

All-In Palliative Care: The Team Approach to LTC

Information Package 2021-22

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OVERVIEW

This Information Package contains all relevant details pertaining to the **All-In Palliative Care: The Team Approach to LTC training program**. Due to demand, we are taking applications from more long-term care homes. This Information Package has been updated to reflect the new application deadline and available training dates for long-term care homes applying between January 10 and January 31. This Information Package was developed by the Ontario Centres for Learning, Research and Innovation in Long-Term Care (CLRI) at Bruyère.

The Ontario CLRI is funded by the Government of Ontario and hosted at Baycrest Health Sciences, Bruyère, and the Schlegel-UW Research Institute for Aging. The Ontario CLRI helps the province's 600+ long-term care homes to enhance the quality of life and care for those who live and work in long-term care (LTC).

ALL-IN PALLIATIVE CARE: THE TEAM APPROACH TO LTC

The All-In Palliative Care training program is a revamped version of the Communication at End-of-Life (CEoL) training program. The Ontario CLRI at Bruyère has collaborated with the University of Ottawa Teaching and Learning Support Service to adapt the program to a virtual setting and update the training to meet the needs of interprofessional teams in LTC homes.

This training is still made possible through the CEoL Education Fund, which provides tuition and backfill funding for interprofessional team members to participate in the virtual delivery of this program.

This evidence-informed training will boost interprofessional care delivery and improve team-wide communication through interactive scenario-based learning. Your team will:

- Be able to clarify the difference between palliative care and end-of-life care;
- Learn how to strengthen the integration of an interprofessional approach to palliative care; and
- Develop improved communication skills to interact within the interdisciplinary team, with residents and their families.

KEY DETAILS

- Free
- Virtual training through video conferencing platform (8-hour session with breaks)
- eLearning prerequisite series (1 hour)
- Interactive, scenario-based training
- Accessibility compliant
- Funding available for backfill wage support

PROGRAM HIGHLIGHTS

- Boost interprofessional care delivery: This training strengthens the integration of an interprofessional approach to palliative care into LTC homes.
- Improve team-wide communication: This training improves communication within the interdisciplinary team, with residents and their families.
- Build resilience: This training promotes resilience by allowing team members to work through personal and collective grief, reflecting on the impact of death.
- Explore cultural humility: This training introduces concepts of cultural humility as an approach to resident-centred care.

APPLICATION GUIDELINES

REQUIREMENTS

- Only Ontario LTC homes are eligible to apply
- Each Ontario LTC home may submit **one** application
- The application form **must be completed by the home administrator**
- Homes must select 5-10 interprofessional team members to attend the 8-hour virtual training

IMPORTANT DATES

EVENT	DATE
Applications re-open	January 10, 2022 (12:00 PM ET)
Applications close	January 31, 2022 (11:59 PM ET)
Virtual training	February and March 2022
Financial support claim submission deadline	March 31, 2022 (11:59 PM ET)

TRAINING DATES

- February 22, 2022
- February 24, 2022
- February 25, 2022
- March 7, 2022
- March 8, 2022
- March 10, 2022
- March 11, 2022
- March 14, 2022
- March 15, 2022
- March 17, 2022
- March 18, 2022
- March 22, 2022
- March 24, 2022
- March 25, 2022

TRAINING DETAILS

PREREQUISITE CEOL ELEARNING SERIES

Learners must complete the free [CEoL eLearning series](#) before participating in this training. This series will take learners roughly 1-hour to complete and serves as an introduction to the more comprehensive training program. The completion of this prerequisite eLearning series is covered under the backfill wage support and can be completed in the days leading up to the virtual training.

The eLearning courses – which include interactive case scenarios that reflect the unique setting and context of care delivery in LTC – are designed to refresh or develop team members' communication skills to provide quality palliative care and end-of-life care in LTC homes.

A certificate is provided at the end of each of the three courses as your proof of completion.

