

Ontario Renal Network

Réseau Rénal de L'Ontario

Ontario Renal Network Mentorship Pilot Program: The Mentee Perspective

Jocelyn Pang MSc¹, Allan Grill², Monisha Bhatt³, Jennifer D'Amore⁴, Scott Brimble⁵

1. Student Research Analyst, Ontario Renal Network; MSc student, Institute of Health Policy, Management and Evaluation, University of Toronto
2. Provincial Primary Care Lead, Ontario Renal Network
3. Project Team Lead, Ontario Renal Network
4. Project Coordinator, Ontario Renal Network
5. Provincial Lead, Early Detection and Prevention of Progression, Ontario Renal Network

Overview

1. Background
2. Objectives
3. Data Collection
4. Survey Findings
5. Limitations
6. Next Steps and Recommendations

Background: The Ontario Renal Network (ORN)

The ORN is a provincial government agency that provides overall leadership and strategic direction to effectively organize and manage the delivery of renal services in Ontario in a consistent and coordinated manner.

7 Strategic Priorities:

1. Accountability to Patients
2. Vascular Access
3. Early Detection
4. Independent Dialysis
5. Infrastructure Planning
6. Research & Innovation
7. Align Funding to Patient-Focused Care

By 2015, we will

- Detect chronic kidney disease (CKD) at an early stage by working with primary care providers (PCP) to **make screening routine** for people who have risk factors
- **Enhance management** of CKD to help more patients prevent or slow the progression of their CKD
- **Improve partnership** between PCP and specialty care providers

Rationale: ORN Mentorship Pilot Program

June 2012: Ontario Mentorship Needs Assessment

- n=340: 46% family physicians; 49% nurse practitioners; 2% registered nurses, and 2% other PCP
- **Identified gaps in knowledge:**
 - 28% correctly identified appropriate cases for screening
 - 10% correctly identified the appropriate CKD screening tests
- **Identified barriers:**
 - Lack of available CKD continuing education
 - Inadequate specialist access/support
 - Limited patient education resources
- **57%** of survey respondents identified that they are **interested in participating in the ORN mentoring program**

Mentorship Program:
**Network to link PCPs in Ontario regions to a nephrology
specialist in a collaborative relationship**

Overview: ORN Mentorship Pilot Program

- PCP = Mentee
- Nephrologist = Mentor
- October 2012 – 2013
 - A training session for mentors (delivered by ORN)
 - Orientation workshops for mentees (delivered by mentors in each region) about the mentorship program and CKD
 - Mentor-led regional group learning sessions on various CKD issues
 - Need based 1:1 case consultation

Objectives

1. Mentorship Model

- Promote early detection through increased **routine screening**
- **Enhance management** to prevent or delay the need for dialysis and to help promote “planned starts” for dialysis
- Foster a collaboration and strong network between nephrology and primary care
- Increase appropriate and timely **referral to nephrology**
- Enhance overall CKD education among PCPs

2. ORN Pilot

- Provide ORN with insight and feedback about the feasibility and demand for a mentoring network to meet the outlined objectives

3. This study

- To describe PCPs experiences as mentees and self-reported impact of the pilot program

