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RESPECT...
dementia care
framework &
philosophy

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Overview

- ❖ **Development process**
- ❖ **Dementia care framework & philosophy**
- ❖ **Implementation**
- ❖ **Evaluation**
- ❖ **Lessons learned**
- ❖ **Sustainability & continuous improvement**
- ❖ **Conclusion**



Development Process



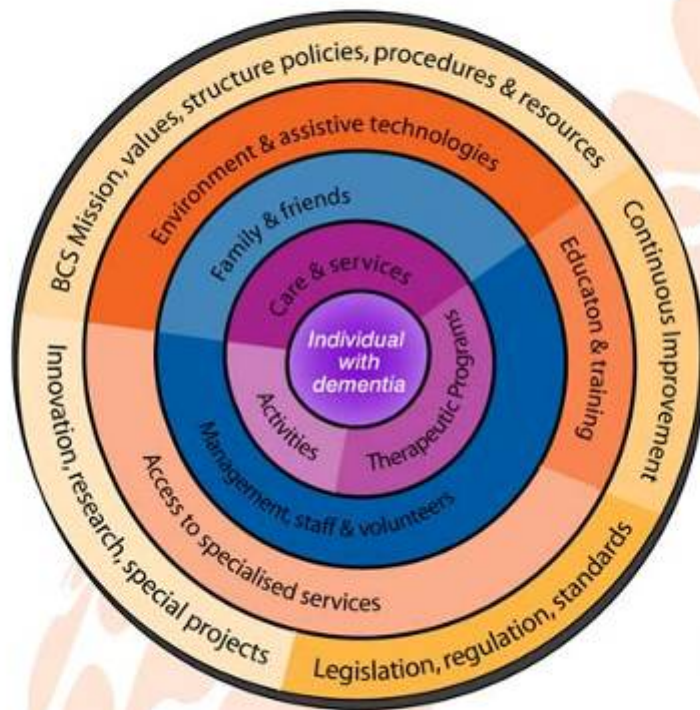
Why?

- ❖ **Task focussed → person centred care culture**

How?

- ❖ **Review of current philosophy & impact**
- ❖ **Consultation with clients, families & staff**
- ❖ **Literature review**
- ❖ **Dementia Advisory Group/ Graphic designer**
- ❖ **Develop, pilot, implement and evaluate RESPECT**

Dementia Care Framework



Dementia Care Philosophy

The BCS Dementia Care Framework sits within the RESPECT Philosophy of Care. This framework identifies and describes objectives of the key areas which all must work together effectively in order to provide quality care to individuals living with dementia.

BCS is committed to quality care for individuals with dementia, carers and families. We believe that 'RESPECT' is the cornerstone to quality care of individuals with dementia.

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Dementia Care

Philosophy

Respect

Each individual with dementia is unique, loved by God and worthy of respect, dignity and inclusion in the community

Enable

Each individual's quality of life will be enhanced by maximising his/her self-esteem, self-expression, choice, abilities, purpose, activity and meaning in daily living

Safety & Security

Each individual's safety and feelings of security will be supported using a least restrictive approach

Person Centred

Care and support provided will be individualised, flexible and creative, focussed on each individual's abilities, backgrounds, likes and changing needs

Environment & Equipment

The care environment and technologies will support and enrich the comfort, autonomy and quality of life of each individual living with dementia whilst ensuring safety

Communication

Quality interactions are a critical part of supporting and caring for an individual living with dementia

Teamwork

A partnership approach between individuals with dementia, their family and friends and care-providers will drive quality care.

Purpose:

Our Dementia Care Philosophy is the cornerstone to supporting and enabling the wellbeing, independence and safety of individuals with dementia. It aims to deinstitutionalise dementia and drives, motivates and inspires us to focus on the person with dementia and their families in ensuring the planning, delivery and evaluation of compassionate, ethical, flexible and creative care that responds to changing individual needs.

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RESPECT identifies important aspects in care and support for people living people dementia





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Implementation


- ❖ What – resource kit and posters
- ❖ When – Sept 2006-April 2007
- ❖ Where – all BCS services
- ❖ Who – all staff (including the Board)




An example...



Respect



Each individual with dementia is unique, loved by God and worthy of respect, dignity and inclusion in the community



Brainstorms

1. Have you ever been treated without respect? *How did it make you feel?*
2. What can you do **each day** with **each client** to show you respect and value him/her as a unique person?
3. How can you involve each client respectfully in the community?

Write good care practice ideas on light bulbs and stick on the wall around the letter 'R'



Respect



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Evaluation



Content & Process

Minor changes
Accountability

Impact

35% reduction in incidents
Improved PCC strategies
Improved teamwork
Communication
Environments

Sustainability

Revise & embed



Lessons learned

- ❖ Organisational support
- ❖ Champions
- ❖ Decide process, places and timeframe
- ❖ Integrate CI activities
- ❖ Encourage and respond to all suggestions
- ❖ Involve as many as possible
- ❖ Embed RESPECT
- ❖ Build on with creative/experiential learning opportunities
- ❖ Be patient
- ❖ Celebrate each success



Sustainability and CI

❖ CI of RESPECT resources

- ❖ Early-late stages
- ❖ Program flyer
- ❖ Quality initiative master form

❖ Embedding RESPECT

- ❖ Orientation – DVD & resource kit
- ❖ Recruitment and performance management
- ❖ Development of RESPECT quality tools



Summary

- organisational desire to improve
- committed resources:
 - dementia consultant
 - Dementia Advisory Group
 - graphic designer

**Person
centred**

**Embed
“RESPECT”**

**Task
focussed**

- external funding & regulatory systems
 - values and beliefs
- organisational systems/ procedural barriers
 - limited resources



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Conclusion

In the words of one of our Managers...

“The RESPECT philosophy has created a small but delightful problem...keeping up with clinical initiatives generated by staff. I am in awe of our staff and their creativity. They have taken person centred care and deployed it with fantastic effectiveness. ...The benefit for staff is clear...they tell me that it is making their work much easier and the residents much happier”.

For further information...

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