

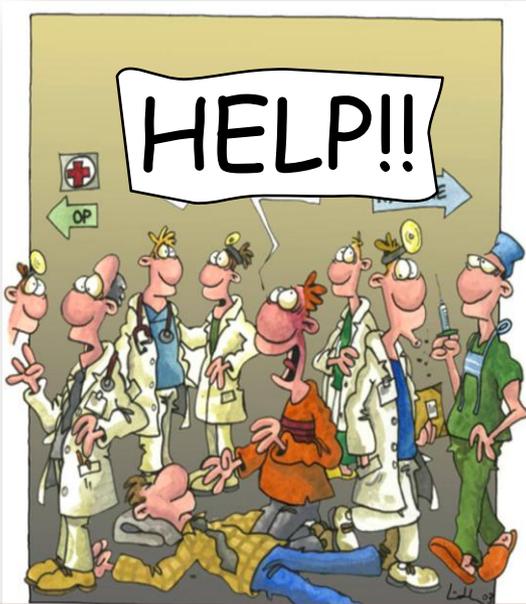


X CONGRESSO NAZIONALE SIMEU
**Il volto della Medicina di Emergenza-Urgenza:
identità professionale e servizio pubblico**

La collaborazione interdisciplinare in DEA tra Medici d'Urgenza e Rianimatori

Elvio De Blasio
Benevento

La patologia critica



Rapidamente evolutiva

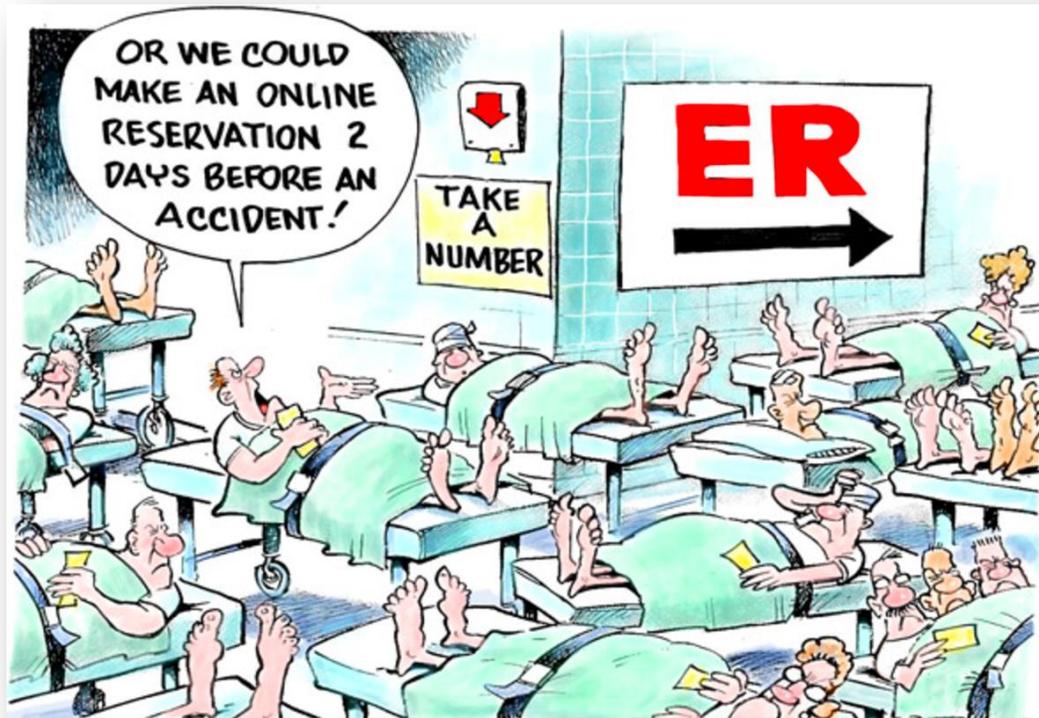


Decision making veloce



Skill elevati

In un contesto difficile



Review article: Staff perception of the emergency department working environment: Integrative review of the literature

Emergency Medicine Australasia (2016) 28, 7–26

Key findings

- ED staff are conscious of many stressors that impact on their working environment.
- The impact of working environment stressors is ameliorated by experience and autonomy.
- The perceptions of working environment stressors by ED staff appear to differ from other clinical staff.

Leadership and management

Emotional drain

Communication

Workload/work time pressures

Cultural variation

Il paradigma del trauma

Le caratteristiche

- **multisistemico**
- **potenzialmente evolutivo**
- **evento multiplo**



Il paradigma del trauma

obiettivi della Golden Hour

- **↓ intervallo libero**
- **↓ morti evitabili**
- **↓ lesioni misconosciute**



Da chi ti faresti curare ?



