



SPA-LTC LOGIC MODEL

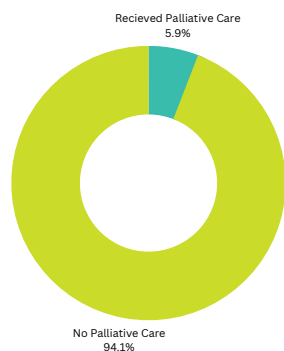


SITUATION



The average LTC resident will die within **18 Months** of admission

Only 6% of residents have a record of receiving palliative care (CIHI 2018.)



There is a need to strengthen a palliative approach to care in the Long-Term Care Sector.

Internal Factors

Unique to each organization

- Leadership
- Commitment
- Optimize current team,
- Funding
- Competing priorities.

External Factors

Systemic challenges

- Pay parity
- Staffing availability
- Funding
- Policy and regulation

INPUTS

- Staff Funding
- Education
- Mentorship
- Research
- Operations
- Structural & Organizational Environment

Assumption:

People are interested and want to do this. It will take time. It will benefit all.

ACTIVITIES

- Situational Analysis
- Self-Assessment
- Competency mapping
 - Assess current team competencies against framework
- Performance goals
- E-Learning
- Leadership
 - Organizational change management
- Operational
 - Rounds, debriefs
- Care Planning
- Mentorship
 - Use of external resources/expertise.
- External Training
 - SICG, LEAP, HPCO



OUTPUTS

- Updated job descriptions
 - Built in competencies
- Updated performance appraisal tools
- Updated staff recognition
- Training, mentoring and competency programs
 - Including implementation plan
- Relationships with external resources
- Operational teams, processes and structures
- e.g., Palliative Champion Team, Rounds, Care Planning (ACP)
- Grief and bereavement support programs
- Staff reward and recognition processes



OUTCOMES

Residents and families experience **high quality palliative approach** to care

Empowered Team - Increased confidence and professional growth.

Increase Quality of Care to residents and families. Shared decision making, needs and preferences met.

Staff recognition and reward processes
Effective resource allocation.
Regulatory and accreditation compliance.

Positive Organizational Reputation and identity.
Reduction in transfers, crisis response

- Improved grief and loss support.