Steps to Culture Change

Appropriate Use of Antipsychotics in Dementia
Strategies and Resources

Seniors Health Strategic Clinical Network (SCN)
In collaboration with Addiction & Mental Health SCN
People and Change: what have you noticed?

let's talk. change

Inform
Consult
Involve
Collaborate
Empower

Adapted from International Association of Public Participation
AUA Strategies and Resources

1. Staff education
2. Monthly interprofessional medication review
3. Care plan reviews
4. Family consent – and consultation
5. Measurement and Celebration

“Change

“If there is no struggle, there is no progress.” - Frederick Douglass
Steps to Implementing AUA: Map

Steps to Implementing Appropriate Use of Antipsychotics

GETTING STARTED
- Step 1: Why Address Antipsychotic Use in Your Facility?
- Step 2: Five Key Interventions for Reducing Antipsychotic Use
- Step 3: Decide on a Starting Point; Gather an AUA Team

BUILD AWARENESS
- Step 4: Build Awareness Within the AUA team
- Step 5: Get the Word Out
- Step 6: Build AUA Awareness Within the Facility or Unit

CREATE DESIRE
- Step 7: Create Desire Within the Care Team
- Step 8: Overcome Resistance to Change on Your Unit

SPREAD
- Share your experience with the remainder of your facility or organization
- Reference the AUA Guideline, AUA Toolkit resources and these steps

REINFORCE CHANGE
- Step 12: Reinforce Change in Your Unit and/or Facility

DEVELOP KNOWLEDGE AND ABILITY
- Step 9: Develop Knowledge Within the Care Team in the 5 Key Areas
- Step 10: Enhance the Medication Review Process
- Step 11: Foster the Ability of the Care Team & Facility to Provide Person-centred Alternatives

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Seniors Health Strategic Clinical Network
Last updated September 2014
Steps to Implementing AUA*

Why AUA?

Five Key Interventions for Reducing Antipsychotic Use

Decide on a Starting Point, Gather an AUA Team

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1. Build Awareness Within the AUA team
2. Get the Word Out
3. Build AUA Awareness Within the Facility or Unit
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CREATE DESIRE

Create Desire Within the Care Team

Overcome Resistance to Change on Your Unit
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- Develop Knowledge within the Care Team in the 5 Key Areas
- Enhance the Medication Review Process
- Foster Ability of the Care Team & Facility to Support Person-Centred Care
Steps to Implementing AUA
## Measures of Success of Appropriate Use of Antipsychotics (AUA)

| Month   | Number of residents admitted on antipsychotic this month | Number of residents with Dx of Schizophrenia, Manic Disorders, Delirium, Delusions | Number of residents, without indication as per RAI 2.0 definition | Looking ONLY at column C, record the number of residents on antipsychotics | Calculation DEC | Percent of residents receiving an antipsychotic medication without indication as per RAI 2.0 definition | Looking ONLY at column D, record the number of residents who had an interprofessional team medication review | Calculation ED | Percent of residents on antipsychotics with a medication review | Looking ONLY at Column E, record the number of residents with Gradual Dose Reduction (GDR) | Looking ONLY at Column F, record the number of residents whose behaviour improved or had no change | Looking ONLY at Column G, record the number of residents whose behaviour improved or had no change | Looking ONLY at Column H, record the number of residents with worsened behaviour | Looking ONLY at Column I, record the number of residents with an interprofessional decision made who had AUA education | Number of F/T staff on unit | Number of staff who had AUA education |
|---------|----------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------|----------------|-----------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------|
| August  |                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| September|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| October |                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| November|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| December|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| MonthYear|                                                          |                                                                                     |                                                                                         |                                                              |                |                                                                                           |                                                              |                |                                                                 |                                                              |                                                                  |                                                                  |                                                                  |                                                                  |                                                              |
| Goal    |                                                          |                                                                                     |                                                                                         |                                                              |                | < 29%                                                                                     |                                                              |                | 100%                                                                 | 100%                                                                 | 100%                                                                 | 0 - 10%                                                                | 100%                                                                 | 100%                                                                 |                                                              |
Last Step…

Spread appropriate use of antipsychotics to other wings, units and neighbourhoods in your facility
Plan-Do-Study-Act (PDSA)

It may take trial and error to find the best solutions for your facility

- Plan: develop a plan to test a change
- Do: carry out the test
- Study: observe and learn from the consequences
- Act: determine what modifications should be made to the plan

http://www.albertahealthservices.ca/auatoollkit.asp
Team Action Planning

• Use the AUA Map to identify where you are and assign next steps

• Use the Suggested Steps for Developing an Antipsychotic Medication Review Process to discuss how to enhance your medication review process
THANK YOU!

• For improving the quality of life for those with dementia

• For including families and alternate decision makers in what is important to the resident and the family

• For making such a difference for your care teams!