

Oregon Geriatrics Society
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Person Directed Care & Culture Change

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What is Culture Change?

- A national movement that is taking place in nursing homes and other LTC settings
- New models of providing long term care services based on:
 - Relationships
 - Advocacy
 - Choice & dignity
 - Respect
 - The right to take risks
 - Livable environments



What is Culture Change?

- A philosophy that embraces aging as a vital part of life and disability as a normal part of life
- A philosophy that makes quality of life as important as quality of care



What is Culture Change?

- Creating environments that support person directed care: puts people first and supports their life choices
- Maintaining a person's independence
- Empowering caregivers to make decisions based on their knowledge of and close relationship with the people they care for



Culture Change in Oregon

Making Oregon Vital for Elders (MOVE)

- Mission: United to create and sustain personalized, enriching communities where older adults and those who support them can thrive
- Broad participation of providers, survey agency, higher education, Quality Improvement Organization
- Active committees for Advocacy, Education & Communications
- Culture change tools for providers to use on their change journey



Culture Change in Oregon

CCMU Culture Change Initiative

- 12 Culture Change teams composed of NH staff and state surveyors
- Teams selected through application process- both facilities and surveyors
- Resources supported through Civil Money Penalty funds



Culture Change Resources

- www.pioneernetwork.org
- www.edenalt.org
- www.ncbcapitalimpact.org
(GreenHouse model)
- www.orculturechange.org



Civil Money Penalty Fines

- Nursing facility:
 - State: violations of licensing rules
 - Federal: violations of Medicare and/or Medicaid certification regulations
- Community based care facilities (RCF& ALF)
 - State: violations of licensing rules



CMP Fine Uses

- State CMPs for RCF/ALF & NF: by statute, go into the general fund
- Federal CMPs for NF: mandated to be used for the benefit of nursing home residents to improve their quality of care and quality of life



CMP Fine Uses in Oregon: Supporting Culture Change

- Support culture change teams by offering \$2,500 matching grants to the facilities for a culture change improvement.
- Two meetings per year for culture change teams to come together
- Training, video and written resources for culture change teams



CMP Fine Uses in Oregon: Supporting Culture Change

- Fund Lynda Crandall, culture change consultant, to support SPD culture change efforts and coordinate the CCMU Culture Change Initiative
- Production of CD interview with David Farrell called “Creating Person-Centered Policies for Staff Attendance & Absenteeism” and sent to all NF/RCF/ALFs in Oregon



CMP Fine Uses in Oregon

- Fund a contract with Dr. Bill Simonson, pharmacist, who reviews all of our unnecessary medication citations for accuracy and also provides training to surveyors
- Will be funding a State Agency/Provider Forum joint conference in Spring, 2009