Da quello bravo

L'approccio

One Man Band

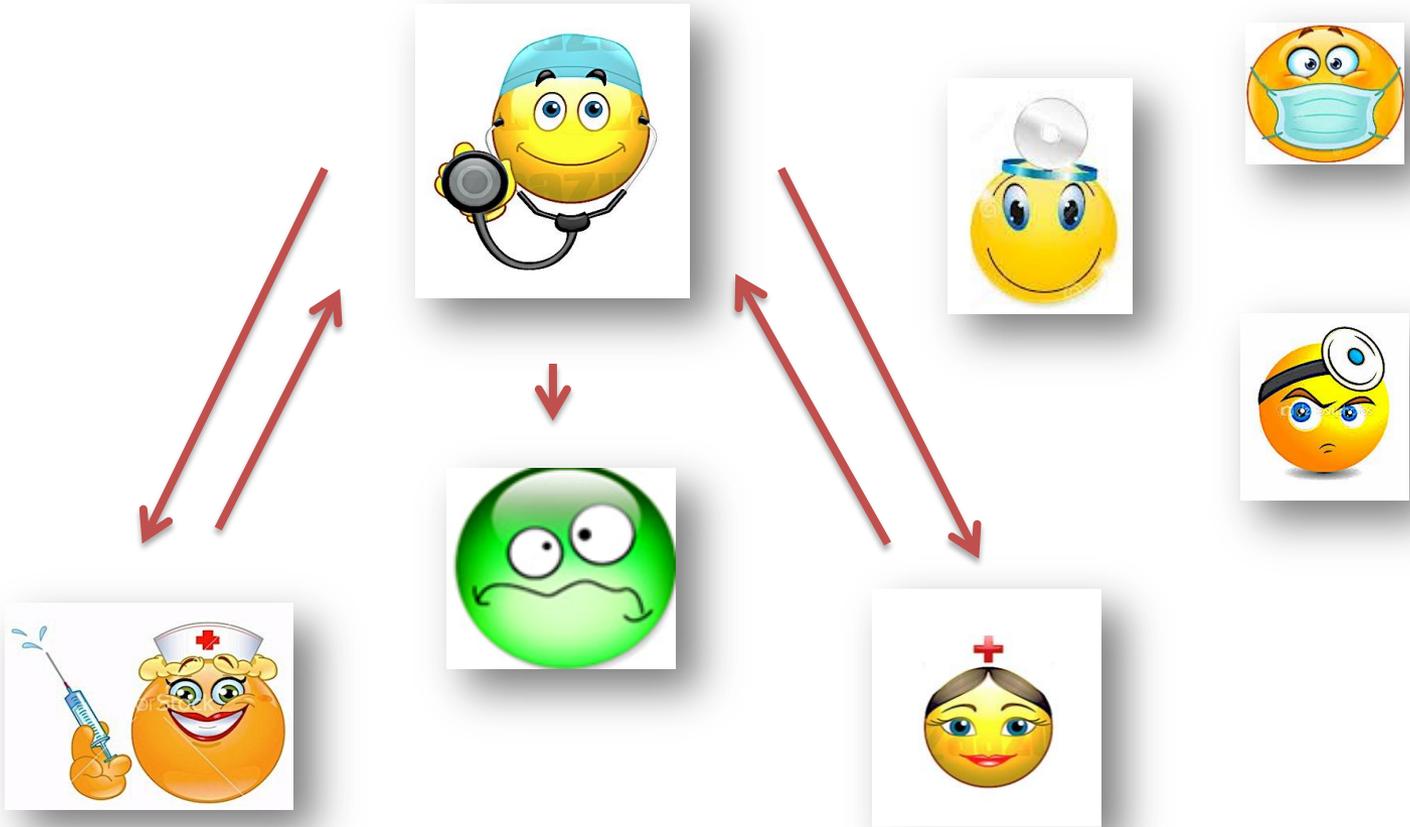
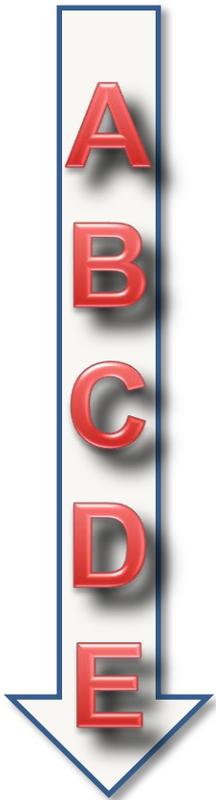


Team Approach



One Man Band

Gestione verticale



One Man Band

Problemi

- difficoltà a mantenere gli skills
- impossibilità a gestire criticità multiple
- perdita della visione di insieme



