

Adult





Sharing Information to Improve Outcomes An Australian Government Funded Initiative

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Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands where we work and live. We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of Australia. We pay our respects to Elders past, present and emerging and acknowledge the Aboriginal and Torres Strait Islander people that contributed to the development of AMHOCN resources.

Acknowledgement of Lived Experience

We would like to recognise those with lived experience of mental health conditions in Australia. We acknowledge that we can only provide quality care through valuing, respecting and drawing upon the lived experience and expert knowledge of consumers, their families, carers and friends, staff and the local communities. We acknowledge their contribution to the development of AMHOCN resources.

Acknowledgements

AMHOCN wishes to acknowledge and thank the following people in the production of these training materials:

Tim Allen, Marcia Bennett, Jennifer Black, Peter Brann, Lauren Clark, Georgina Connor, Tim Coombs, Rosemary Dickson, Nino Di Pasquale, Sandra Keppich Arnold, Roderick McKay, Nicholas Mims, Ross Nicholls, Gabrielle Pitt, Julie Porter and Terena Slattery.

Suggested citation for this document

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Instructions for Use of Training Materials

This manual includes copies of a PowerPoint presentation, links to videos (on Vimeo platform) and vignettes for use within the training session. The instructions accompanying the PowerPoint indicate what the facilitator should say or highlight, when to play the video, when to give out the appropriate handouts and when activities should be completed. The appendix section includes all the handouts and are divided into sections for the corresponding consumer self assessments used in the different states and territories.

Facilitator Instruction Legend

In this training manual symbols are used to indicate activities that the trainer should undertake:



This symbol indicates that trainers should make explicit certain important training points.



This symbol indicates that trainers should show a particular video clip or written vignette.



This symbol indicates that trainers should encourage group discussion.



This symbol indicates that trainers should distribute specific handout materials.



This symbol indicates that trainers should be prepared with background knowledge. Trainers will be provided with additional reference material in this section.

Introducing Outcomes and Casemix Measures into Team Reviews: Adult Services



"Sharing Information to Improve Outcomes" An Australian Government funded initiative



Introducing outcomes and casemix measures into team reviews

- This is the introductory slide and a reminder to provide an orientation to your session.
 Give an Acknowledgement of Country and an Acknowledgement of Lived Experience.
- Undertake housekeeping duties, point out toilets, emergency exits and ask people to turn off or switch mobile phones to silent as a courtesy to others.



- Reinforce that the outcomes and casemix material is being used by a whole range of stakeholders and that this session is about exploring the use of the measures in clinical practice.
- Remind people that there is other training material available for using the measures to support consumer recovery, e.g., "Whose Outcome Is It Anyway?" This material outlines the benefits of offering the consumer self report measure and discussing all the measures with consumers and their families.
- Training is also available for team leaders and managers and demonstrates the use of aggregate data for service planning.
- It is important to note that the quality of the data will have a crucial impact on the utility of the information being used in team reviews. Using the measures in team reviews is one way of ensuring the quality of the data.

Rating the HoNOS

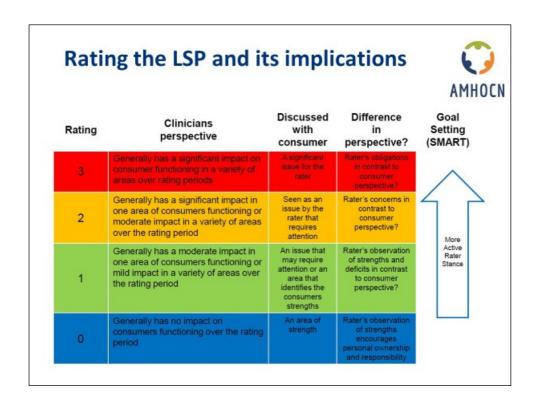


				Monitor ?	Active treatment or management plan?
Clinically Significant	4	Severe to very severe problem	Most severe category for patients with this problem. Warrants recording in clinical file. Should be incorporated in care plan. Note – patient can get worse.	√	*
	3	Moderate problem	Warrants recording in clinical file. Should be incorporated in care plan.	~	✓
	2	Mild problem	Warrants recording in clinical notes. May or not be incorporated in care plan.	~	✓
Not Clinically Significant	1	Min or problem	Requires no formal action. May or may not be recorded in clinical file.	Maybe	*
	0	No problem	Problem not present.	*	*



Rating the HoNOS

- Remind participants about the rating rules of the HoNOS and the other measures that make up the National Outcomes and Casemix Collection.
- Emphasise that these measures make overt the clinical assessment. Their utility lies in identifying specific areas where the consumer will require support and determining key areas of strength which can be harnessed to support consumer recovery.
- Reinforce that the measures can be used to support care planning and monitoring change over time.





Rating the LSP

- Remind participants that the value of the LSP-16 is to make overt the clinician's judgement about the consumer's presentation across four domains (self-care, withdrawal, antisocial behaviour and compliance).
- The LSP-16 compliments the HoNOS by providing a tool to reflect on functioning over a longer timeframe. Highlight the importance of this to inform care planning and goal setting.
- The information gathered through the HoNOS and LSP-16 can provide specific information for goal setting, e.g., supporting the development of SMART (Specific Measurable, Attainable, Realistic and Time limited) goals.
- Highlight that differences in opinion between the consumer and clinician might arise. These differences can lead to useful discussions around therapeutic interventions, e.g., the consumer may be unwilling to take medication but the clinician identifies that medication is necessary and collaborates with the consumer to put strategies in place to support medication adherence.



Outcome measures in team reviews: Getting started



Getting started in using the measures in team reviews

Facilitator should play Video 1 – Outcome Measures in Team Reviews: https://vimeo.com/user187821404/teamreviews01?share=copy



Use the following prompts to engage the group in discussion:

- Why do we have team reviews?
- What is their purpose?
- How can the outcome measures be used to support the process?
- What is your current system for team reviews?
- Does anyone have any experience of using the measures in team reviews?
- What would you need in your organisation to get started in using the measures in clinical review?
- What practical things could you do to get the discussion of the National Outcomes and Casemix Collection measures started in your team reviews?

