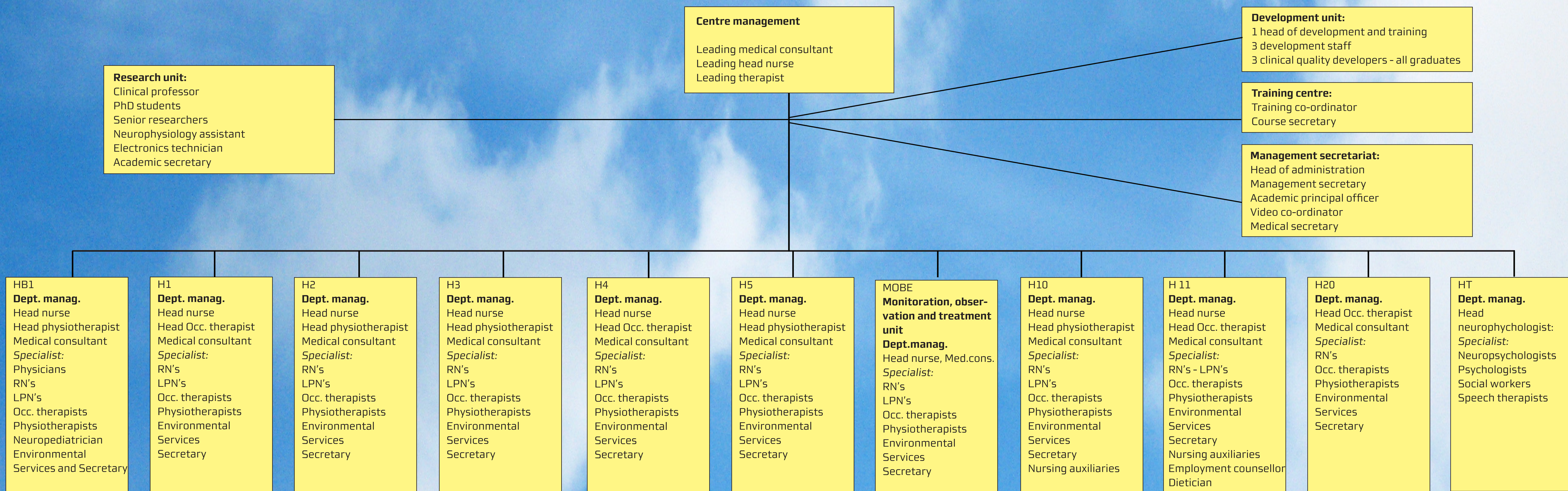


Organisation of Research and Development at Hammel Neurocentre Regional Hospital

Organisation Model for Hammel Neurocentre



All departments have bachelor/diploma educated clinical development specialists for nurses, physiotherapists and occupational therapists. All departments also have clinical advisers. RN's: Registered Nurses, LPN's: Licensed Practical Nurses.

Hammel Neurocentre Regional Hospital

Hammel Neurorehabilitation and Research Centre in Denmark is a highly specialized Neurorehabilitation Hospital with

- Research Unit in cooperation with Aarhus University Hospital)
- Development Unit and
- Training Unit

- Budget foundation: DKK 160 million annually
- Each year, RHN receives 700 patients from all over western Denmark
- 100 beds divided into 10 departments
- Has at disposal:
 - Research and development unit
 - Training centre
- RHN has 515 staff members

Vision for research and developmeny

- *The vision is to strengthen the scientific basis for neurological rehabilitation in Denmark*

National research policy for neurological rehabilitation

- Contribute to national and international knowledge accumulation
- Create a scientific basis for neurological rehabilitation
- Create a basis for qualified traning

Implementation

- Implementation means the realisation of theory and plans at the clinic, and may be visualised as a bridge between knowledge and practice. If this traffic functions properly, the clinic can be adapted on an ongoing basis to match the best available evidence

Demands on the organisation

- Prioritisation, management and management anchoring
- Planning - definition of objectives, goals, methods and evaluation
- Selection of implementation strategies
- Competent execution
- Determination of the time and resources required

Processes of change

- Processes of change place demands on:
 - Management and management anchoring
 - Professionalisme
 - Methodical approach
 - Systematic organisation

In relation to the management of the process

Handling the process in the clinic

- Detailed and ongoing information
- Develop new skills
- Provide knowledge and insight into "the new"
- Listen to the organisation's members
- Involve the organisation's members
- Celebrate successes along the way
- Consolidation and anchoring