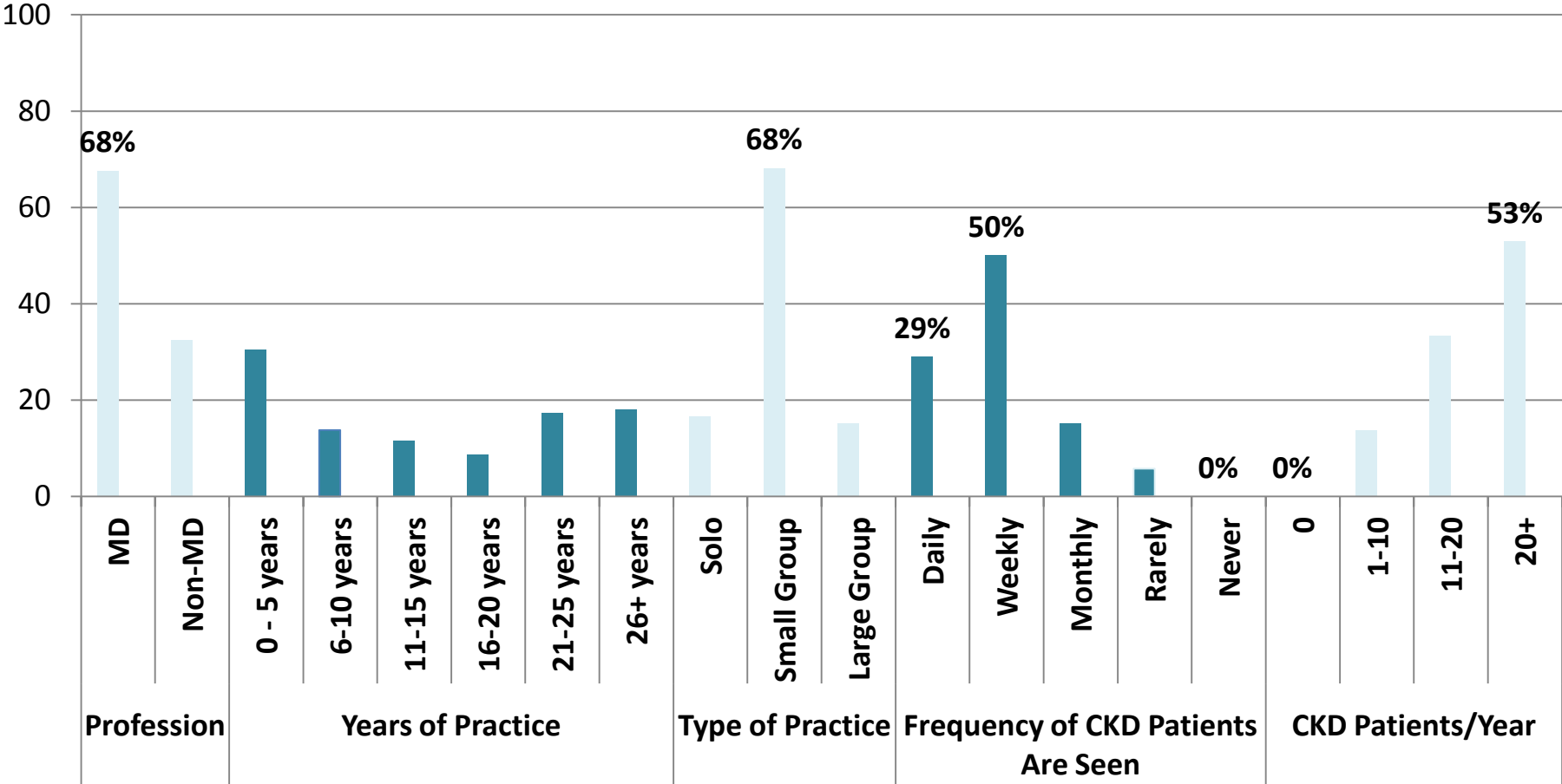
Data Collection

- 154 mentees and 7 mentors participated
- Pre-surveys were completed by 138 mentees
- Post-surveys were completed by 98 mentees
- Surveys were:
 - Primarily close-ended questions
 - Distributed via Survey Monkey

