The Impact of Culture Change and Environment on Mood Disorders in LTC

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Objective

Develop a link between the transformation of the culture of nursing home care and the President's 2003 New Freedom Commission Report

- Define nursing home culture transformation
- Identify the goals of the President's New Freedom Commission Report (2003)
- Identify Factors in the transformation journey that impact care of nursing home residents with mood disorders in long term care

What is Culture Transformation

Transforming the way we THINK

about the way we deliver care

****NOT MERE CHANGE!

Traditional
MEDICAL

- Staff provide "treatments"
- Residents follow facility routine
- Staff float
- Staff make decisions for residents
- Facility belong to staff
- Structured activities
- Departmental focus
- Staff know resident by dx

Transformed
New Model

- Nurture the human spirit
- Facility follows resident's routine
- Person-centered care
- Permanent assignments
- Residents make their own decisions
- Facility is resident's own home
- Spontaneous activity 24 hours
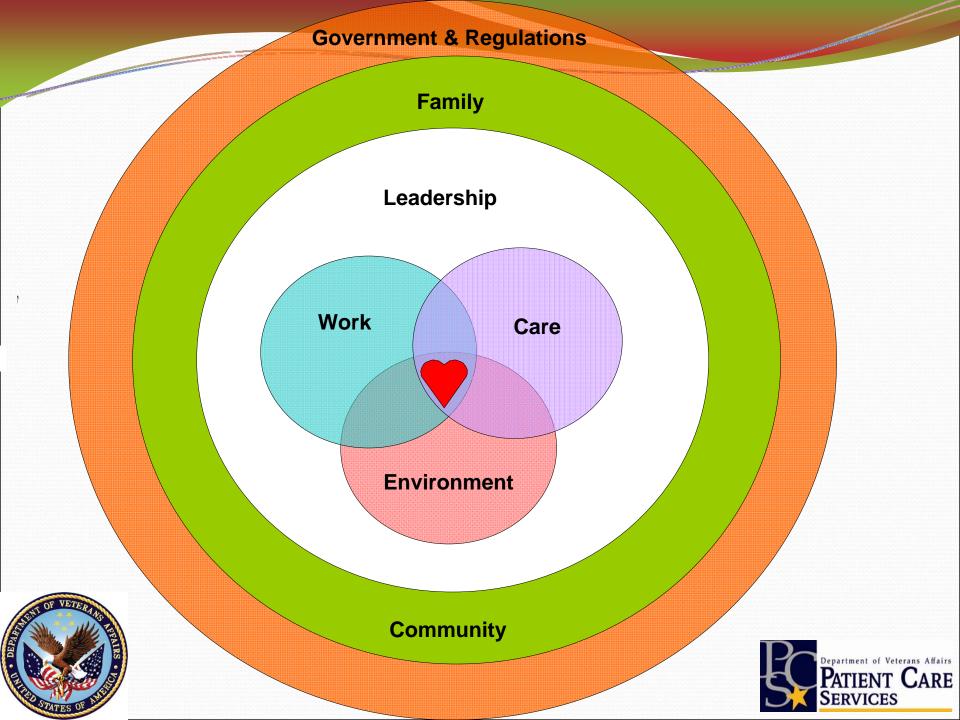- Team/Community
- Staff know residents

HATCh Model

- Holistic
- Approach
- To Transformational
- Change

Work Practices

- How we do what we do?
  - Shifts
  - Consistent Assignments
  - Self Managed Care Teams

Care Practices

- What we do
  - "I" Care Plans (Veteran perspective)
    - NOT about the diagnosis!
  - Sleep/wake cycles
  - Bathing preferences
  - MEANINGFUL use of time
  - Age appropriate activities

Environment of Care

- Where we provide care
- Transformed environments
  - Soothe
  - Promote wellness
  - Provide comfort
  - Encourage socialization
  - Are home
  - Encourage appropriate behaviors

