# Implementation of Immediate Staff Debrief Tool after Seclusion and/or Restraint Use

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## Background

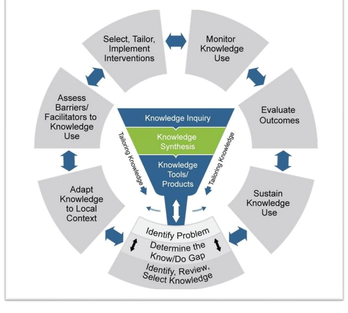
- **Seclusion and restraint use** can result in adverse consequences[1, 3, 11]
  - Negative emotions
  - Hallucinations
  - Revival of traumatizing events
  - Post-traumatic stress disorder (PTSD)
  - Deep vein thrombosis (DVT)
  - Increased length of stay
- **Setting:** A 16-bed adult inpatient psychiatric unit at a tertiary-care academic hospital in an urban setting
- **Problem:** 381% increase in three months in total seclusion and restraint rate and lack of education, documentation, and monitoring of staff debriefing practice

## Aim of the Project

- **To improve** staff debriefing practice
- **To decrease** the total seclusion and restraint rate
- **Process Goal:**
  - The immediate staff debrief tool will be completed with nurse educator's initials for all debriefing-required seclusion and restraint uses (100%)
- **Outcome Goal:**
  - Reduce the total seclusion and restraint rate by 10% during the 15-week implementation period compared to the 15-week pre-implementation period

## Methods

**The Knowledge to Action Framework**[6]




**Intervention:**

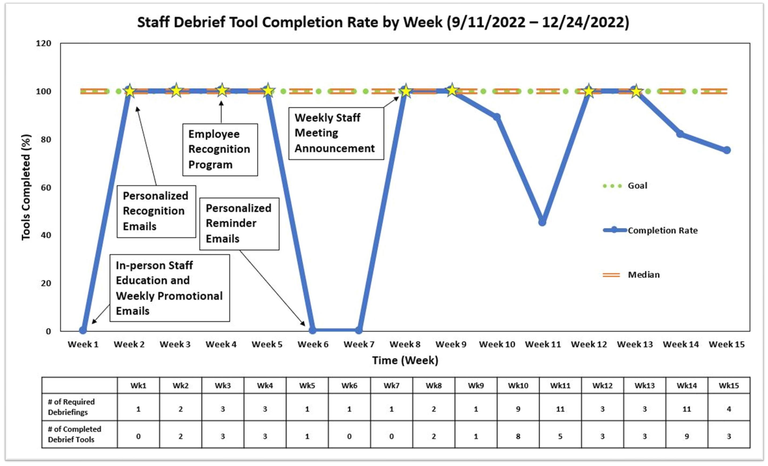
- In-person staff education for all RNs
- Staff debriefing after seclusion and/or restraint use
- Completion of Clinical Debrief Tool during the debrief
- Weekly check by a nurse educator

## Clinical Debrief Tool

- "What did we do well?"
- "What could we do better?"
- "What did we learn?"
- "Did we work well together as a team?"

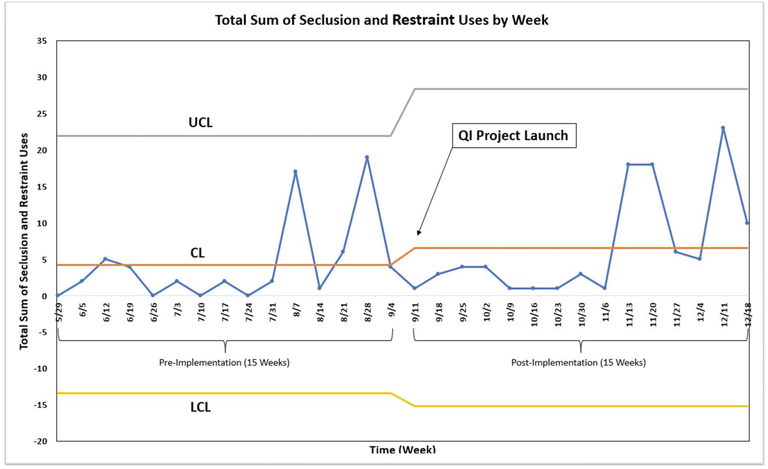
## Outcomes Measures

- JHH Clinical Event Debrief Tool Completion Rate




| | Wk1 | Wk2 | Wk3 | Wk4 | Wk5 | Wk6 | Wk7 | Wk8 | Wk9 | Wk10 | Wk11 | Wk12 | Wk13 | Wk14 | Wk15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| # of Required Debriefings | 1 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 9 | 11 | 3 | 3 | 11 | 4 |
| # of Completed Debrief Tools | 0 | 2 | 3 | 3 | 1 | 0 | 0 | 2 | 1 | 8 | 5 | 3 | 3 | 9 | 3 |

- Total Sum of Seclusion and Restraint Uses




- Total Seclusion and Restraint Rate

| May – Aug 2023 | Sep – Dec 2023 | Compare |
|---|---|---|
| 1.43 | 2.02 | 41.26% |

## Discussion

- **Debriefing** is an effective practice to identify safe practice, share emotions, collect new information, promote peer support, and engage in reflective practice[2, 4, 7, 8, 10]
- **Findings and Impact:**
  - All RNs received in-person staff education
  - The completion rate met the goal of 100%
  - A special-cause pattern was noted in the first 9 weeks of the implementation
  - The findings on the total seclusion and restraint rate contrast with the literature as the post-implementation rates increased[3, 5, 9, 12]
- **Limitations:**
  - Only monthly total seclusion and restraint rate data was available to compare
  - Findings of this QI project are not generalizable because the participants were a convenience sample of clinical staff from an adult inpatient psychiatric unit at a tertiary-care academic hospital in an urban setting

## Conclusion

- Clinical staff's knowledge on immediate staff debriefing improved after education training
- The completion rate suggests that the implementation of immediate staff debrief tool was feasible within the setting
- Findings highlighted the confounding variables that affected the immediate staff debrief tool's ability to reduce total seclusion and restraint rate
- **Sustainability:**
  - Development of educational and promotional materials
  - Annual trainings and new RN orientation
  - Continued monitoring by nursing leadership
  - Incorporation into the EHR system

## References and Acknowledgement

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