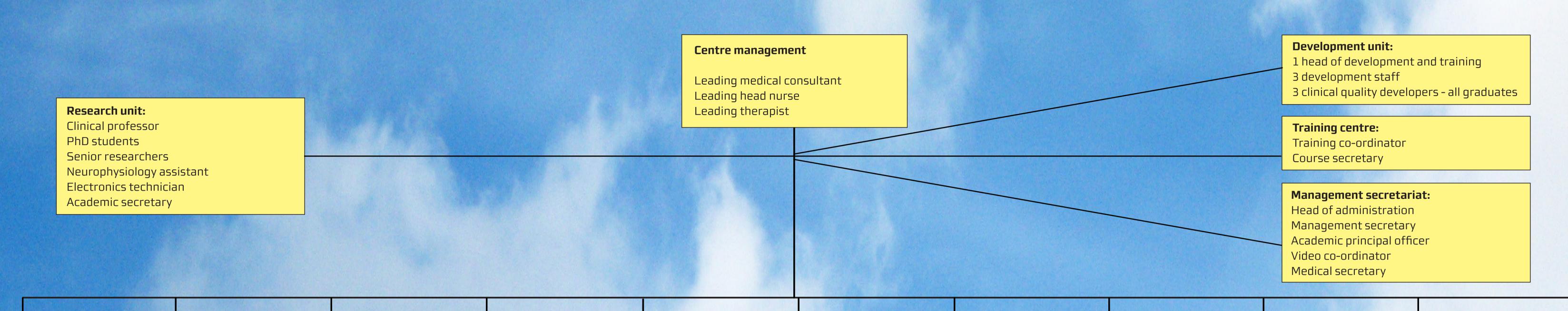


Organisation of Research and Development at Hammel Neurocentre Regional Hospital

Organisation Model for Hammel Neurocentre



HB1	H1	H2	H3	H4	H5	MOBE	H10	H 11	H20	HT
Dept. manag.	Dept. manag.	Dept. manag.	Dept. manag.	Dept. manag.	Dept. manag.	Monitoration, obser-	Dept. manag.	Dept. manag.	Dept. manag.	Dept. manag.
Head nurse	Head nurse	Head nurse	Head nurse	Head nurse	Head nurse	vation and treatment	Head nurse	Head nurse	Head Occ. therapist	Head
Head physiotherapist	Head Occ. therapist	Head physiotherapist	Head physiotherapist	Head Occ. therapist	Head physiotherapist	unit	Head physiotherapist	Head Occ. therapist	Medical consultant	neurophychologist:
Medical consultant	Medical consultant	Medical consultant	Medical consultant	Medical consultant	Medical consultant	Dept.manag.	Medical consultant	Medical consultant	Specialist:	Specialist:
Specialist:	Specialist:	Specialist:	Specialist:	Specialist:	Specialist:	Head nurse, Med.cons.	Specialist:	Specialist:	RN's	Neuropsychologists
Physicians 6	RN's	RN's	RN's	RN's	RN's	Specialist:	RN's	RN's - LPN's	Occ. therapists	Psychologists
RN's	LPN's	LPN's	LPN's	LPN's	LPN's	RN's	LPN's	Occ. therapists	Physiotherapists	Social workers
LPN's	Occ. therapists	Occ. therapists	Occ. therapists	Occ. therapists	Occ. therapists	LPN's	Occ. therapists	Physiotherapists a second seco	Environmental	Speech therapists
Occ. therapists	Physiotherapists	Physiotherapists	Physiotherapists	Physiotherapists	Physiotherapists	Occ. therapists	Physiotherapists	Environmental	Services	
Physiotherapists	Environmental	Environmental	Environmental	Environmental	Environmental	Physiotherapists	Environmental	Services	Secretary	
Neuropediatrician	Services	Services	Services	Services	Services	Environmental	Services	Secretary		
Environmental	Secretary	Secretary	Secretary	Secretary	Secretary	Services	Secretary	Nursing auxiliaries		
Services and Secretary						Secretary	Nursing auxiliaries	Employment counsellor		
						,		Dietician		