Embedding the measures in team reviews



- Staff have received adequate training in relation to NOCC
- The use of outcome measurement is documented in appropriate policy and procedures
- A system for regular review of all consumers via team reviews is established
- Prior to team reviews, case managers are informed which consumers are due for review
- Case managers ensure the NOCC measures are completed prior to review
- NOCC reports are available during team reviews



Embedding the measures in team reviews

- When talking about getting started, it is important to agree and discuss with the team exactly how the measures are going to be incorporated and discussed as part of the team review process. This should include expectations of team members when preparing for the specific review.
- Note that having access to information technology may be helpful in accessing local clinical information systems and then displaying this during team reviews, incorporating this material into the process. However, note that it is not essential to get started. Paper based reports can be used just as effectively.
- Teams that have introduced the use of these measures into reviews have found that it improves the efficiency and focus of the team by providing a framework for the case presentation. Teams who use the measures feel that it is more effective because it introduces a broad range of domains into the review discussions, rather than focusing on symptoms.



Activity 1

Case presentation

- Small groups
- Discuss case presentation during team review meetings
- Use the ratings on measures to identify key issues for the consumer and options for interventions

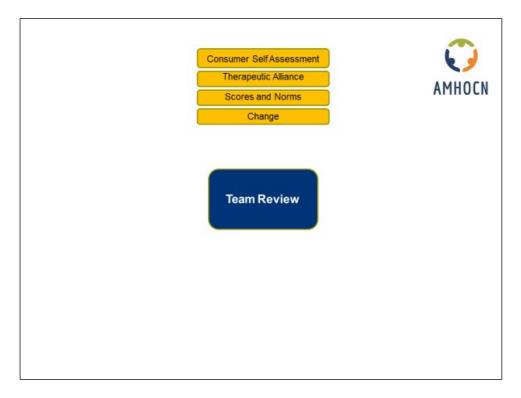


Activity 1 - Case presentation

Small group work

- Have workshop participants break into small groups. Distribute the case studies in the appendix of this manual to each of the groups. Have participants focus on the Skye case study.
- The facilitator uses the case study of Skye to demonstrate and model how a case presentation during team reviews can be undertaken.
- The facilitator should model a case presentation during the team review process.
 Use the information and graphs presented for Skye to engage the group in discussion about her presentation and options for intervention.







Consumer self assessment

- Having a completed consumer self assessment measure may be an indication of the degree of engagement the consumer has in the assessment and therapy process.
- Emphasise the importance of having completed the consumer self assessment measure as a way of bringing the voice of the consumer and/or family into case presentations as part of team reviews.



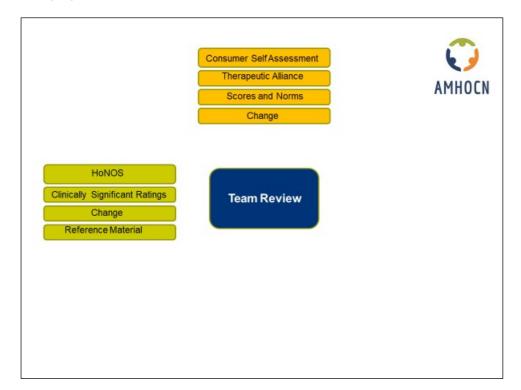
Workshop discussion

Note that Skye has completed the self report measure and indicates no problems.

Ask the group what the results indicate?

Questions that should be asked in regard to the consumer self assessment measure include:

- How is the measure completed? Is it as the clinician expects?
- Is it the same as last time the measure was completed? Has there been change?
- How does this measure compare to the others in the suite?
- How does it compare with available reference material? Are the scores higher or lower?





Health of the Nation Outcome Scales (HoNOS)

- Note that the HoNOS allows the team to highlight the most clinically significant items that should be the focus of their intervention and care planning.
- Note the importance of discussing the reasons for the HoNOS ratings and exploring any difference of opinion in a constructive way during team reviews. This discussion is helpful in understanding the complexity of the consumer's situation and developing multidisciplinary strategies for addressing the issues of clinical significance.
- Questions that should be asked in regard to the clinician rated measures include:
 - Which areas are rated as issues? Are there items that are clinically significant?
 Do the measures give an indication of areas of consumer strength?

- Is it the same as the last time the measure was completed or has there been change?
- How does this measure compare to the others in the suite?
- How does it compare with available reference material? Are the scores higher or lower?



Workshop discussion

- Reflect on Skye's ratings that are indicative of clinically significant issues. Where does Skye have problems? The workshop facilitator notes issues in terms of hallucinations and delusions, drug and alcohol issues, the quality of relationships, cognitive problems and ability to undertake activities of daily living. Does Skye's lack of agitation indicate a strength? Are there occupational and leisure activities that can be used to engage Skye in treatment?
- Given these issues, what is the plan of intervention? E.g., Antipsychotic medication, drug and alcohol counselling, psycho-education with Skye and her boyfriend.





Life Skills Profile - 16 (LSP -16)

- Emphasise that review of the LSP-16 ratings involve consideration of a longer timeframe than the HoNOS.
- The LSP-16 gives an indication of the consumer's functional abilities and difficulties along with strengths.



Workshop discussion

- Reflect on Skye's LSP-16. Note items 10, 11 and 12 the compliance subscale of the LSP-16.
- Skye has issues about her willingness to take medication. Monitoring and supporting adherence are going to be an issue in the management of Skye.





Phase of Care (PoC)

Phase of Care (PoC) is the prospective primary goal of treatment within an episode of care in terms of the recognised phases of mental health care. Whilst it is recognised that there may be aspects of each mental health phase of care represented in the consumer's mental health plan, the mental health phase of care is intended to identify the main goal or aim that will underpin the next period of care.

The mental health phase of care is independent of both the treatment setting and the designation of the treating service, and does not reflect service unit type. The four mental health phases of care are:

- Acute: The primary goals of care are intended to reduce high levels of distress, manage complex symptoms, contain and reduce immediate risk.
- Functional gain: The primary goal of care is to improve personal, social or occupational functioning or promote psychosocial adaptation in a patient with impairment arising from a psychiatric disorder.
- Intensive extended: The primary goal of care is prevention or minimisation of further
 deterioration, and reduction of risk of harm in a patient who has a stable pattern of
 severe symptoms, frequent relapses or severe inability to function independently
 and is judged to require care over an indefinite period.
- Consolidating gain: The primary goal of care is to maintain the level of functioning, or improving functioning during a period of recovery, minimise deterioration or prevent relapse where the patient has stabilised and functions relatively independently. Consolidating gain may also be known as maintenance.