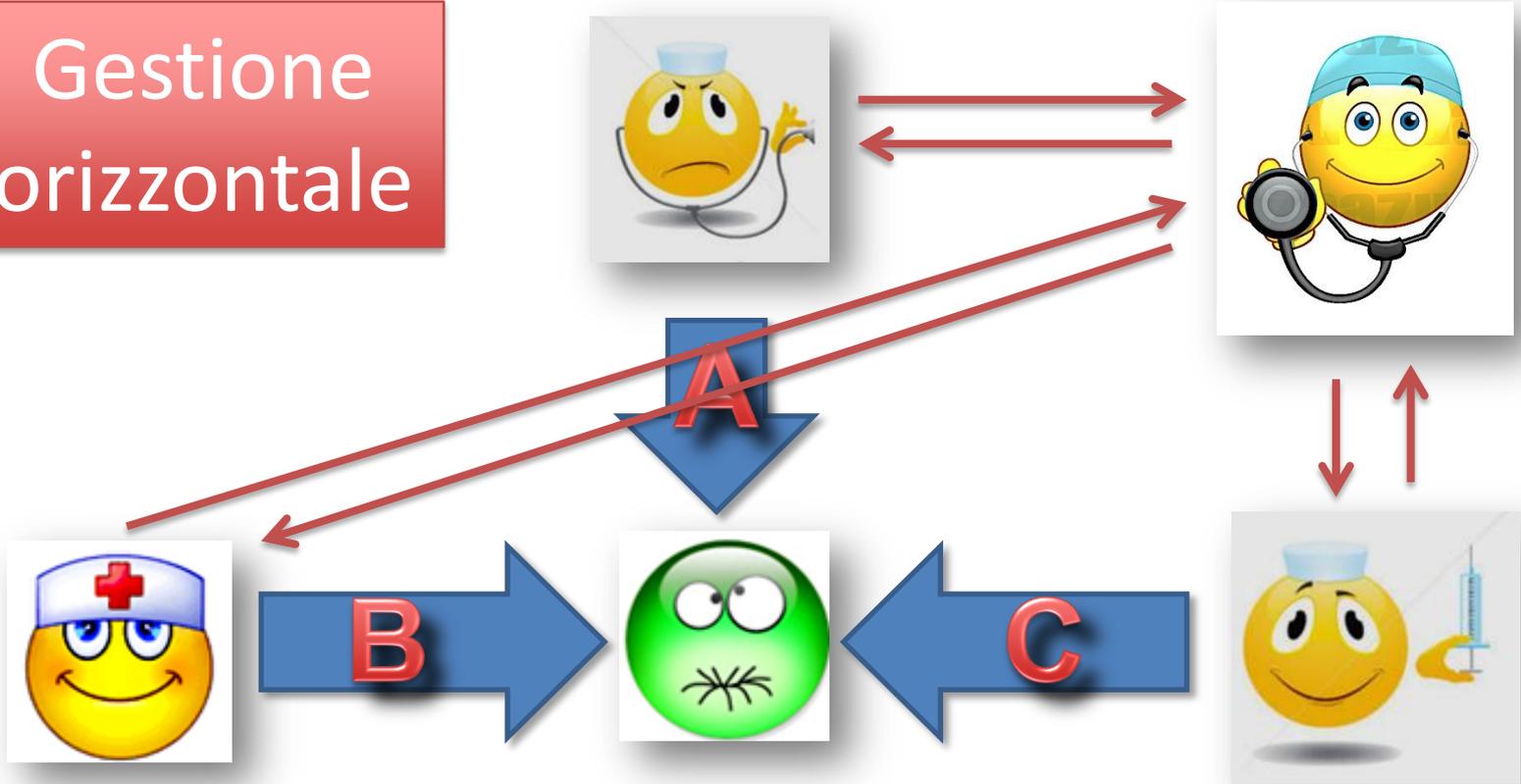
Rischi

- sottostima dei problemi
- ritardi diagnostici e terapeutici
- scelte diagnostico-terapeutiche non idonee



Team Approach

Gestione
orizzontale



Team Approach

vantaggi

- massima competenza
- immediatamente disponibile
- riduzione tempi ed errori

svantaggi

- Elevato impegno di risorse
- Rischio di overtriage



The Team Approach

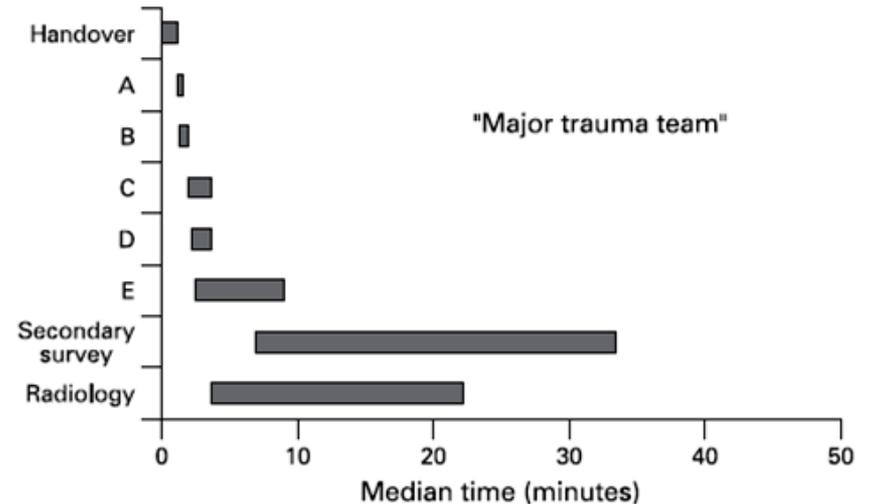
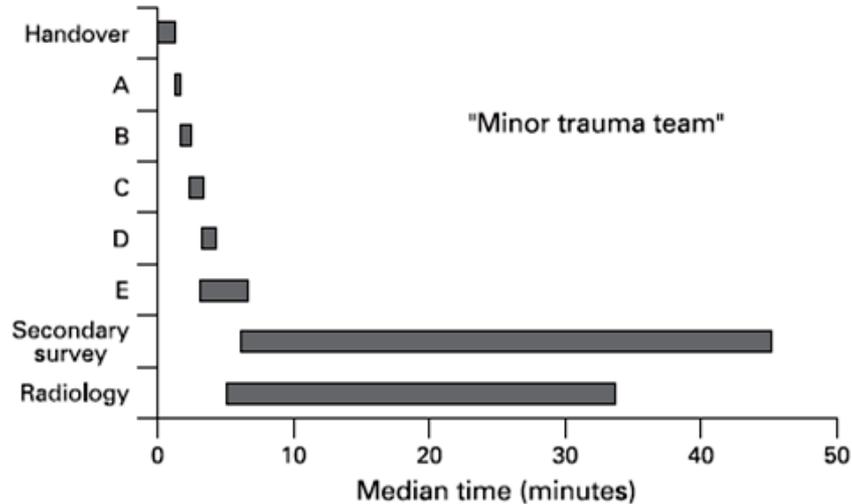