All departments have bachelor/diploma educated clinical development specialists for nurses, physiotherapists. 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

Vision for research and developmeny

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

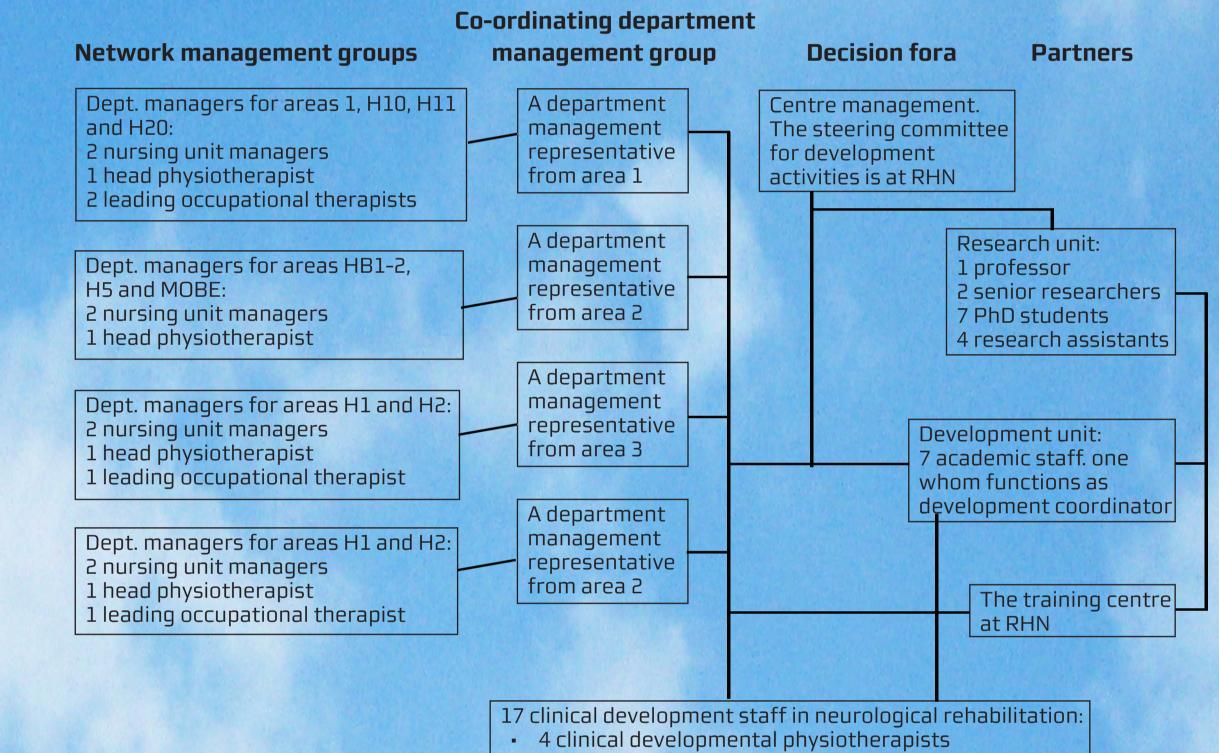
National research policy for neurological rehabilitation

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

Co-operation and co-ordination in research and development

midt

Central Denmark Region



- western Denmark
- 100 beds divided into 10 departments
- Has at disposal:
 - Research and development unit
 - Training centre
- RHN has 515 staff members

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

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

- 4 clinical development occupational therapists
- 9 clinical development nurses

Description and development, dept. H20

- A professional development project for dept. H20, which is an outwardlydirected 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 deelopment 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,

 Qualitative aspects illuminated via focus group interviews with the basic staff members involved



- 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

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

Effect of gait training using a weight-bearing gait training robot

- PhD project in which apoplexy patients were trained using a gait training robot
- The staff were involved in the training and the data colloction generally, as data was collected 24 hours a day

Lis Kleinstrup, Chief Therapist, Occupationel Therapist MPM Hammel Neurorehabilitation and Research Center

> The 5th World Congress for NeuroRehabilitation September 27, 2008 Brasillia, Brazil