Assessment only is now regarded as an administrative data item and is used when the review outcome does not lead to the consumer being placed in one of the four mental health phases of care immediately after. If the assessment outcome leads to the acute, functional gain, intensive extended or a consolidating gain phase being selected, then the assessment is included as part of the phase chosen.



Workshop discussion

- Reflect on Skye's presentation.
- Is the PoC acute involving the reduction in psychiatric symptomatology (i.e., acute)?
- Is the PoC about minimizing further deterioration, reducing harm and likely to require care over the long term (i.e., intensive extended)?
- Is the PoC about supporting the consumer as they return to work or become involved in a particular program (i.e., functional gain)?
- Is the PoC about maintaining the consumer's current functioning and minimizing deterioration or preventing relapse where the consumer has stabilized and functions independently (i.e., consolidating gain)?
- Given the significance of her symptomatology and poor functioning, the Phase of Care is acute.
- Ask the following questions in the form of discussion:
 - How are the issues that have been highlighted through the ratings on the other measures incorporated into the development of a care plan?
 - How would the team determine the success of these interventions?

Note: It is important to reinforce to participants that the measures that make up the National Outcomes and Casemix Collection are not the only information presented or discussed during team reviews; but they do provide an important basis for discussion.



Using the measures in team reviews



Using the measures in team reviews

Facilitator should play Video 2 – Team discussion:

https://vimeo.com/user187821404/teamreviews02?share=copy



Discuss how the measures can be incorporated into the case presentation and review process.

- How have participants approached the use of the measures?
- What are the barriers in discussions?
- How have barriers been overcome?
- What has been useful?

Activity 2 Case presentation and care plan



- In small groups
- Review the case study
- Spokesperson presents the case study your group has been given
 - Where does the consumer have problems?
 - Where are their strengths?
 - How does this information inform the care plan?
 - What is the plan of care?



Activity 2 - Case presentation and care plans

- Allocate each group a case study from the pack you have already distributed. Have each group:
 - Identify a spokesperson. This person will present the case study to the larger group.
 - Have the small groups discuss their case studyidentifying:
 - o Where does the consumer have problems?
 - o Where are their strengths?
 - o How does this information inform the care plan?
 - o What is the plan for care?
- Have the spokesperson present the case study using the model demonstrated by the facilitator when they presented Skye.
- The facilitator should promote a discussion to develop a treatment plan for the consumer.
- Each group takes it in turn to present their case to the larger group thereby demonstrating the process a number of times.
- The facilitator should end the session with a discussion of the opportunities the measures hold as part of the team review process:
 - A memory aid for case presentation.
 - A framework for case presentation.
 - Tools that support discussions in teams around clinicalissues.
 - The opportunity for multidisciplinary input to case presentations.
 - Opportunities for improvements in the quality of the information being collected and used.

Summary



- The NOCC measures make overt the clinician's assessment of the consumer, helping to identify specific areas where the consumer will require support and determining key areas of strength which can be harnessed to support consumer recovery.
- The measures can be used to support care planning and monitoring change over time.
- The measures provide a framework for case presentation during team reviews, introducing a broader range of domains into the review discussions, rather than focusing on symptoms.
- Team reviews provide the opportunity to discuss the reasons for the ratings on measures such as the HoNOS and exploring, in a constructive way, any differences of opinion. This supports improvements in the consistency of ratings.



Summary

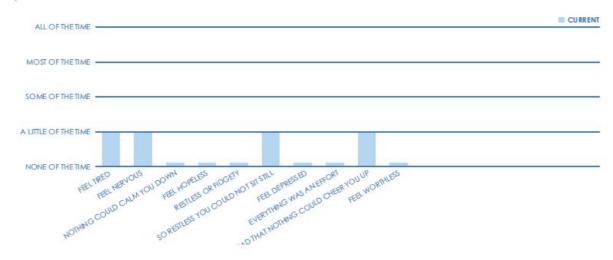
- The National Outcomes and Casemix Collection measures make overt the clinician's assessment of the consumer. Their utility lies in identifying specific areas where the consumer will require support and determining key areas of strength which can be harnessed to support consumer recovery.
- The measures can be used to support care planning and monitoring change over time.
- The measures provide a framework for case presentation during team reviews, introducing a broader range of domains into the review discussions, rather than focusing on symptoms. This discussion is helpful in understanding the complexity of the consumer's situation and developing multidisciplinary strategies for addressing the issues of clinical significance.
- Team reviews provide the opportunity to discuss the reasons for the ratings on measures such as the HoNOS and exploring, in a constructive way, any differences of opinion. This supports improvements in the consistency of ratings e.g., clinicians will have a more consistent understanding and application of mild, moderate, severe or very severe ratings, ensuring better quality of the information and data being collected.

Handouts for adult case studies for services using the K-10

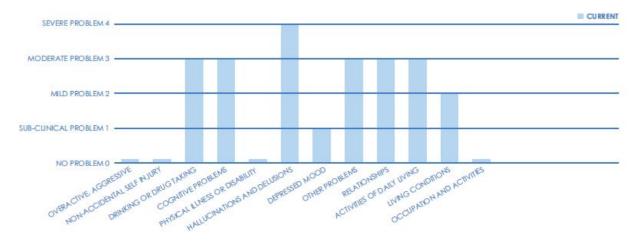
Adult Vignette 1 - Skye

Skye is a 20 year old unemployed student living with her boyfriend in rented accommodation. She was recently discharged from the acute inpatient unit following her first admission for drug induced psychosis with a differential diagnosis of schizophrenia. The community team is making daily visits. She has a high level of disorganisation and strange beliefs about hair colour and Kim Jong Un living in her roof. Skye finds these beliefs very distressing. Her parents are supportive although she refuses to engage with them, preferring the company of her boyfriend who supplies her with cannabis and amphetamines. She appears unkempt and dishevelled. You are undertaking her first 3 month review.