Protocol compliance and time management in blunt trauma resuscitation

W R Spanjersberg, E A Bergs, N Mushkudiani, M Klimek and I B Schipper

Emerg. Med. J. 2009;26:23-27
doi:10.1136/emj.2008.058073

	compliance (%)	time (m')
Minor Trauma Team (ISS 7)	42	45.9
Major Trauma Team (ISS 22)	53	34.8



The Team Approach

Team approach and system re-organization

	pre	post	p
N° traumi maggiori	2240	2513	
Tempi in DEA	238'	126'	< 0.01
Tempi alla C.O.	84'	52'	< 0.01
Tempi a ICU	196'	118'	< 0.01

↓ **OR decessi 31% tutti i traumi (p = 0.04)**

↓ **OR decessi 43% traumi cranici (p = 0.03)**

The Team Approach

IL TRAUMA TEAM

non è una somma di operatori ma

Il sistema dovrebbe essere *un'entità superiore* alla somma delle sue parti

Mehr Cartoons unter:
www.rippenspreizer.com



The Team Approach

Ma non è facile

We think that the majority of the ***preventable errors*** are because of the ***complexity of the structure of trauma team*** with multiple specialties with ***different levels of expertise***.

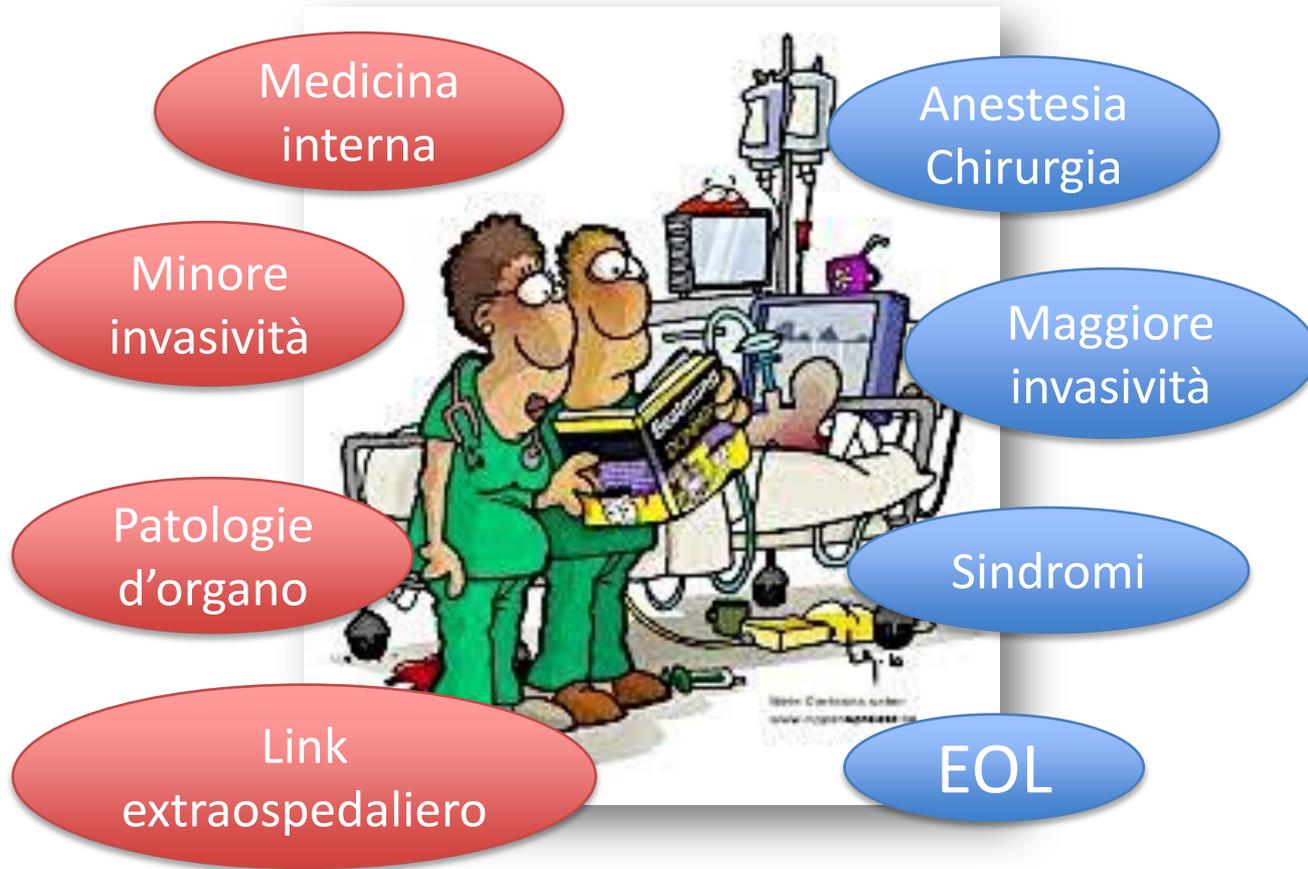
The Team Approach

Il medico d'urgenza

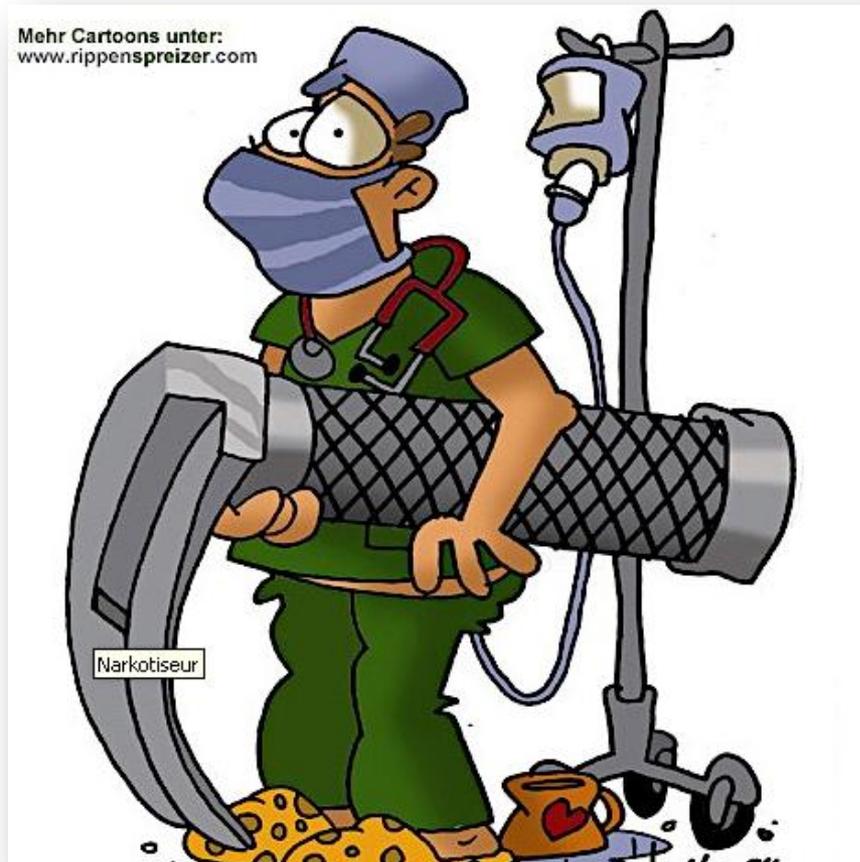


l'anestesista rianimatore

Background diversi



Background diversi

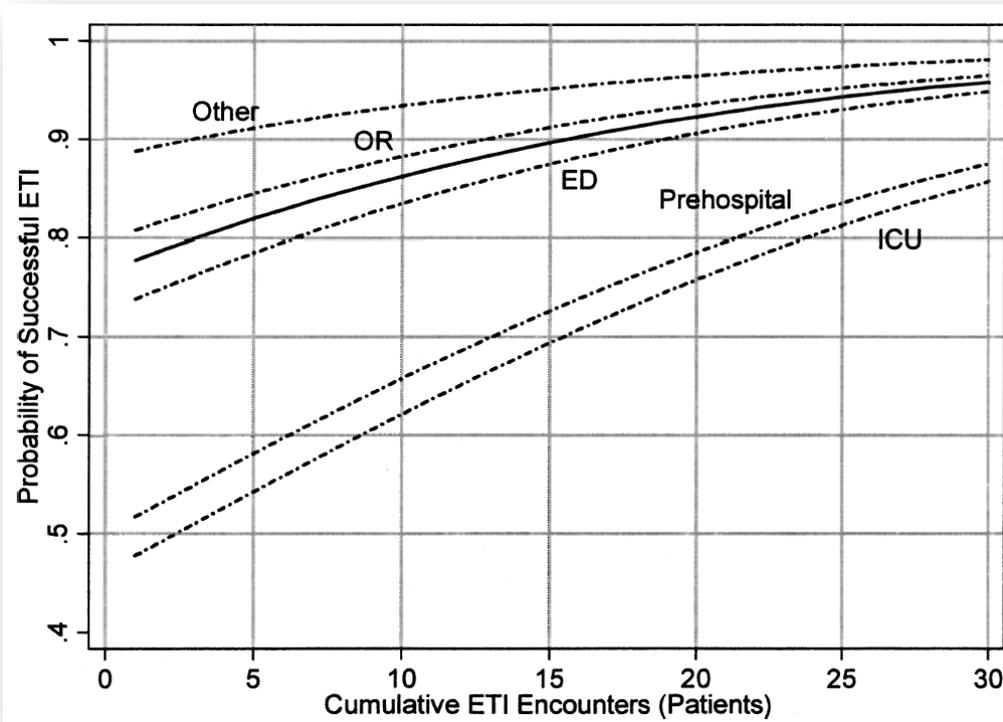


Insegundo i technical skill

Background diversi

Defining the Learning Curve for Paramedic Student Endotracheal Intubation