Survey Findings

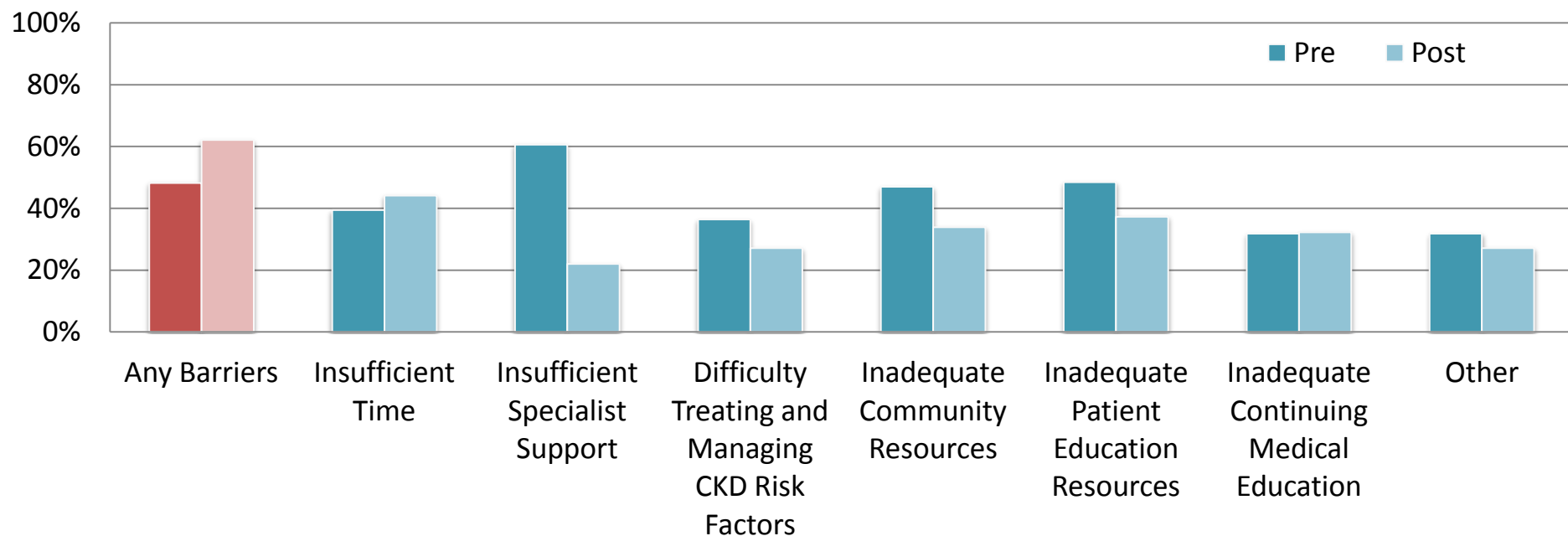
1. Survey Respondents Profile
2. Barriers to Providing CKD Care
3. Knowledge / Comfort Levels
4. Access to Nephrologist Support
5. Satisfaction of Nephrologist Support
6. Overall Self-Reported Impact

Survey Respondents Profile



Demographics based on the Pre-Survey only (n=138); Profession based on registration to the Mentorship Pilot Program (n=154)