The respective course titles are:

- 1) Communicating about Hospice Palliative Care
- 2) Coping with Grief
- 3) Building Relationships

VIRTUAL DELIVERY

Due to challenges brought on by the pandemic, this training will be delivered in an **8-hour virtual course** instead of the train-the-trainer model used in previous years. The course will be delivered in real-time by one of our facilitators and will involve interaction amongst learners attending the session.

The virtual delivery of this training will be held via Zoom. If this virtual platform does not work for your home due to technology access restrictions, while completing the application form, you will be asked to indicate your preferred virtual training software.

TECHNICAL REQUIREMENTS

Each learner needs to connect on their own screen. A tablet, laptop or computer connected to Wifi, audio, and webcam is required for each team member to attend this training. Team members cannot attend together using one screen, and must attend in separate locations to prevent any echo from occurring. This training is interactive, our facilitators need to be able to hear and see all learners.

There is a place on the application form to indicate if there are any barriers to you meeting these technical requirements (e.g. limited access to computers, no webcams available). Your feedback will help the Ontario CLRI at Bruyère team understand what barriers exist and ways we may help to allow your team to access this training.

FINANCIAL SUPPORT

After LTC homes complete this training, they are responsible for submitting financial claim forms to claim their backfill wage support by **March 31, 2022**. Any claim not submitted by this date will **not** be reimbursed.

The Ontario CLRI at Bruyère will provide financial claim forms to successful LTC homes. These forms must be submitted to ceolfund@bruyere.org. After the Ontario CLRI at Bruyère team has reviewed the claims, LTC homes will receive funding via **direct deposit**.

WAGE SUPPORT

LTC homes are eligible to receive **10 hours of wage support** to cover the **5-10 team members** that will be participating in this training. This wage support covers the eLearning prerequisite as well. Wage support will be provided at a rate of \$25 per hour (for a total of \$250 per team member).

APPLICATION PROCESS

INTERPROFESSIONAL TEAM MEMBERS

All those who work with residents and families in LTC homes are important members of the care team. Research has shown that homes who engage the whole team in training have better outcomes for residents.

As such, the Ontario CLRI at Bruyère strongly encourages homes to enroll a diverse set of interprofessional team members in this training. Homes are encouraged to consider diversity in terms of race, ethnicity, religion, spirituality, gender identity, gender expression, sexual orientation and age, but also in roles, shifts, and levels of influence in the home.

Interprofessional team members that are encouraged to attend this training are:

- Administration (e.g. CEO, CFO, COO, Administrator)
- Clinical Care – Personal support worker, Registered Nurse/Registered Practical Nurse, Resident Support Aide/Healthcare Aide, Nurse Practitioner, Physician, Supervisor (e.g. Nurse Manager)
- Dietetics - Registered Dietitian
- Education - Coordinator, Educator, Instructor
- Environmental Services - Housekeeping, Laundry, Maintenance, Manager
- Food Services - Dietary Aide, Food Service Aide, Manager/Supervisor
- Infection Prevention and Control (e.g. Director, Quality Specialist, Lead)
- Occupational Therapy - Occupational Therapist or Occupational Therapy Assistant
- Physiotherapy - Physiotherapist or Physiotherapy Assistant
- Program Coordination - Coordinator, Assistant, Supervisor/Manager
- Recreation - Recreation Therapy, Activity Aide, Activation, Manager
- Resident Care (e.g. Director of Care, Associate Director of Care, RAI Coordinator)
- Social Work - Social Worker or Social Service Worker
- Spiritual Care - Chaplain, Spiritual and Religious Care Practitioner

FILLING OUT THE APPLICATION

Applications are due no later than **January 31, 2022 (11:59 PM ET)**. Late submissions will not be accepted. Once you have reviewed the Information Package, you are encouraged to submit an [application form](#)!

FREQUENTLY ASKED QUESTIONS

IS THIS THE SAME PROGRAM AS THE PREVIOUS CEOL TRAINING PROGRAM?

