



Brotherhood of St Laurence

Working for an Australia free of poverty



ANGLICARE 2008

Opportunities Not Vulnerabilities

**HOW DO WE ENHANCE THE
OPPORTUNITIES?**

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INTRODUCTION

- Brotherhood of St Laurence
- BSL Dementia demographics – 60% current clients experience some form of Dementia
- Development of the Dementia Care Pathways Model
- How do we Enhance the Opportunities?



Background to the development of the model

- Based on BSL's identification of the need for a clear Dementia strategy
- National and International literature search
- Findings support BSL direction
- Client Carer Dementia Forum



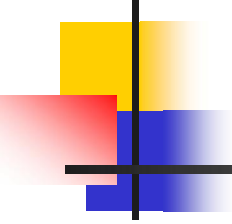
The Dementia Care Pathways Model

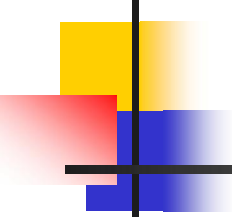
- It is an integrated approach across program areas.
- Provides tools, resources and information to support practice
- Client independence, social inclusion and empowerment are encouraged and supported
- A Knowledge Management System supports the model
- Staff training modules are being developed.



THE PRINCIPLES UNDERPINNING THE MODEL

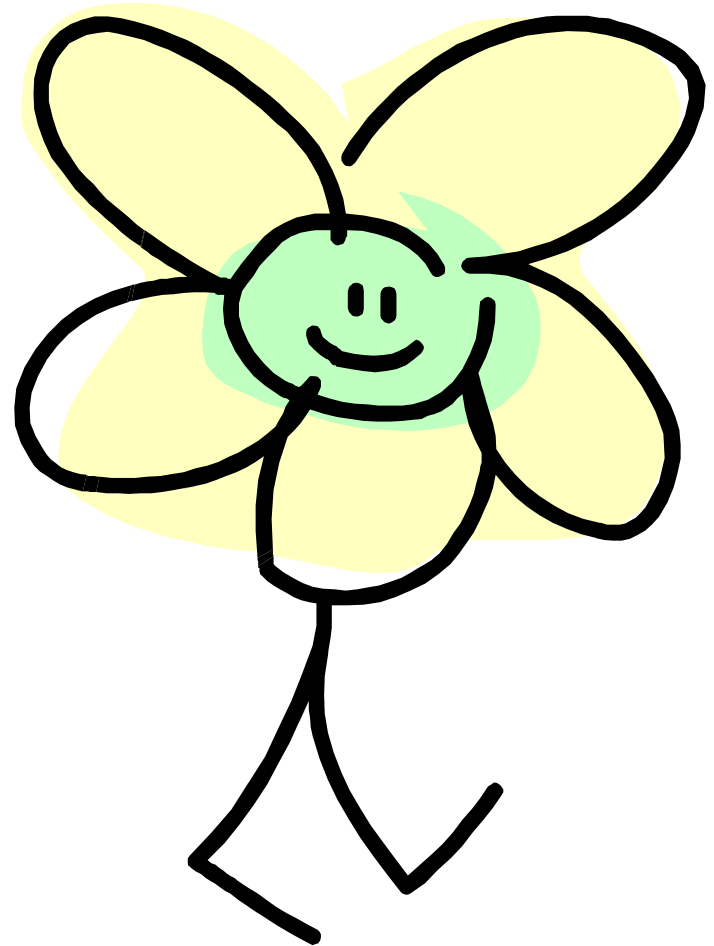
- A person with dementia is a unique person of value who deserves to be treated with dignity and respect to ensure their quality of life is enhanced.
- All people with dementia, their carers and families should receive appropriate, flexible, responsive and timely services, which respects their social, cultural or economic background.
- Person centred care is essential where people with dementia and their carers are able to participate (to the maximum of their ability) in decisions affecting their daily lives and future care, maximising autonomy and independence.
- Service responses should recognise peoples' individual needs , focusing on the whole person including their physical, social, spiritual and emotional needs and reflect their changing needs through the progression of their illness.

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- Care will be based on knowledge of what is meaningful in their lives, that which promotes self worth, dignity and respect and focuses on ability rather than disability
 - People living with dementia and their informal carers will be supported through training, information and empowerment.
 - People with dementia have access to activities and environments that stimulate and are positive and meaningful for each individual.
 - Consultation with people living with dementia, carers, health professionals and advocates is essential to developing and delivering quality, best practice dementia care.
 - People living with dementia have the right to make life choices (to the maximum of their ability) and must be supported to maintain a safe living environment and protection from exploitation and abuse of person and property

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- Staff will be encouraged to think openly, actively question current practice, and must be willing to review/change practice when necessary.
 - Senior staff will provide leadership that inspires and motivates all involved, as well as organisational support for training and mentoring of staff.
 - A whole of community approach and forming of partnerships will ensure better care for people living with dementia and carers
 - All staff (including volunteers) will be trained and supported on an ongoing basis to ensure delivery of quality care to clients and their families.
 - The model requires continual review of current practice and new knowledge in dementia care, ensuring it is altered as necessary to reflect best practice dementia care.

How do we Enhance the Opportunities?

- The Flower
- What have we learned?
- The challenges?





The Challenges Direct Care Staff

- Ensuring staff have a real understanding of person-centred care
- They understand sense of personhood in care planning
- They are encouraged to continually emphasize and concentrate on client abilities and strengths
- They are engaged and achieve satisfaction and enjoyment in their work



Challenges

Management and Organizations

- Change takes time—it's hard to let go of the familiar
- Change takes commitment from “above”
- Recruitment practices may need reviewing
- Staff will need support, understanding, encouragement, mentoring and—nurturing!



HOW WILL CHANGE BE ACHIEVED?

- The development of new recruitment guidelines
- Development of Tiered Training Model for staff
- Ongoing Staff training, education and mentoring
- Commitment by Management to the implementation of the Model and Training
- Organizational commitment and support

HOW WILL THIS ENHANCE THE OPPORTUNITIES?

Clients

Family carers

Staff





THE FUTURE OF DEMENTIA CARE WITHIN BSL

The journey is not ended.

If we accept and actively pursue the philosophy of person-centred care, change will occur and outcomes will be positive for all.

BSL will continue to identify gaps and further develop the model to ensure best practice in
Dementia Care