



Physician Champion/Medical Director geriatric education for the ED staff

This example answers the question: “How is the education delivered and how are best practices incorporated into the geriatric ED workflow?”

The Medical Director provides more than 6 hours of geriatric specific education for physicians and residents annually, through scheduled weekly conferences and monthly EM department meetings. Geriatric focused education is provided to ED nurses and staff through annual mandatory online learning modules and hands-on skills days, and via a monthly lunch-and-learn series. Daily huddles are used to reinforce best practices for our geriatric patients. 95% of ED nurses and physicians receive geriatric specific education. Best practices are incorporated into the GED workflow in multiple ways, with an emphasis on patient and family centered care. Screening of our senior patients is initiated during triage for issues such as frailty, abuse, delirium and falls risk and these may trigger a referral to the Geriatric NP for additional screening, or to ancillary personnel such as the pharmacist or geriatric social worker. Physicians follow EM guidelines in the management of elderly patients, with awareness of the impact of comorbidity, cognitive impairment and functional status. An interdisciplinary team ensures a safe transition of care with appropriate discharge planning and follow-up.

Nursing Education

This example answers the questions “Do you educate your nursing personnel about the domains of geriatric EM using GENE, NICHE, or a similar course?? AND “How is the education delivered and how are best practices incorporated into the geriatric ED workflow?”

While 100% of staff in the 56 hour+ transitional care nurse role receive additional education in the 8 domains of geriatric EM, the entire nursing staff also receives geriatric-specific education on topics that include geriatric trauma, frailty, delirium, polypharmacy, transitions of care, elder abuse, atypical disease presentations and end of life care. The curriculum utilizes an interdisciplinary approach with input from EM physicians, pharmacists, trauma surgeons, social workers and physical therapists. Education is delivered via interactive modules and didactic lectures, case conferences, lunch and learn discussions, annual skills sessions and an emphasis on hands-on live simulations. The monthly ED newsletter and geriatric education board post geriatric pearls, journal articles are displayed in our staff breakroom, daily huddles share ongoing clinical concerns for our older patients and monthly NICHE curriculum lectures are provided by the NICHE committee. Geriatric education underpins the rationale for why specific screening exams are incorporated into the work flow, the need for age-specific treatment options and the importance of referrals to our interdisciplinary team.