Yes. The All-In Palliative Care training program is a revamped version of the Communication at End-of-Life (CEoL) training program. This training is still made possible through the CEoL Education Fund, which provides tuition and backfill funding for interprofessional team members to participate in the virtual delivery of this program.

MY TEAM PREVIOUSLY TOOK THE CEOL TRAINING PROGRAM, SHOULD THEY TAKE THIS TRAINING TOO?

Team members that have participated in previous iterations of this training are encouraged to join the All-In Palliative Care training program to receive a refresher and learn about palliative care and end-of-life care from an interprofessional lens.

WHY DO INTERPROFESSIONAL TEAM MEMBERS NEED TO PARTICIPATE IN THIS TRAINING?

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As such, the Ontario CLRI at Bruyère strongly encourages homes to enroll a diverse set of interprofessional team members in this training. Homes are encouraged to consider diversity in terms of race, ethnicity, religion, spirituality, gender identity, gender expression, sexual orientation and age, but also in roles, shifts, and levels of influence in the.

ARE THERE ANY PREREQUISITE REQUIREMENTS TO ATTEND THIS TRAINING?

Yes. Participants are expected to complete the free 1-hour [CEoL eLearning series](#) before participating in this virtual training.

WILL OUR TEAM HAVE TO TRAVEL TO A WORKSHOP?

No. Due to challenges brought on by the pandemic, this training will be delivered in an **8-hour virtual** course.

CAN TEAM MEMBERS JOIN THE TRAINING TOGETHER USING ONE COMPUTER SCREEN AND A PROJECTOR?

No. Each team member needs to connect on their own screen, and must attend in separate locations to prevent any echo from occurring. A tablet, laptop or computer connected to Wifi, audio, and webcam is required for each team member to attend the training. This training is interactive, our facilitators need to be able to hear and see everyone.

There is a place on the application form to indicate if there are any barriers to you meeting these technical requirements (e.g. limited access to computers, no webcams available). Your feedback will help the Ontario CLRI at Bruyère team understand what barriers exist and ways we may help to allow your team to access this training.

IS THE TRAIN-THE-TRAINER MODEL BEING USED?

No. The train-the-trainer model has been temporarily suspended due to challenges brought on by the pandemic. This training will be delivered using our facilitators instead of the train-the-trainer model used in previous years.

I AM PART OF A CHAIN OF LTC HOMES; CAN I SUBMIT ONE APPLICATION FOR ALL MY LTC HOMES?

No. Each LTC home must have its own application submitted.

ACKNOWLEDGEMENTS

The Ontario CLRI at Bruyère has collaborated with the University of Ottawa Teaching and Learning Support Service to adapt the All-In Palliative Care: The Team Approach to LTC training program to a virtual setting and update it to meet the needs of interprofessional teams in LTC homes.

We would like to thank the following interprofessional team members who contributed to updating this training program:

- Breanne Drury, RD, BSc, MHSEd, Registered Dietitian, Seasons Care Dietitian Network
- Tara Cohen, Program Manager, Champlain Hospice Palliative Care Program
- Ruth Richardson, RN, Palliative Nurse Educator, Algonquin College
- Adriana Rengifo, MA, Registered Psychotherapist, CRPO, Clinical Chaplain, Bruyère Continuing Care
- Sheila McKinnon-Ok, PhD, MSW, RSW, Instructor and Course Designer, Durham College and School of Social Work Instructor, Dalhousie University
- Miranda Burgess, RPN, Perley Rideau Veteran’s Health Centre
- Mandi McKay, Resident and Family Support Worker, Niagara Region
- Rebekah Hackbusch, MA, Coordinator, Spiritual Care at Bruyère

The original content of this training program was developed in partnership with Algonquin College.

This work is supported in part with funding from the Government of Ontario through the Ontario Centres for Learning, Research and Innovation in Long-Term Care (CLRI) hosted at Bruyère. The views expressed herein do not necessarily reflect the views of the Province.



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