Barriers to Providing CKD Care

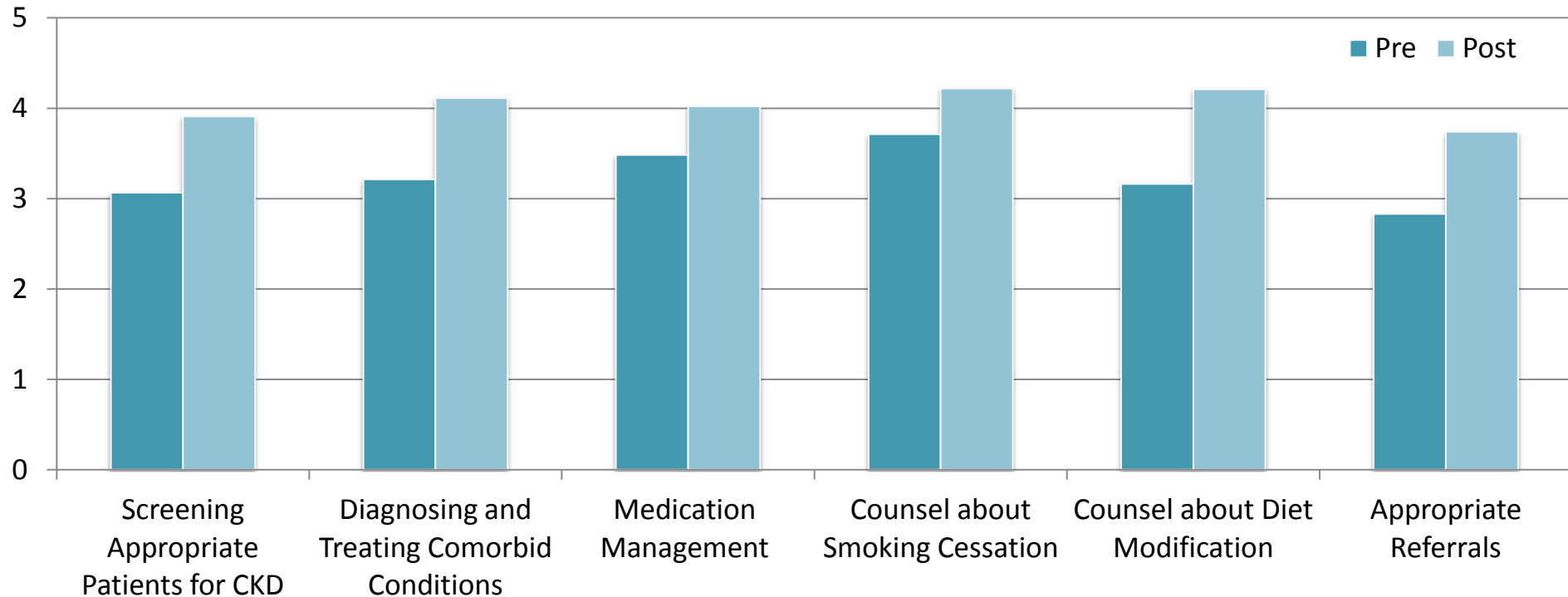


- Decreasing trend in most types of barriers
- **Significant increase in barriers from 48% to 62% (p=.035)**

Q: Has your participation in the ORN Mentorship Pilot assisted to reduce these barriers? (n=95)

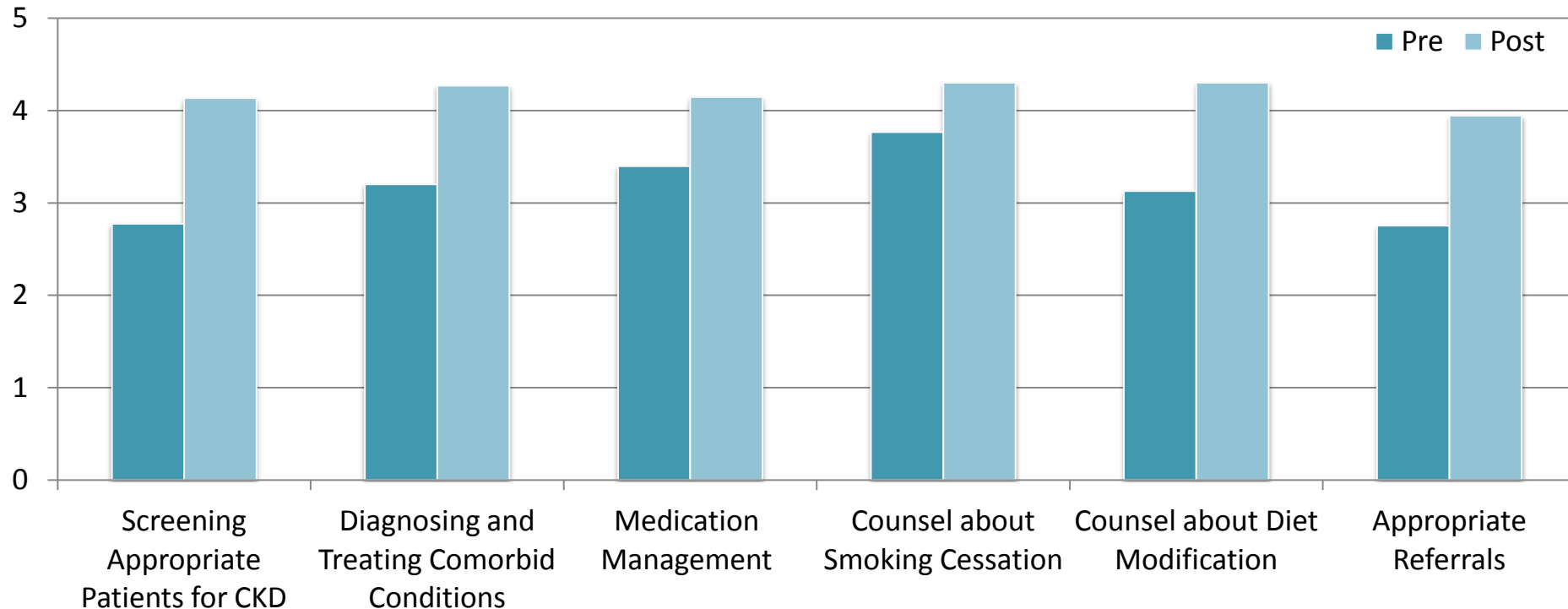
**A: 64% responded YES
27% responded UNSURE
8% responded NO**

