



Developing Training for Staff and Patients

Barriers and Solutions Summary

Barriers	Solutions
Resistance to change – Staff	Training & education – Being realistic and supporting
Attitudes	Training – Listening to patients views
Time & Patient Transport	Prioritising – Taxi rather than ambulance
Facilities – Environment	Develop areas
Staffing Levels	On acute levels ↑ Staff
Continuity of care / Teaching due to absence – Acute unit setting (Funding)	Shared Care role facilitator
Staff perspective on Shared Care	Educate – course, information from patient experience
Time – Pressure to treat	Adapt education to patient/staff needs
Culture of unit	Information
Deskilling Nurses	Empowerment – think it’s their idea
Management cost	No cost – Staff already teaching
Doctors – HHD	Educate doctors, not HHD push
Space	Separate area for those who are competent and gives flexibility for patient
Staff ‘decision making’ for patient	Educate – ask patient preference
Lack of staff engagement	Staff training
Fear – Needling, pushed to home HD	Flexibility, personal approach & consistency
Lack of information	Patient education / Leaflets
Language	Interpreters, Pictures, Practical demos
Unwilling	Encouragement, Peer support, keep offering
Equipment availability	Same machine available
Cognitive (Learning disability/dementia)	Sensitivity & support / involve family
Lack of motivation	Educate
Staff turnover	Smaller classes – more frequently
Trust – Relationship	Openness