New Freedom Commission

Report published in 2003

Proposed goals for a Transformed Mental Health System

- Americans understand that mental health is essential to overall health
- Mental health care is consumer and family driven
- Disparities in mental health care eliminated
- Early mental health screening, assessment, and referral to services are common practice
- Excellent mental health care is delivered, and research accelerated
- Technology is used to access mental health care and information

New Freedom Commission Implications in Institutional Nursing Home Care

The focus of the report is
RECOVERY

OBRA, 1987 stated:

The goal of nursing home care is to assist the resident to achieve the highest practicable level of function

The focus of OBRA is
RESTORE

Fundamental Components of Recovery

- Self Direction
- Individualized and Person-Centered Care
- Empowerment
- Holistic Nature
- Non-Linear Care
- Strength-Based Treatments
- Peer Support
- Respect
- Responsibility
- Hope

***Caldwell, Scalafani, Swarbrick, Piren, Journal Of Psychosocial Nursing, 2010

Recovery Model

- Hope
- Individualized and Person-Centered Care
- Respect
- Responsibility
- Non-Linear Care
- Empowerment
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Transformed New Model

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Work Practices
How We Do What We Do

- Consistent Assignment

  (85%) of long stay residents in a NH have a maximum of 8 CNA caregivers over a one month period of time".

  And (85%) of short stay residents in a NH will have a maximum of 8 CNA caregivers over a 2 week period.

  *** Advancing Excellence Campaign definition

Consistent Assignment

- Goal of Advancing Excellence in America's Nursing Homes

  The number of direct care givers that touch a resident

Implications for Residents with Mood Disorders

- Staff knows resident
  - Can predict
  - Can identify factors that make it better or worse
  - Can SEE medication benefits/risks
- Resident trusts staff
- Staff knows how to relate to resident

Care Practices

- Respecting Sleep/wake cycles
- Respecting "normal daily patterns"

  Agitation increases when resident sleep is disturbed

  Studies on sufficient sleep and importance of sleep patterns (comfort, light/darkness)

- Bathing without a Battle

  Increased compliance with care routines

Environment of Care

HOME vs. Home-like

What does home mean?

- BED room vs. Patient room
- Living room
- Dining room
- Kitchen (coffee)
- Den

- The physical environment interacts with the characteristics and behavior of the people therein to create the overall environment of the care setting.

****(Edvardsson, D Journal of Gerontological Nursing, 2008)

Cueing

- Space
  - Color
  - Design
  - Decor
  - Familiarity

  ********Provides cues for behavior

First Let's Talk About Food (It's all about food anyway)

- Fast food restaurants
- Refined dining
- Mess hall

- What's the difference????

Kitchen as Gathering Space

- Socialization
- Olfactory pleasures
- Something to do
- Enjoyment of preparation of meals

Space and Decor

- The Primacy of Privacy
- Private bedrooms and bathrooms vs. shared
- Cueing
- Colors
- Lighting
- Noise

- Therapeutic environments can support existential at-homeness among patients (Edvardsson, 2008)

Summary and Conclusions

- Interest in the relationship of work practices, care practices and the environment of care and nursing home resident well-being has been developing

    - From Powell Lawton (1980s) to Margaret Calkins
    - From the New Freedom Commission Report (2003) to mental health theory and the notion of recovery
    - Pioneer Network and its influence in transforming how nursing home care is delivered

The Evidence Base is Growing

- New household models hold promise
- New approaches to CARING for the individual rather then the diagnosis hold promise
- Support from CMS and new interpretations of regulations provide impetus for change

From Institutionalizing To Humanizing!

The Leadership Imperative

- Now is the time to let go of the comfort of the traditional approaches

- Now is the time to venture into the world of the person/s served

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- Transformation is a journey that offers hope for reaching out beyond the stereotypes of diagnostics and into the spirit/s of those suffering from mood disorders.
- Some tools
- Some courage
- Some comraderie

There is no better time
NOW
is the time to
TRANSFORM!