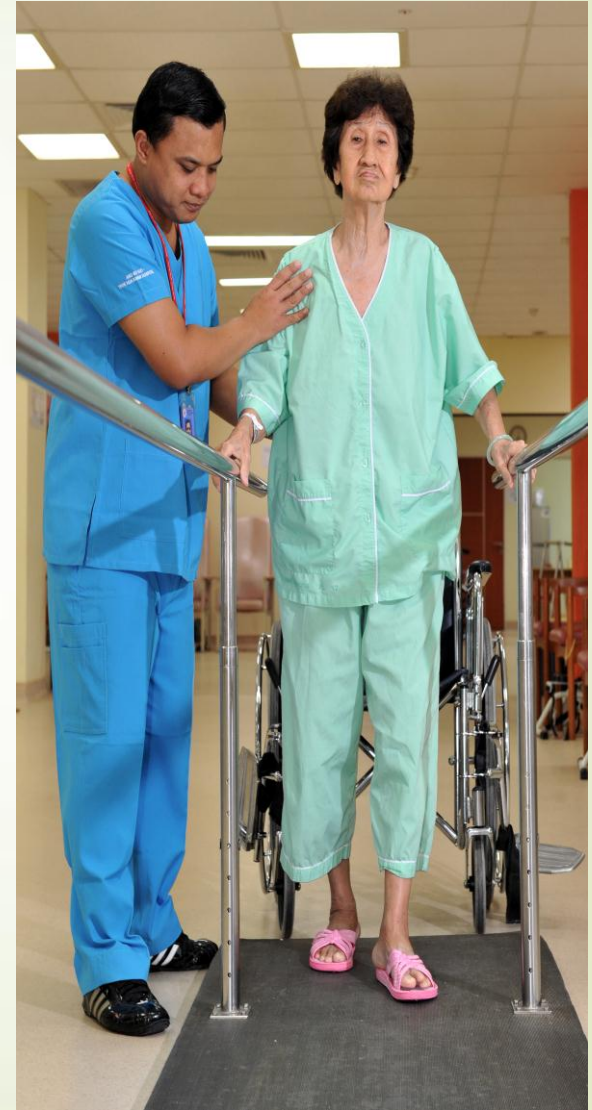
Discussion

- ▶ Results indicate that integrating PT TA and OT TA into PO-TA:
 - ▶ More productive
 - ▶ More time effective
- ▶ Beneficial for the therapy team to adopt this, in order to maximize manpower and improve productivity.
- ▶ Promising and shows valid potential to redesign and merge the job scope of OT TA and PT-TA into a PO-TA.



Project Impact

- There is less time wastage and unnecessary overlap in provision of therapy.
- This translate to patients having more treatment contact time with patients.



Sustainability

- This project has been successfully running for 7 months.
- With such promising preliminary results, this project can be implemented to the rest of the wings and/or wards in AMK-THKH (Ward 1 and Ward 3) in the near future.



Future challenges/ Things to consider in future..

- To be expanded and adopted by the entire hospital instead of just in South Wing gym.
- Perception of the Therapy Assistance in being cross trained of OT and PT.
- Time taken to train the therapy assistants
 - Rather time-consuming
- With the time taken away from the therapists
 - Therapists
 - Increase the quality of clinical outcome for patients



Conclusion

- Redesigning the provision of therapeutic treatment by therapy assistants has yield positive results.
- Periodic audits and on-going training should be continued for quality assurance.





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