PREHOSPITAL EMERGENCY CARE 2005;9:156-162



Background diversi



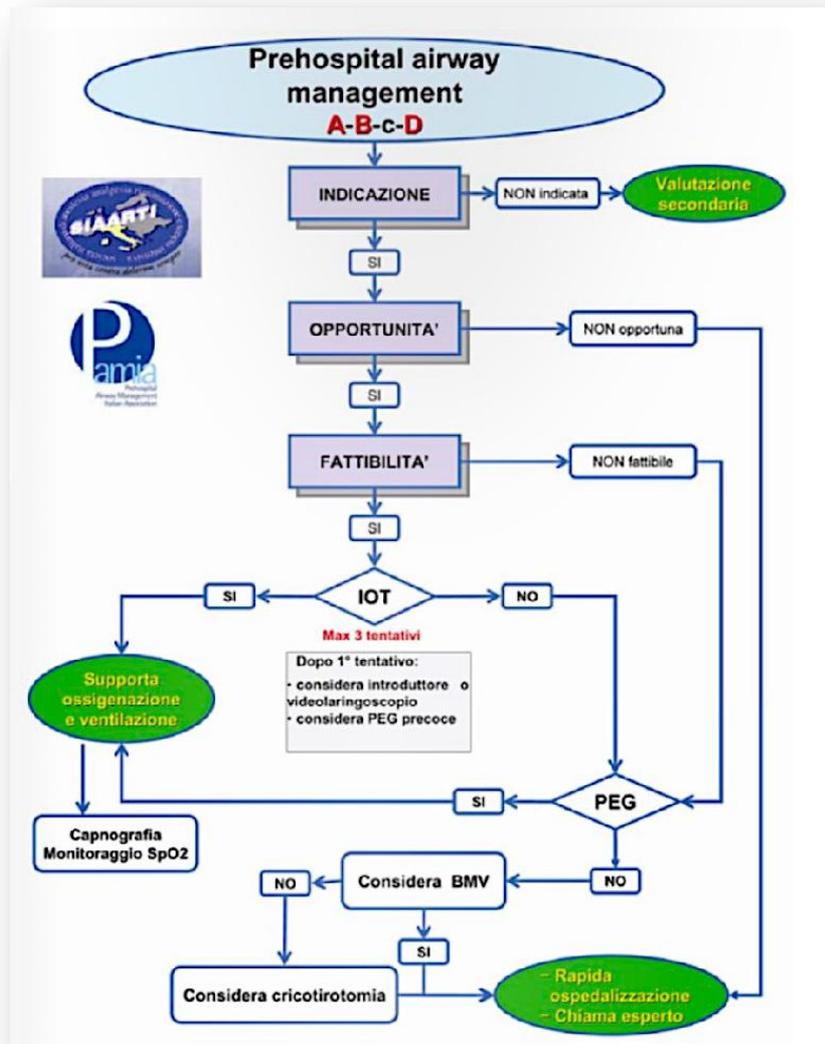
intubator

Pazienti diversi



Il contesto

Scelte diverse



II background

Core curriculum in emergency medicine integrated in the specialty of anaesthesiology¹

European Journal of Anaesthesiology 2007; 24: 987-990

Core Curricular Elements for Fellowship Training in International Emergency Medicine

ACADEMIC EMERGENCY MEDICINE 2010; 17:748-757

Emergency Medicine is an inter-disciplinary specialty, one which is interdependent with all other clinical disciplines. It thus complements and does not seek to compete with other medical specialties.