CKD Knowledge Level



- Significant increase in knowledge level for all CKD issues ($p < 0.001$)
- High self-report that participation increased knowledge in screening and identifying CKD patients, and management of CKD patients

CKD Comfort Level

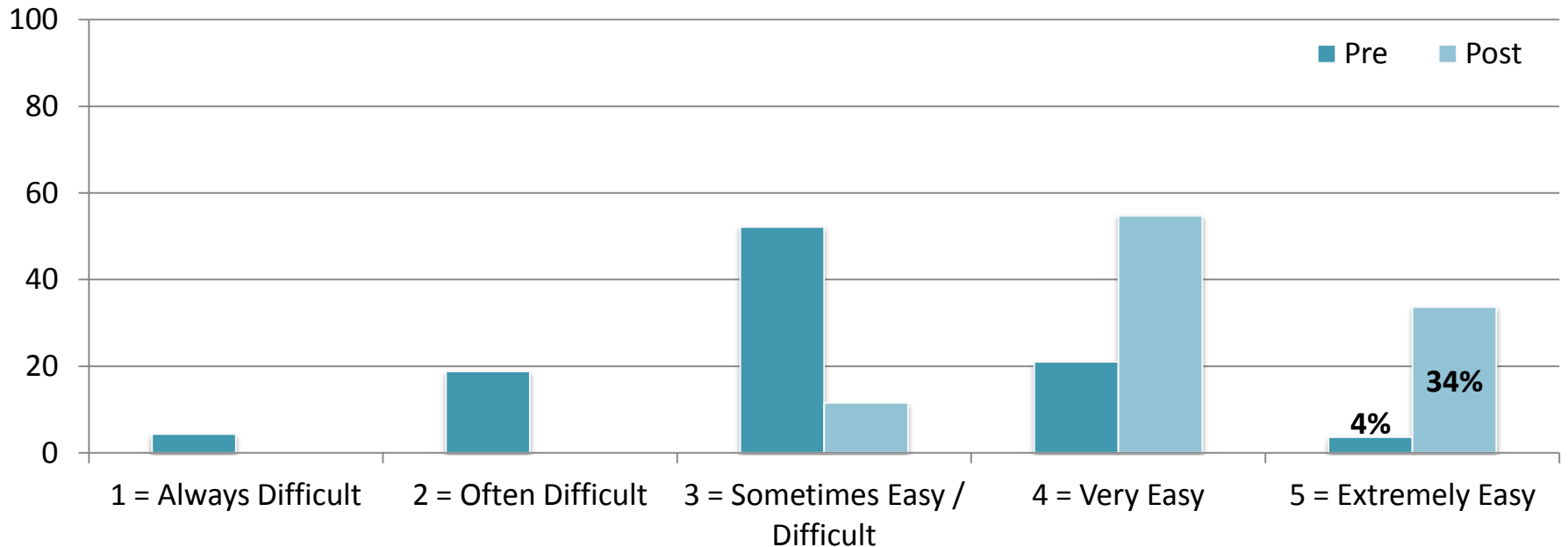


- Significant increase in comfort level for all CKD issues ($p < 0.001$)
- High self-report that participation increased comfort in screening and identifying CKD patients, and management of CKD patients
- Comfort level appears to follow trends of knowledge levels

Access to Nephrologist Support

Pre Q: How easy was it to access a nephrologist for consults / referrals?