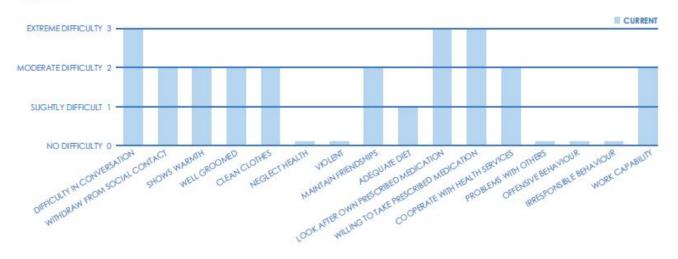




Skye HoNOS



Skye LSP

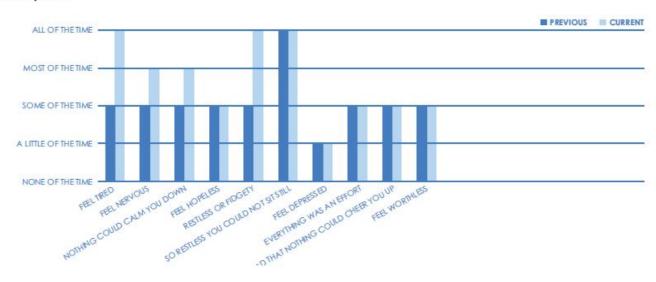


Skye Phase of Care - Acute

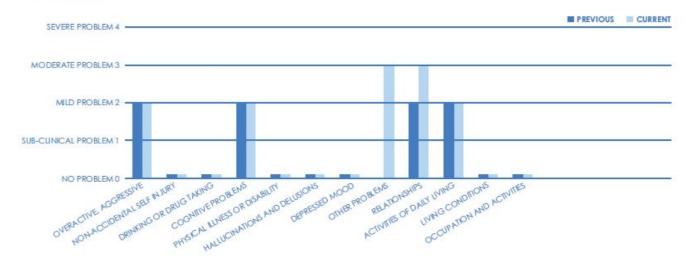
Adult Vignette 2 - Tammy

Tammy is a 33 year old married woman with a history of bipolar affective disorder. She was first admitted 5 years ago to the local inpatient unit as a result of a manic episode. On discharge she was referred to the community mental health team for follow up. The initial episode was brought on by pressure of work due to a promotion and she attributes this pressure to a subsequent miscarriage. Since this initial episode, Tammy has been unable to work. She is irritable on occasions and there are issues around her adherence with medication. Her relationship with her husband is strained given her occasional inappropriate and offensive behaviour. Tammy has been an ongoing client of the service for the last 5 years and requires regular contact from your service to ensure medication adherence and prevent relapse. You are undertaking her regular 3 month review.

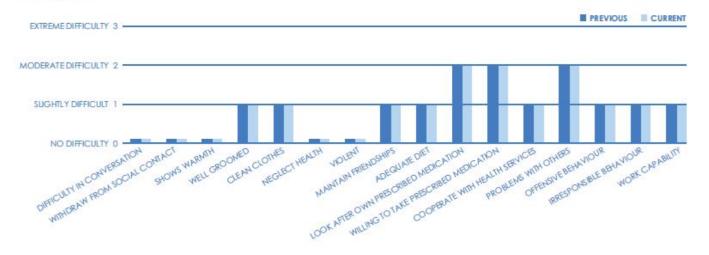
Tammy K10



Tammy HoNOS



Tammy LSP



Tammy Phase of Care - Intensive Extended

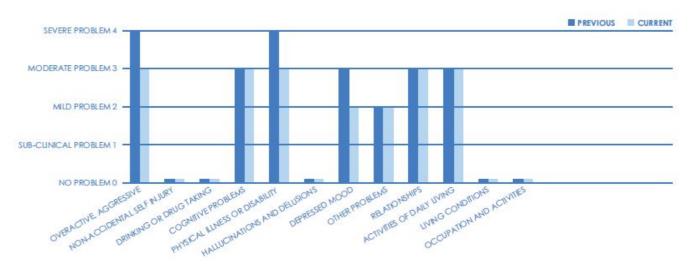
Adult Vignette 3 - Keith

Keith is a 58 year old former truck driver with a history of traumatic brain injury as result of a serious motor vehicle accident. He currently lives in a hostel for returned Vietnam veterans and requires 24 hour support. Keith has difficulties with his ADLs. He has poor impulse control, problems with his memory and has difficulty getting on with others. Since his injury, his family have noticed a marked deterioration in his behaviour, in particular aggression. He is a poorly controlled diabetic with frequent hypoglycaemic attacks which adversely affect his functioning. Keith has been a client of the service for the last 3 years following multiple admissions to the local inpatient unit. You are currently undertaking his regular 3 month review.

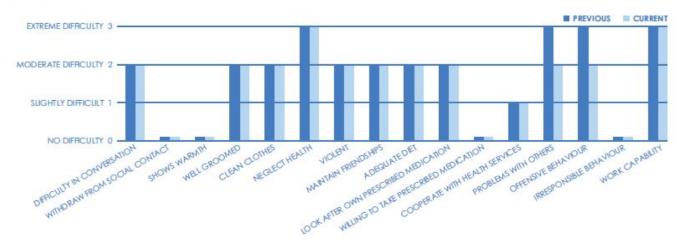
Keith K10

Keith refuses to complete the consumer self assessment

Keith HoNOS



Keith LSP

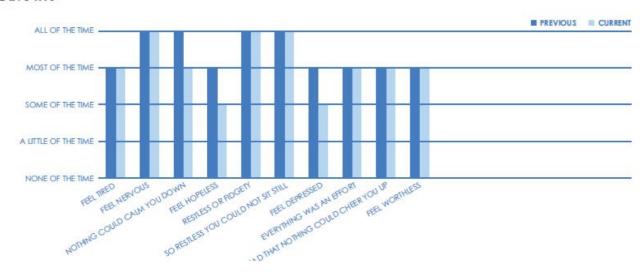


Keith Phase of Care - Intensive Extended

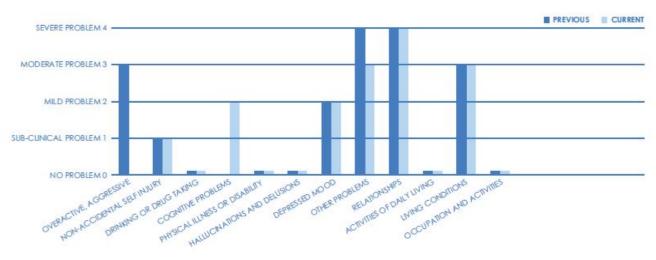
Adult Vignette 4 - Dave

Dave is a 28 year old gentleman who is studying IT through a correspondence course. He is single and lives at home with his mother. His father left the family home when Dave was 10 years old. His mother has always been very concerned about him and is over protective. He worked as a bank teller and, during an armed robbery 3 years ago, he was threatened with a shot gun. After a period of sick leave, he returned to work briefly, but was unable to cope and began to have panic attacks. He has since been diagnosed with agoraphobia and panic attacks. He was referred by his GP to the service and has been receiving CBT from the team psychologist and is taking antidepressant medication. Mum encourages him to stay at home and has had a room attached to the house to support his study and "maybe start a small business in the future". You are undertaking a regular 3 month review.