UEMS MULTIDISCIPLINARY JOINT
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EMERGENCY MEDICINE



La diversità come risorsa



Condividere e sincronizzare

Teamwork skills, shared mental models, and performance in simulated trauma teams: an independent group design

Westli et al. *Scandinavian Journal of Trauma, Resuscitation and Emergency Medicine* 2010, **18**:47

Background

Members of trauma teams are expected to share a common goal, and to synchronise individual skills in interdependent collaboration in order to provide safe and efficient patient care [1]. Although team members are sufficiently trained individually, teamwork skills have traditionally been less emphasised in medical training

Attenzione al lavoro di team

Teamwork skills, shared mental models, and performance in simulated trauma teams: an independent group design

Westli et al. *Scandinavian Journal of Trauma, Resuscitation and Emergency Medicine* 2010, **18**:47

Table 1 Teamwork skills from the ANTS system

Teamwork skills	Definitions	Examples of markers of good behaviour	Examples of markers of poor behaviour
Coordination	Managing synchronous and/or simultaneous activities to align the pace and sequencing of others' contributions with goal accomplishment	Confirms roles and responsibilities of team members	Does not involve team in task
Information exchange	Giving and receiving the knowledge and data necessary for team coordination and task completion	Gives situation updates/reports key events	Fails to express concerns in a clear and precise manner
Use of authority	Observable behaviour of leading the team and/or the task (as required) or accepting a non-leading role when appropriate	Gives clear orders to team members	Does not allow others to put forward their case
Assessing capabilities	Providing physical, cognitive and emotional help to team members and seeking help from others when necessary	Notices that a team member does not perform task to expected standard	Does not pay attention to the performance of other members of the team
Supporting behaviours	Providing physical, cognitive and emotional help to team mates, and seeking help from others when necessary	Anticipates when colleagues will need equipment or information	Asks for information at difficult/high workload time for someone else

Attenzione al lavoro di team

Teamwork skills, shared mental models, and performance in simulated trauma teams: an independent group design

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Table 4 Means, standard deviations and significant values for teamwork skills and SMM-indicators in higher and lower-performing teams (N = 27)

	Medical Management Skills				Performance Score			
	Higher team performance (N = 18)		Lower team performance (N = 9)		Higher team performance (N = 14)		Lower team performance (N = 13)	
	x	SD	x	SD	x	SD	x	SD
<i>ANTS-Teamwork skills</i>								
Coordination	1.14	0.38	0.92	0.50	1.05	0.48	1.10	0.38
Poor coordination	0.01	0.02	0.04	0.08	0.01	0.02	0.03	0.07
Information exchange	2.78	0.93	2.11	0.87*	2.66	1.03	2.44	0.88
Use of authority	1.64	0.51	1.41	0.59	1.80	0.60	1.77	0.59
Poor use of authority	0.07	0.11	0.06	0.08	0.05	0.08	0.08	0.12
Assessing capabilities	1.80	0.55	1.50	0.56	0.04	0.08	0.25	0.52
Supporting behaviour	0.60	0.35	0.72	0.49	0.50	0.38	0.79	0.37*
Poor supporting behaviour	0.05	0.08	0.02	0.03	0.05	0.09	0.03	0.03
<i>SMM - Indicators</i>								
Provide information	2.83	0.93	1.68	0.96**	2.54	0.92	2.34	1.25
Communicating situational awareness	1.51	0.47	1.23	0.57	1.50	0.52	1.37	0.50
Poor communicating SA	0.50	0.33	0.46	0.46	0.35	0.28	0.63	0.40*
Provide support	2.30	0.66	2.16	0.93	1.95	0.67	2.11	0.64
Team initiative	1.88	0.55	1.62	0.83	0.35	0.20	0.37	0.26

* $p < .05$; ** $p < .01$

Il punto di vista del paziente

Patients' views of teamwork in the emergency department offer insights about team performance

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Health Expectations, **19**, pp.702–715

Theme 1: Patient-centred views highlight gaps in coordination and communication

Theme 2: Team processes do concern patients

Theme 3: Patients are critical observers of the way team members present their team roles

Theme 4: Patients' observations of team members relate to patients' views of team effectiveness

ma...chi è il leader ?

Presto ! 2 litri di ringer lattato!!!

Presto !!
Chiamate il
chirurgo

Presto !!!
Prepariamo per
un drenaggio

Va bene la luce
dottò ?

Presto !!!!
I dati anagrafici

Presto !!
Portate il sangue

Presto !!!
trasferiamolo



ma...chi è il leader ?



ma...chi è il leader ?

**il Leader dovrebbe gestire l'intero percorso
diagnostico del paziente**

instabile

stabile

integrando le informazioni e condividendo le decisioni

Sulla scorta di PCA precostituiti

Si può imparare....

