

# Bite Sized Development: Lunchtime Learning for Dietitians

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Post Covid-19, opportunities to meet, network and support staff development have been challenging due to space, finance and competing clinical demands. Practice Development Dietitians (PD) are committed to supporting the development of all grades of staff to promote a high achieving team, delivering high quality care. To support personal and professional growth, engage staff, provide up to date evidence, service information and development opportunities across all pillars of practice, PD proposed a change in accessing development opportunities.

### Aim

To develop a regular and easily accessible method of delivering development opportunities for dietetic staff.



### Method

- PD organised and facilitated monthly online learning sessions for staff working within the adult acute dietetic service.
- Sessions were 30 minutes (comprising of 20 minute presentation and 10 minute question and answer), via MS teams, at 'lunchtime'.
- Topics included a mixture of subjects covering all pillars of practice and were delivered by subject matter experts, for example:

Pillar of practice	Session topic
Clinical	<ul style="list-style-type: none"><li>✓ Dietetic management of inflammatory bowel disease</li><li>✓ Dietetic management of post op gastric surgery for weight reduction</li></ul>
Facilitation of learning	<ul style="list-style-type: none"><li>✓ Video call fatigue /Patient experience and public involvement (PEPI)</li><li>✓ Digital developments</li></ul>
Leadership	<ul style="list-style-type: none"><li>✓ Enteral feeding pumps (Nutricia)</li><li>✓ British dietetic association Scotland board/opportunities</li></ul>
Evidence, research and development	<ul style="list-style-type: none"><li>✓ New service for West of Scotland - Major trauma hyper acute team</li><li>✓ Critical appraisal</li></ul>

Table 1 Examples of sessions delivered within each pillar of practice

- Sessions were advertised 14 days in advance, recorded and available with any materials post session.
- ‘Plan, do, study, act’ cycles were utilised over 2 years, with the invitation to attend sessions extended to dietetic community and paediatric colleagues.
- Practitioners were surveyed each year to gain feedback using anonymous MS Forms.

### Results

- Over two years (2023-24)
- Average number of sessions delivered per year = 11 (range 9-13)
  - Average attendance per session = 38 (range 18-65)
  - Average rating of the sessions = 4.08/5 (1= not useful, 5= extremely useful)
  - Feedback suggested:
    - ✓ The majority stated the online format was convenient for them - 84% for both years.
    - ✓ Over half reported accessing materials post session – 58% both years.
    - ✓ Approximately three quarters reported they were inspired to undertake further reading, training or development post session – 71% year 1, 74 % year 2.

*‘Great quick sessions to keep up to date with other projects happening across the large service’*

Practitioner feedback , year 1

*‘I have realistically attended between 1-3 but watched a further 3 retrospectively as the timings do not suit my timetable. I like that I am able to watch back later and it is not obligatory to attend at the live time’*

Practitioner feedback, year 2



*‘Great to see promotion and access for all teams and settings’*

Practitioner feedback, year 2

### Discussion and Conclusion

The format of providing short sharp online learning sessions appears to be one convenient method of supporting staff development.

PD will continue to facilitate the delivery of sessions along with monthly infographics, grade specific development frameworks and communities of practice to support personal and professional development and future proof the profession.

### Acknowledgements

Thank you to all staff and speakers who contributed to the success of the sessions.