Dave K10



Dave HoNOS



Dave LSP

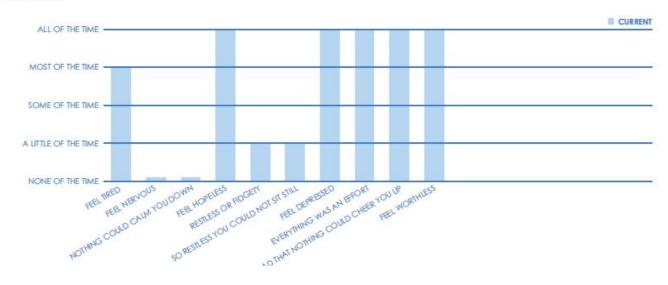


Dave Phase of Care - Functional Gain

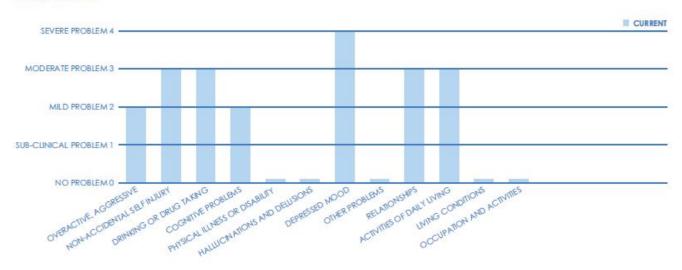
Adult Vignette 5 - Pablo

Pablo is a 44 year old Portuguese man suffering major depression and alcohol abuse following the failure of his roast chicken business. He is married to a very supportive wife and has 3 children. He has had thoughts of self harm and feelings of worthlessness as he cannot provide for his family. He was referred to the service by his consultant psychiatrist who is concerned about the severity of his depression, which has been significant over the last 6 months. Pablo drinks daily and says he is unable to reduce his consumption. The team has been visiting daily given concerns about his degree of distress. You are undertaking his first 3 month review.

Pablo K10



Pablo HoNOS



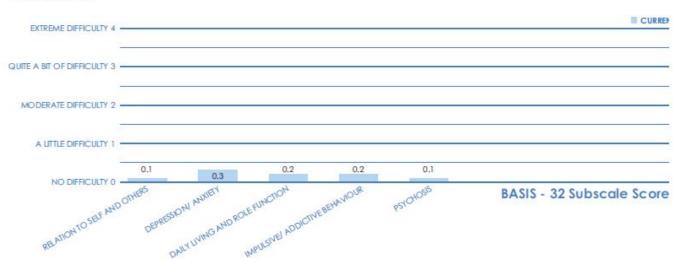
Pablo Phase of Care - Acute

Handouts for adult case studies for services using the BASIS-32

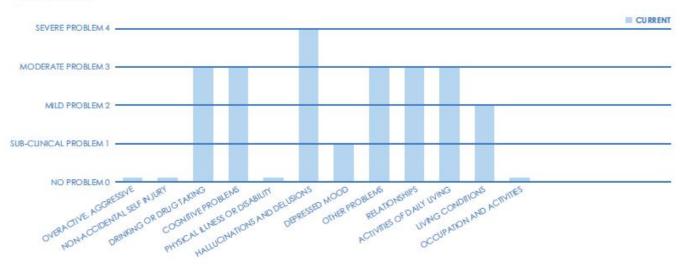
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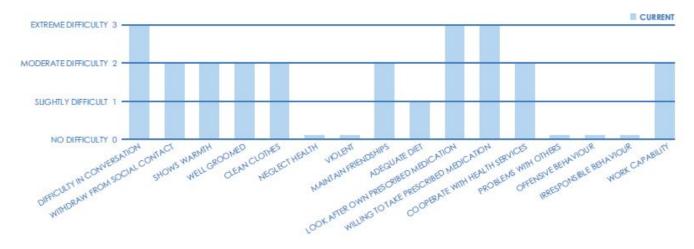
Skye BASIS 32



Skye HoNOS



Skye LSP

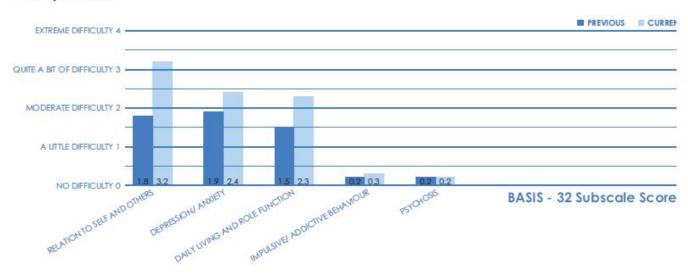


Skye Phase of Care - Acute

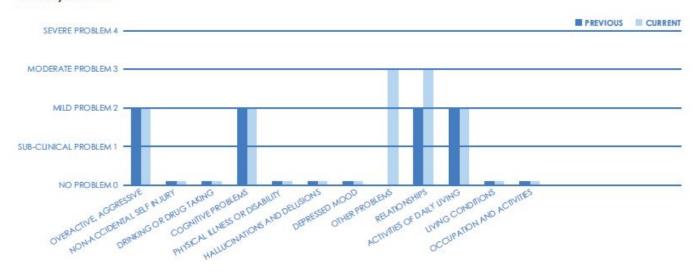
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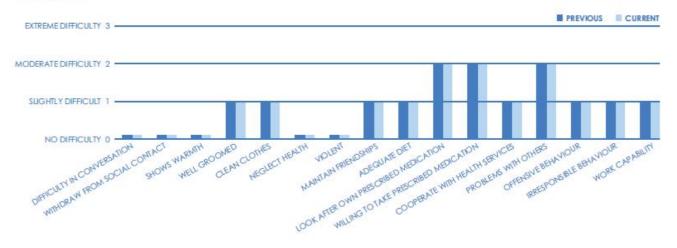
Tammy BASIS 32