Error Reduction and Performance Improvement in the Emergency Department through Formal Teamwork Training: Evaluation Results of the MedTeams Project

HSR: Health Services Research 37:6 (December 2002)

Module 1. Maintain Team Structure and Climate

Module 2. Apply Problem-Solving Strategies

Module 3. Communicate with the Team

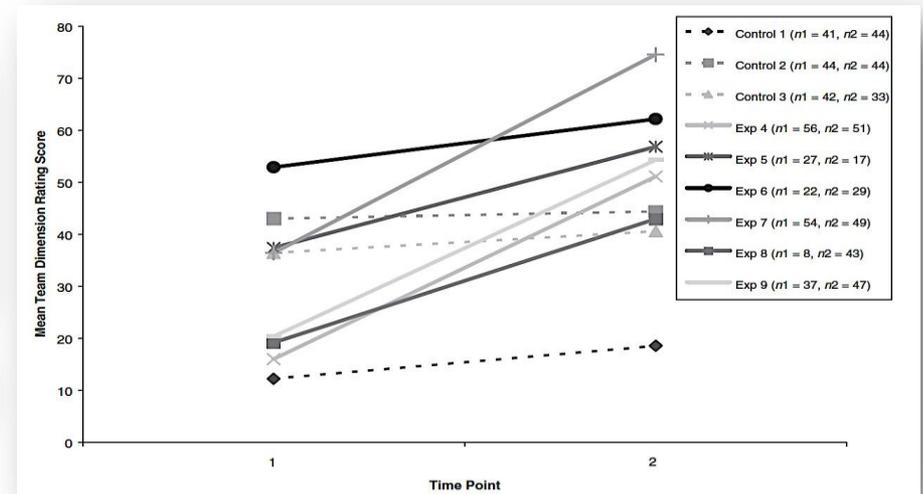
Module 4. Execute Plans and Manage Workload

Module 5. Improve Team Skills

Si può imparare....

Error Reduction and Performance Improvement in the Emergency Department through Formal Teamwork Training: Evaluation Results of the MedTeams Project

HSR: Health Services Research 37:6 (December 2002)



Principal Findings. A statistically significant improvement in quality of team behaviors was shown between the experimental and control groups following training ($p = .012$). Subjective workload was not affected by the intervention ($p = .668$). The clinical error rate significantly decreased from 30.9 percent to 4.4 percent in the experimental group ($p = .039$). In the experimental group, the ED staffs' attitudes toward teamwork increased ($p = .047$) and staff assessments of institutional support showed a significant increase ($p = .040$).

....e conviene !

Review article: Staff perception of the emergency department working environment: Integrative review of the literature

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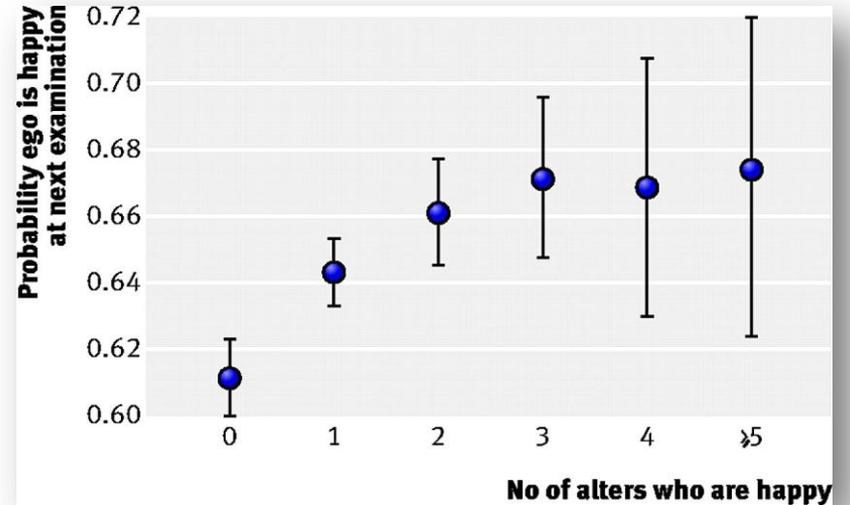
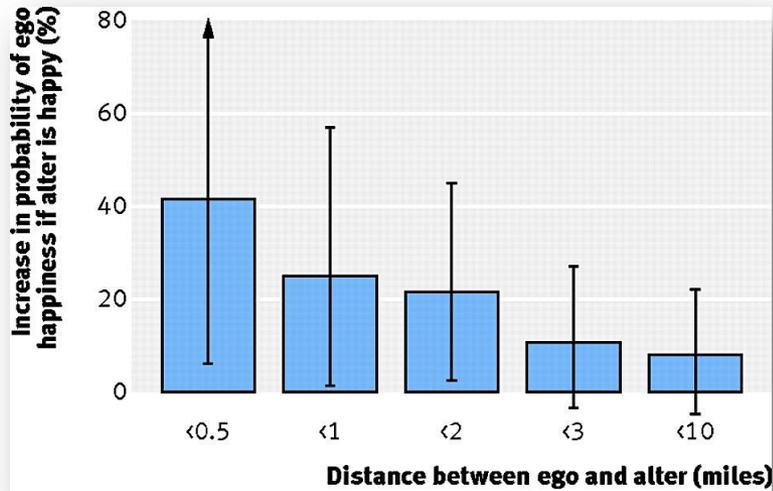
teamwork offset stress around high pressure and high volume workloads.

....e conviene !

Dynamic spread of happiness in a large social network: longitudinal analysis over 20 years in the Framingham Heart Study

James H Fowler, *associate professor*¹, Nicholas A Christakis, *professor*²

Published 4 December 2008, doi:10.1136/bmj.a2338
Cite this as: BMJ 2008;337:a2338



medici d'urgenza e anestesisti rianimatori