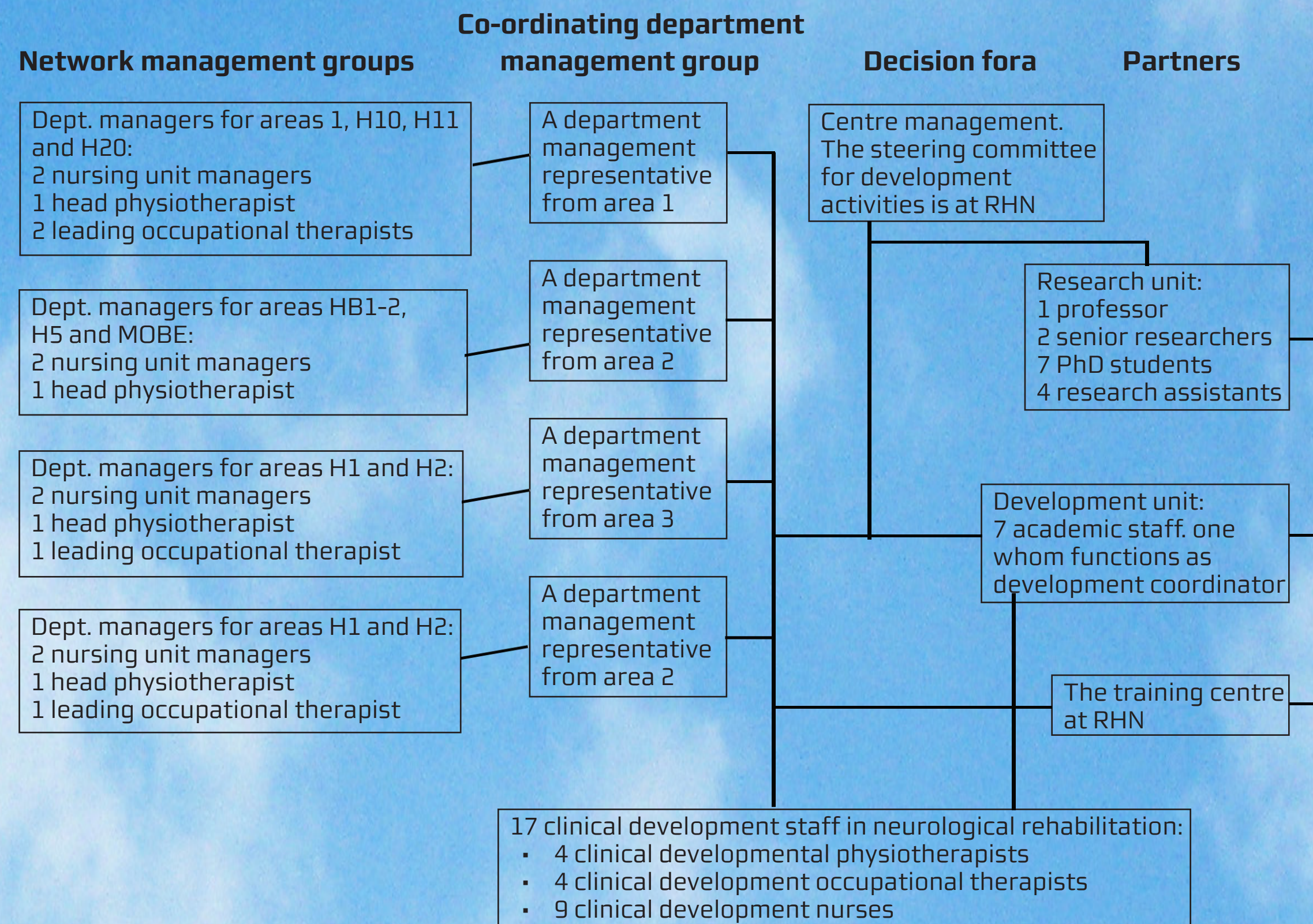
Practical examples of interplay between research and the clinic at RHN

- **Home training project**
- clinically - controlled randomised study

- **Description and development, dept. H20**
- practice research project

- **Effect of gait training using a weight-bearing gait training robot**
- PhD project

Co-operation and co-ordination in research and development



Home training project

- **The project is a multi-centra study, in cooperation with municipalities in the regions North, Mid- and South Jutland.**
- **Project in which training at RHN is supplemented by training in the patient's own home, and compared with training exclusively undertaken at RHN**
- **The basic staff members participate in the following parts of the project:**
 - **Specialised neurological rehabilitation undertaken by an interdisciplinary team from RHN, with parts of the rehabilitation taking place in the patient's own home**
- **Quantitative data collection**
- **Qualitative aspects illuminated via focus group interviews with the basic staff members involved**

Description and development, dept. H20

- **A professional development project for dept. H20, which is an outwardly-directed neurological rehabilitation service provided during hospitalisation**
- **The project was planned as a practice research project**
- **Practice research projects have the following Characteristics:**
 - **The research encompasses cyclical processes to integrate action, research and change**
 - **Account is taken of the context in which change or deoplement is desired**
 - **Changes take place as an integrated part of the research process**
- **All of the staff in dept. H20 have been involved in the research project - i.e. nurses, occupational therapists and physiotherapists, social worker, speech therapist, psychologist and department head**
- **The project was supported by a senior researcher from the research unit, who took part in the process and was responsible for the methodological part as project manager**
- **The basic staff members described and analysed their own practice, and on the basis of a theoretical foundation, decided to implement changes**