Post Q: How easy was it to access your nephrology mentor?



	Pre Mean	Post Mean	P-value
Ease of Access (n=87)	2.99	4.21	<0.001

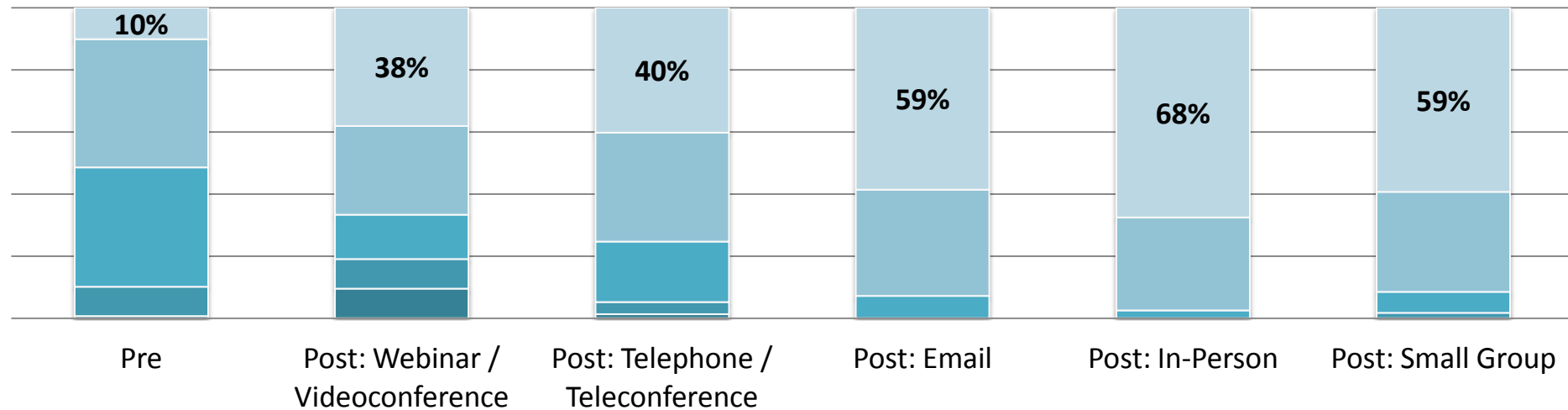
Significant increase in ease of access to nephrologist support (p<0.001)

Satisfaction of Nephrologist Support

Pre Q: How satisfied were you with the consults you requested?

Post Q: Overall, how satisfied were you with your mentor interactions?

■ 1 = Not At All Satisfied ■ 2 = Slightly Satisfied ■ 3 = Moderately Satisfied ■ 4 = Very Satisfied ■ 5 = Extremely Satisfied