Tammy HoNOS



Tammy LSP



Tammy Phase of Care - Intensive Extended

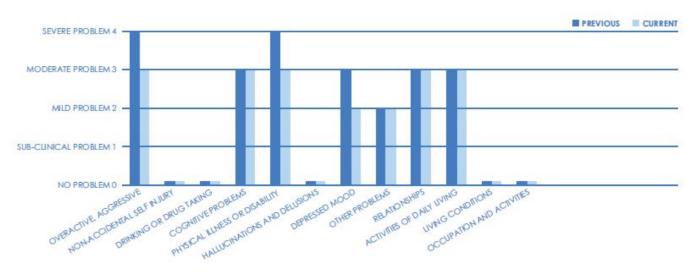
Adult Vignette 3 - Keith

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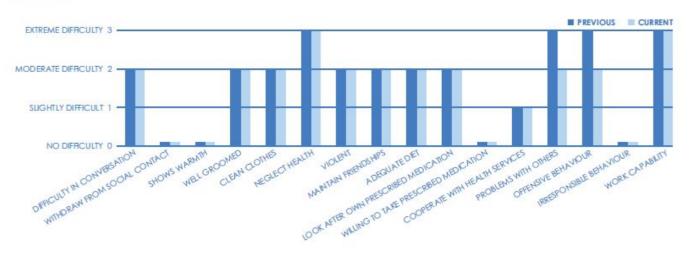
Keith BASIS 32

Keith refuses to complete the consumer self assessment

Keith HoNOS



Keith LSP

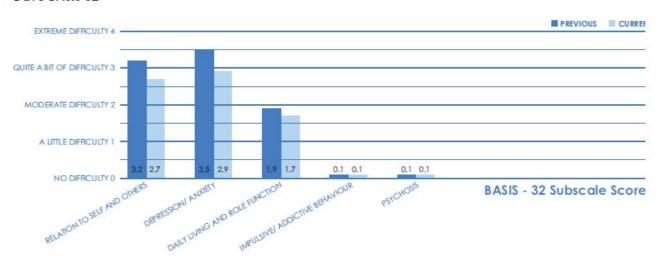


Keith Phase of Care - Intensive Extended

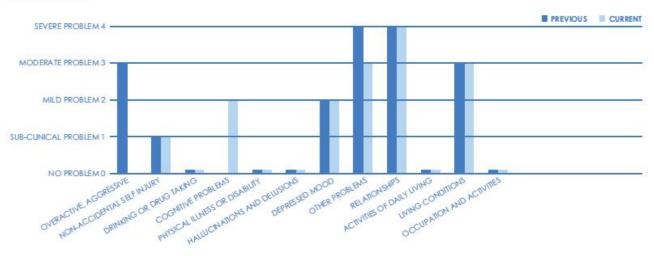
Adult Vignette 4 - Dave

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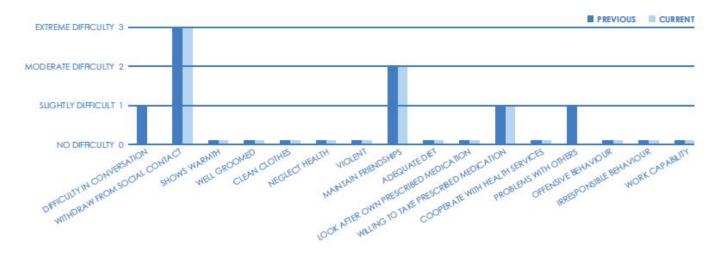
Dave BASIS 32



Dave HoNOS



Dave LSP

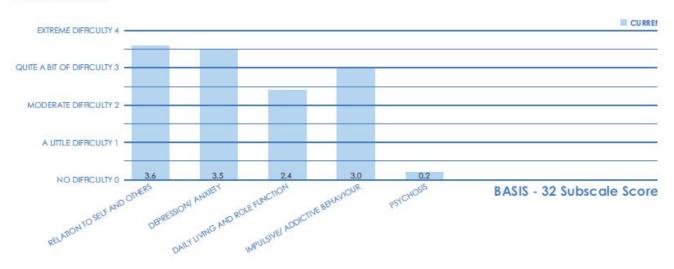


Dave Phase of Care - Functional Gain

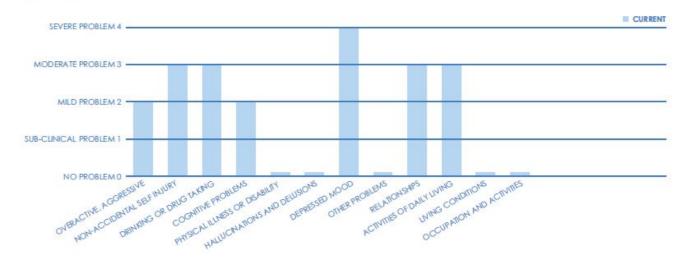
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Pablo is a 44 year old Portuguese man suffering major depression and alcohol abuse following the failure of his roast chicken business. He is married to a very supportive wife and has 3 children. He has had thoughts of self harm and feelings of worthlessness as he cannot provide for his family. He was referred to the service by his consultant psychiatrist who is concerned about the severity of his depression, which has been significant over the last 6 months. Pablo drinks daily and says he is unable to reduce his consumption. The team has been visiting daily given concerns about his degree of distress. You are undertaking his first 3 month review.

Pablo BASIS 32



Pablo HoNOS



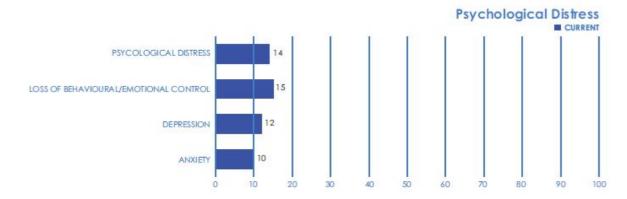
Pablo Phase of Care - Acute

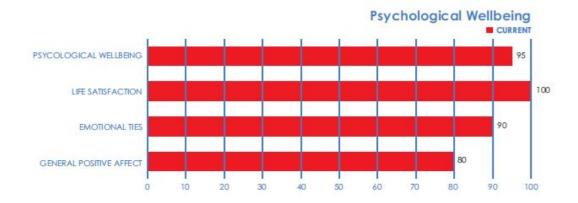
Handouts for adult case studies for services using the MHI-38

Adult Vignette 1 - Skye

Skye is a 20 year old unemployed student living with her boyfriend in rented accommodation. She was recently discharged from the acute inpatient unit following her first admission for drug induced psychosis with a differential diagnosis of schizophrenia. The community team is making daily visits. She has a high level of disorganisation and strange beliefs about hair colour and Kim Jong II living in her roof. Skye finds these beliefs very distressing. Her parents are supportive although she refuses to engage with them, preferring the company of her boyfriend who supplies her with cannabis and amphetamines. She appears unkempt and dishevelled. You are undertaking her first 3 month review.

