

V1 Clinical leadership of health care professionals in Belgian Acute Geriatric Units: A Survey Study

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Abstract title	Clinical leadership of health care professionals in Belgian Acute Geriatric Units: A Survey Study
Abstract body	<p>Purpose:Clinical leadership (CL) is the competency of health care professionals (HCP) to influence others to continuously improve care (Pepin, 2010). Goal is to investigate the state of the art of CL in Belgian acute geriatric units (AGUs): (1) how do HCP in AGU perceive their CL, and (2) what determines their CL?</p> <p>Methods:The Clinical Leadership Survey (Patrick, 2011), a self-assessment questionnaire as part of a questionnaire concerning interprofessional collaboration, was used to measure CL practices of HCP in AGU providing direct patient care. This questionnaire was sent to head nurses of Belgian AGUs who distributed it to their team members.</p> <p>Results:890 team members of 55 AGU's participated: 5.5% were physicians, 6.3% head nurses, 59.8% registered nurses, 7.3% nursing aids, 21.1% other health professionals. CL consisted of four factors: (1) Encouraging colleagues, (2) Engaging in relationships with patients, family and colleagues, (3) Reflective practice and deliberation, and (4) Critical consideration. Comparing CL-data, Reflective practice and Critical consideration scored the lowest, while Engaging in relationships and Encouraging colleagues scored the highest. Overall CL-scores differed between professions, with physicians and head nurses scoring high, while nurses and nursing aids relatively low. Hierarchical linear modelling showed that CL is explained by professional role and employment rate on the individual level and interprofessional teamwork on the team level.</p> <p>Conclusions:This study gives first insight in CL in Belgian AGUs. Nurses and nursing aids scores on CL are low. Although they are rightly placed to be patients advocates, they do not feel competent to fully take up this role. Data also show the need to invest in reflective practice and critical thinking</p>