

Q: What LTC homes received Behavioural Support Lead funding in 2017 and what was their experience rolling out this initiative?

A: In 2016/17, 8 Long Term Care Homes were awarded funding to support in-house Behavioural Support Leads. Those homes are:

LTC home	# of homes served	LEAD Role
St George	1	1.0 FTE
Cedarvale Terrace, O'Neill Centre & Vermont Square	3	1.0 FTE
Castleview Wychwood & Lakeshore Lodge	2	1.0 FTE
Fairview Nursing Home	1	1.0 FTE
Lakeside Long Term Care Centre	1	1.0 FTE
Drs Paul and John Reikai Centre (Wellsley & Sherbourne)	2	1.0 FTE
Kensington Gardens	1	1.0 FTE
Heritage Nursing Home	1	1.0 FTE
Mon Sheong Home for the Aged	1	0.5 FTE
	13	TOTAL

Key Lessons Learned by homes:

- Strong administrative and medical leadership commitment & support is important
- Ongoing education of staff is required
- Often changes in internal processes is required (for referrals, team huddles etc.)
- BSO Education and training offered to internal leads and team has led to increased confidence in addressing the needs of staff and residents with responsive behaviours

Continual need to remind staff of internal BS Lead role and availability

Q: We are wondering, if we should consider applying for our home alone, or in conjunction with another. Advice?

A: Where homes have small bed numbers, or low client need we would encourage homes to explore the possibility of sharing a Lead with other homes.

Q: We are submitting an EOI and want to know if an RPN will work in that position. Is that acceptable? Please advise.

A: The Behavioural Supports Lead will serve as an in-house expert on behaviour response techniques. They will function in a specialty role to provide clinical care to older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions. Each home will decide what profession can best deliver on the role in their home. Outlined below is a DRAFT Job Description for the role.

In-House Behavioural Support Lead – DRAFT Job Description

Key Responsibilities:

- Provides coaching, care planning and/or hands on care in the home within their scope of practice to assist in managing responsive behaviours.
- Helps front line staff working with a resident receiving psychogeriatric services to use frameworks such as PIECES and UFirst to assess responsive behaviors, identify causes, formulate and implement coordinated care plans
- Provide leadership, supporting the creation of an internal behavioural support resource team which will allow for broader internal capacity to manage behaviours
- Proactively identify training and education needs for the home and coordination with the PRCs to deliver capacity building supports.
- Identify the need, and prepare for additional consultation and/or referrals to other services or specialties.
- Collaborate and communicate with other internal LTC homes staff, other Behavioural Support Leads, Geriatric Mental Health Outreach Team (GMHOT), Psychogeriatric Resource Consultant (PRC), LTC Behavioural Support Outreach Team (LTC-BSOT), hospitals, CCAC, and other allied health care professionals to provide wraparound care
- Assist in the translation of the findings and recommendations of external resources.
- Maintain a short-term active clinical caseload of older adults presenting with or at risk for responsive behaviours
- Provide comprehensive bio-psychosocial geriatric assessments, treatment, follow-up and discharge planning
- Review and evaluate the recommendations, treatment, care/service plan in consultation with the client, family and service providers
- Initiate and/or participate in care conferences as appropriate
- Assess for aspects of risk and intervene as appropriate
- Provide expert support during crisis interventions
- Document all findings and interventions in a clear and concise manner in the client's clinical record
- Communicate, as appropriate, significant changes in client status to care partners
- Advocate for and, protect the individual rights of, residents/clients

Qualifications:

- Current registration with the appropriate College
- Current CPR/First Aid certification
- Criminal Records Check and Vulnerable Sector Screening
- Training and familiarity with standard responsive behavior curricula including P.I.E.C.E.S., UFirst, G.P.A. and Dementiability are an asset
- Training in Non-Violence Crisis Prevention as asset
- Proven leadership and communication skills
- Experience working with older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions.
- Experience with quality improvement processes an asset