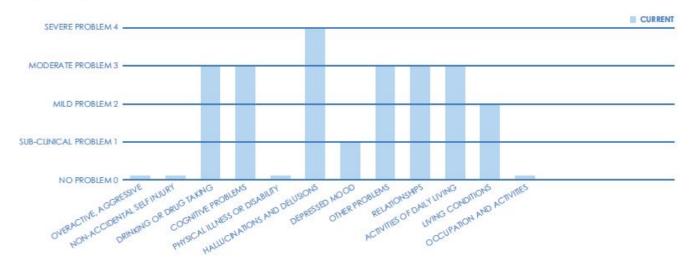
Skye MHI



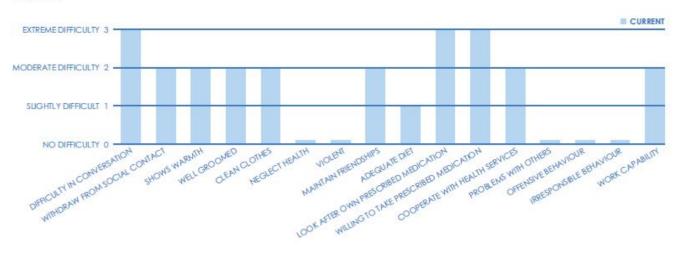




Skye HoNOS



Skye LSP

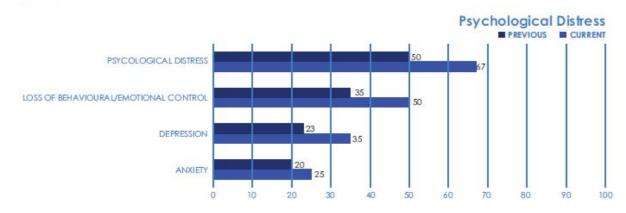


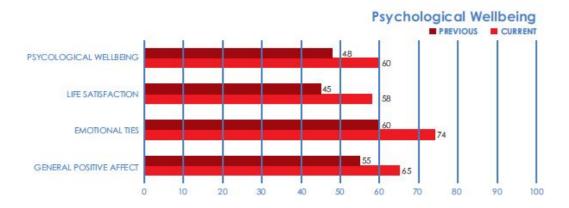
Skye Phase of Care - Acute

Adult Vignette 2 - Tammy

Tammy is a 33 year old married woman with a history of bipolar affective disorder. She was first admitted 5 years ago to the local inpatient unit as a result of a manic episode. On discharge she was referred to the community mental health team for follow up. The initial episode was brought on by pressure of work due to a promotion and she attributes this pressure to a subsequent miscarriage. Since this initial episode, Tammy has been unable to work. She is irritable on occasions and there are issues around her compliance with medication. Her relationship with her husband is strained given her occasional inappropriate and offensive behaviour. Tammy has been an ongoing client of the service for the last 5 years and requires regular supportive contact from the service. You are undertaking her regular 3 month review.

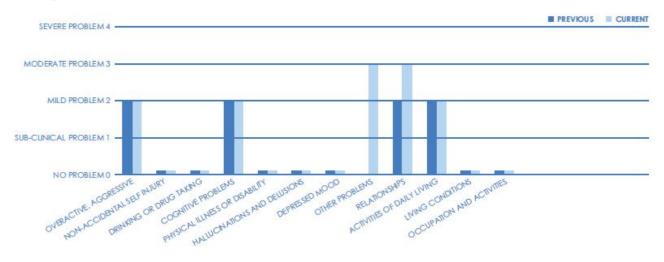
Tammy MHI



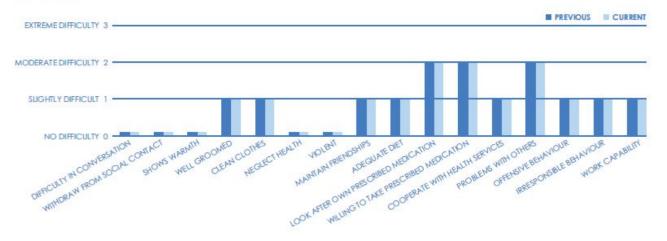




Tammy HoNOS



Tammy LSP



Tammy Phase of Care - Intensive Extended

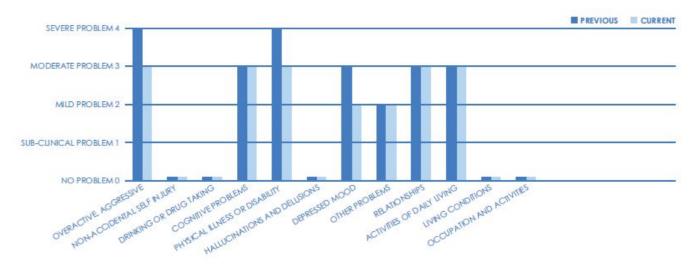
Adult Vignette 3 - Keith

Keith is a 58 year old former truck driver with a history of traumatic brain injury as result of a serious motor vehicle accident. He currently lives in a hostel for returned Vietnam veterans and requires 24 hour support. Keith has difficulties with his ADLs. He has poor impulse control, problems with his memory and has difficulty getting on with others. Since his injury, his family have noticed a marked deterioration in his behaviour, in particular aggression. He is a poorly controlled diabetic with frequent hypoglycaemic attacks which adversely affect his functioning. Keith has been a client of the service for the last 3 years following multiple admissions to the local inpatient unit. You are currently undertaking his regular 3 month review.