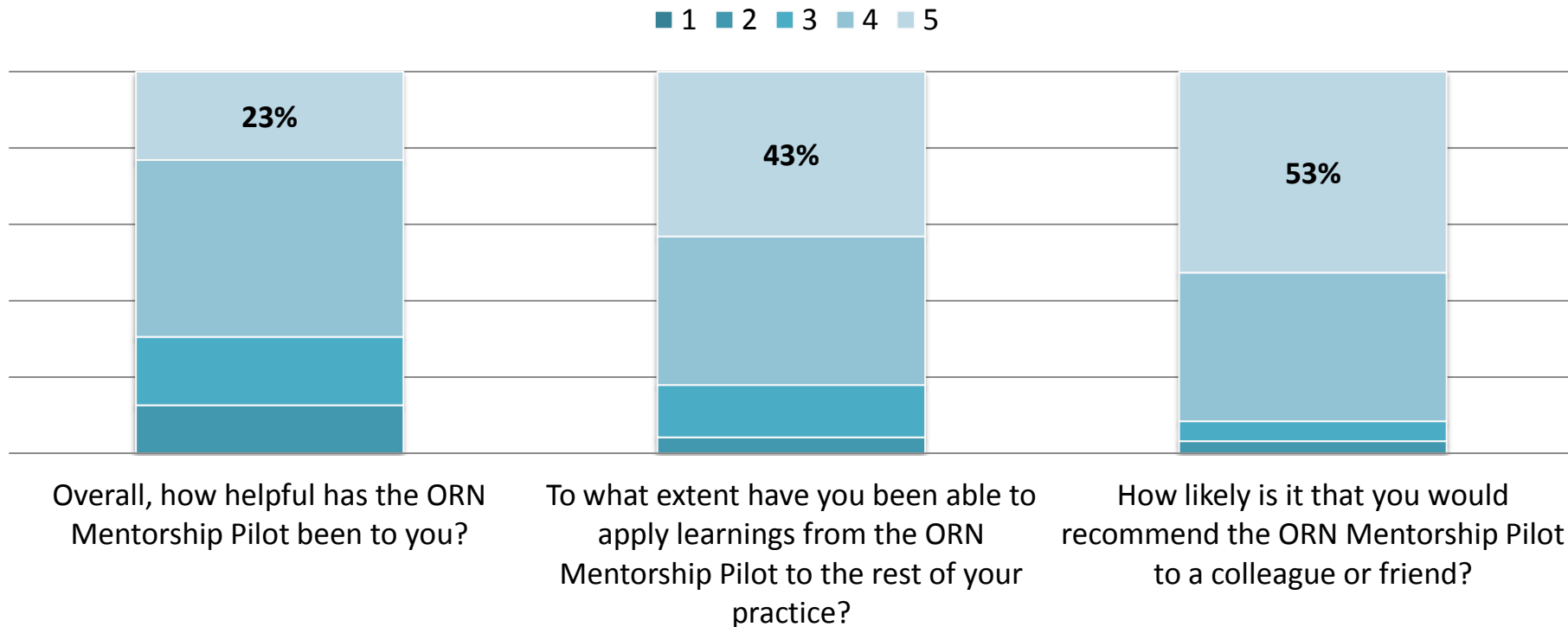


	Pre Mean	Post Mean	P-value
Webinar/Videoconference (n=19)	3.47	3.63	0.667
Telephone/Teleconference (n=70)	3.47	4.06	<0.001
Email (n=64)	3.42	4.48	<0.001
In-Person (n=37)	3.57	4.65	<0.001
Small Group (n=53)	3.43	4.51	<0.001

Significant increase in satisfaction from pre to all types of mentor interactions ($p < 0.001$), except webinar ($p = .667$)

Pre (n=138), Post (n=21, 77, 70, 40, and 59). Statistical analysis = Paired samples test

Overall Self-Reported Impact



- **Q1:** 69% felt the program was “very” or “extremely helpful”
- **Q2:** 43% felt program education was “always applicable” to their practice
- **Q3:** 53% were “extremely likely” to recommend the program to a colleague/friend
- 87% would utilize the program if re-offered in the future

Limitations

- **Self-reported data**
- **Non-response bias**
 - Post-survey responders may have had a different experience than non-responders
- **Voluntary participation**
 - Representative of the general population of PCPs?
- **Small sample size**
 - Smaller sample of mentees than intended
 - Capture important clinical changes?

Next Steps and Recommendations

- **Findings suggest that the pilot program was effective in:**
 - Increasing knowledge/comfort in CKD care
 - Reducing barriers to providing CKD care
 - Increasing ease and satisfaction of nephrologist consultation
- **Findings support continuation and/or expansion of the program**
 - Consideration of how to sustain program
- **Next steps may include further evaluations and discussions regarding potential program improvements**
 - Potential analysis of MD and NP mentee differences

Ontario Renal Network Réseau Rénal de L'Ontario

Thank you!

Comments? Questions?

Has participating in the ORN mentorship pilot increased your...?

