



# Challenges of managing a TDT in a Neurobehavioural Setting

Louise Smith | 26<sup>th</sup> November 2018



# Objectives of the session

*To discuss my observations, and the challenges I have experienced, in my roles as a manager within a Neurobehavioural setting, and what has helped me to keep moving the teams forward.*



# Who am I to talk about this?

- Qualified as a Mental Health Nurse in 1998.

***Not quite Florence Nightingale I know!!***



# Who am I to talk about this?

- Took my first post as a Ward Manager in 2004
- Community Service Manager in 2010
- Clinical Services Manager in 2012
- Hospital Director in 2015
- Started my current post in April 2018 and

**I LOVE IT**



# So what is the difference between a MDT and a TDT?

**The World Health Organisation defines a multidisciplinary team as**

- Consists of members of different disciplines, involved in the same task (assessing people, setting goals and making care recommendations) and working along side each other, but functioning independently.
- Each member undertakes his or her own tasks without explicit regard to the interaction. These teams are traditionally led by the highest ranking team member.



# A Transdisciplinary Team is.....

- All disciplines working together in the same environment
- Getting the team to “buy in” to the approach
- Providing an environment in which this can happen
- Training and more training, delivered by the team to the team
- Induction of new staff into the right thinking
- Team meetings, feedback sessions, open discussion
- All disciplines have the forum to raise their opinion
- Spreading the workload
- Joint responsibility for delivery
- Applying this to a Neurobehavioral placement you would consider this to be led primarily by the Consultant Neuropsychologist and Consultant Neuropsychiatrist and requiring a cohesive and productive working relationship.



# Advantages of a TDT

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- 24 hour rehabilitation
- Opportunities to learn increased for patient
- More likely to become 'norm' if repeated throughout rather than short periods
- Blurring of roles increases experience and knowledge opportunities for development
- Greater team working and appreciation and respect of roles and responsibilities
- Truly developed TDT attempt to include the families and carers as members of the team.
- Patient centred and overall needs led



# Challenges of developing a true TDT approach

- Time intensive, training to ensure all understand the approach and ethos of the team.
- Ability to recognize others as the 'experts' in the field
- Reluctance to relinquish 'role' and or a dilution of their role
- Needs clear leaders who may not be the most senior
- Requires buy in from all
- Embedding within the culture



# So how have we resolved these challenges?

**Time intensive, training to ensure all understand the training approach and ethos of the team.**



**To do this you need experts in the field you are working in, to inspire and inform of the treatment approach, to ensure that the outcomes can demonstrate the efficacy.**



Ability to recognize others as the 'experts' in the field



# Reluctance to relinquish 'role' and/or a dilution of their role

**Nurses**

**Occupational Therapists**

**Medics**

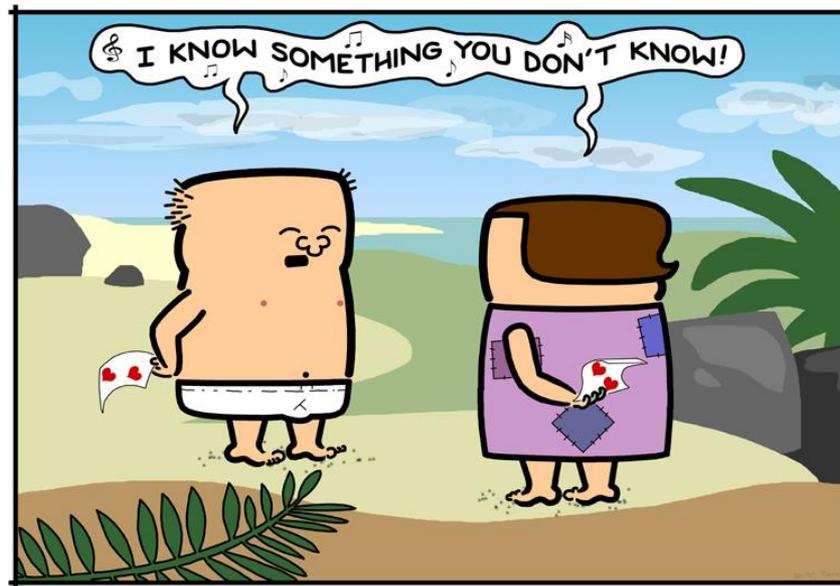
**Physiotherapists**

**Psychologists**

**Speech and  
Language Therapists**

**Social Workers**

**Healthcare Assistants**



**Hospital Director/Registered Manager**

**Dieticians**



Sometimes leaders are those who may not be the most senior



Requires buy in from all and embedding within the culture

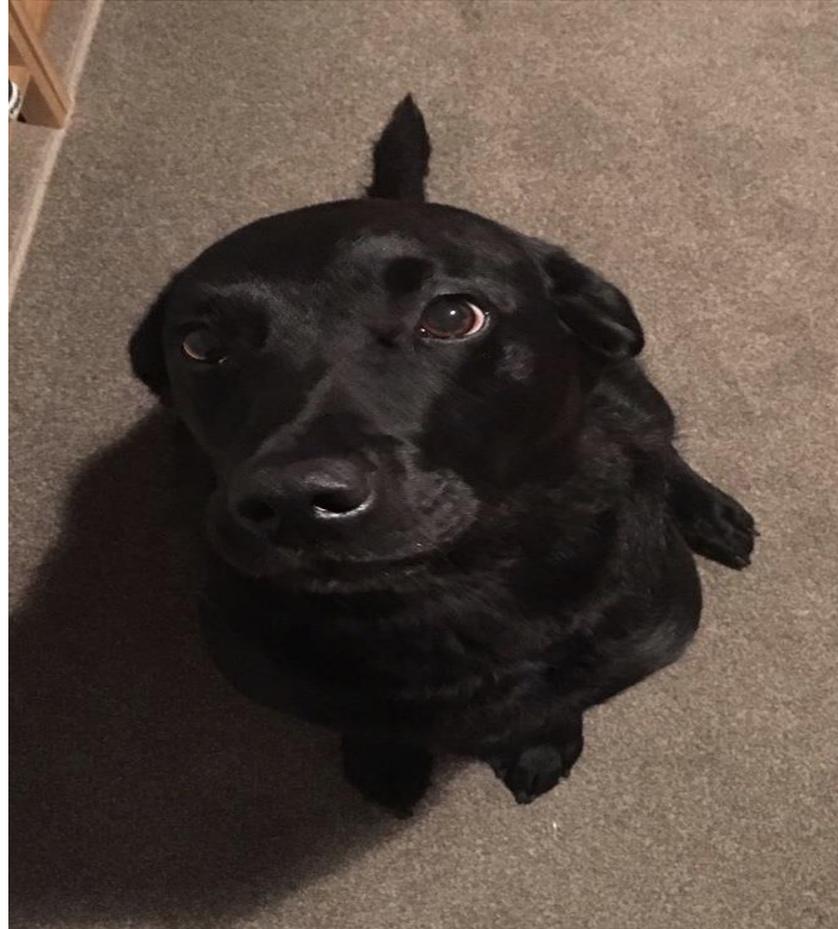


# Finally.....

- It isn't all doom and gloom (honest!)
- With the right team alongside you with the right attitude it can be done
- The outcomes for the patients for this approach in a neurobehavioural setting are favourable
- However, I am not sure that you ever achieve the 'perfect dream TDT' although you can certainly try 😊
- And I would like to introduce you to our newest team member who needs a whole new 'management' approach!



# Meet Marmite – our very own approved PAT dog



# Any Questions?



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