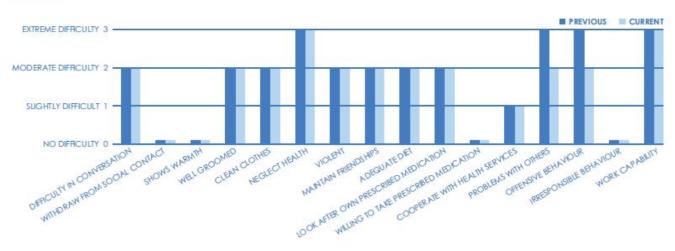
Keith MHI

Keith refuses to complete the consumer self assessment.

Keith HoNOS



Keith LSP

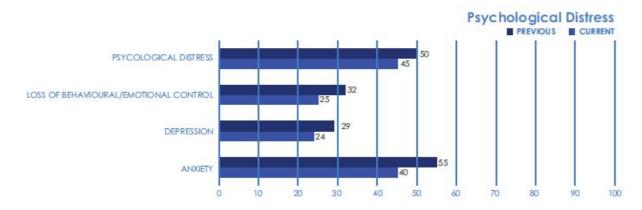


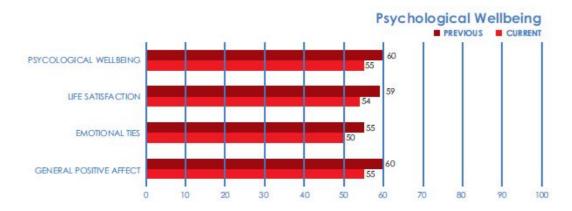
Keith Phase of Care - Intensive Extended

Adult Vignette 4 - Dave

Dave is a 28 year old gentleman who is studying IT through a correspondence course. He is single and lives at home with his mother. His father left the family home when Dave was 10 years old. His mother has always been very concerned about him and is over protective. He worked as a bank teller and, during an armed robbery 3 years ago, he was threatened with a shot gun. After a period of sick leave, he returned to work briefly, but was unable to cope and began to have panic attacks. He has since been diagnosed with agoraphobia and panic attacks. He was referred by his GP to the service and has been receiving CBT from the team psychologist and is taking antidepressant medication. Mum encourages him to stay at home and has had a room attached to the house to support his study and "maybe start a small business in the future". You are undertaking a regular 3 month review.

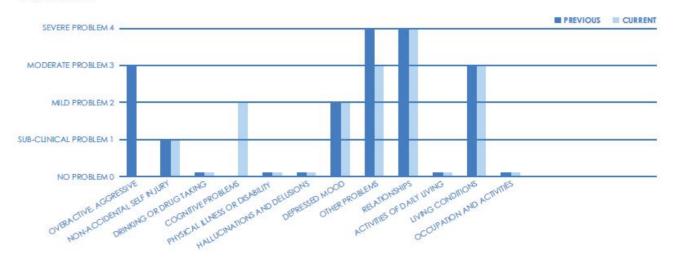
Dave MHI



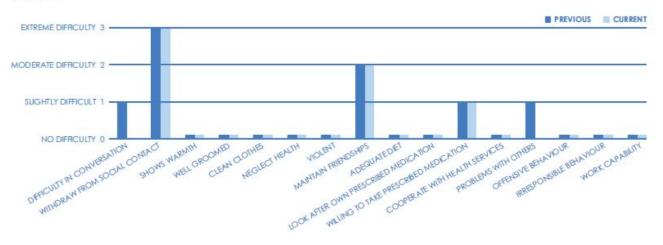




Dave HoNOS



Dave LSP

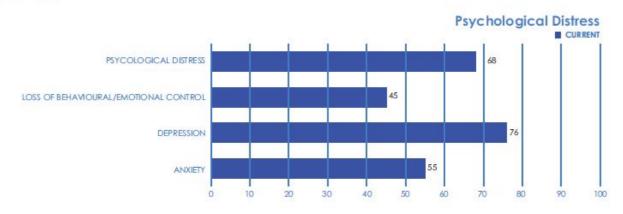


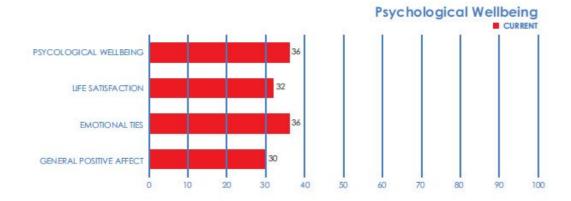
Dave Phase of Care - Functional Gain

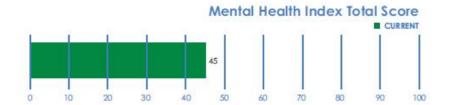
Adult Vignette 5 - Pablo

Pablo is a 44 year old Portuguese man suffering major depression and alcohol abuse following the failure of his roast chicken business. He is married to a very supportive wife and has 3 children. He has had thoughts of self harm and feelings of worthlessness as he cannot provide for his family. He was referred to the service by his consultant psychiatrist who is concerned about the severity of his depression, which has been significant over the last 6 months. Pablo drinks daily and says he is unable to reduce his consumption. The team has been visiting daily given concerns about his degree of distress. You are undertaking his first 3 month review.

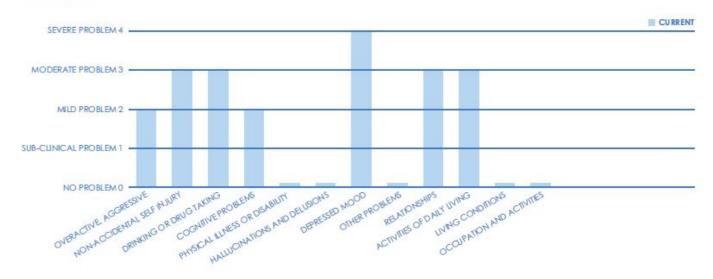
Pablo MHI







Pablo HoNOS



Pablo Phase of Care - Acute

Video resources

Video used in this training are available on the AMHOCN's site on the Vimeo platform.

These can be accessed via the "Using the NOCC in team reviews and case presentation" showcase on Vimeo: https://vimeo.com/manage/showcases/10359004/info

Alternatively:

Video 1: Using the NOCC in team reviews and case presentation – Measures in team reviews is available at: https://vimeo.com/user187821404/teamreviews01?share=copy

Video 2: Using the NOCC in team reviews and case presentation – Team discussion is available at: https://vimeo.com/user187821404/teamreviews02?share=copy