

Quality Improvement Plan (QIP)

Narrative for Health Care Organizations in Ontario

March 19, 2024

OVERVIEW

Extendicare Kapuskasing is a 60 bed long-term care home located in Kapuskasing, Ontario.

Our Mission

Extendicare is a leading seniors' health care organization serving the needs of Canadians for more than 50 years. Across our organization, our dedicated team members are united by our mission of helping people live better.

Improving Care, Every Day

At Extendicare, improving the quality of care we provide to our residents and their families guides all we do. We are committed to continuous improvement, and on an ongoing basis, we seek new ways to evolve our practices and strengthen our services.

We are focused on a national, multi-year plan to improve the care we provide across every home we operate, and in every community we serve. Read more in our Improving Care Plan.

Quality Improvement

Extendicare's Quality Framework outlines the ways in which our home is supported to achieve success in all aspects of quality with a focus on quality of life, safety, compliance, and resident satisfaction. Extendicare's homes in Ontario are responsible for driving their quality improvement plan. We work closely with dedicated, regional clinical consultants who provide ongoing support to homes in our home's quality initiatives. Our strategic

that support the plan also meet or exceed standards set by Accreditation Canada and meet the requirements of our LSAA.

Our home's Continuous Quality Improvement (CQI) Committee uses the CQI Framework in alignment with Extencicare's enterprise-wide strategic quality priorities to identify priority areas for quality improvement in our home, make recommendations, monitor, and measure progress, identify, and implement adjustments, and communicate improvement outcomes for the current and following year. Results are shared with residents, families, team members and external partners to support our priorities, targets, and activities.

On an organization-wide basis, Extencicare measures and monitors our quality initiatives using data accuracy and quality indicator score cards. Home-level quality reports are circulated monthly and reviewed by homes and regional teams, to help monitor progress and drive meaningful conversation at each home's continuous quality committee meetings. Performance monitoring is a key part of driving our performance and includes but is not limited to the following:

- Monitoring key quality indicators
- Internal audits
- External audits
- Program Evaluations
- Resident Satisfaction Survey results

Active priority areas for quality improvement in our home are:

1. Falls prevention – 15%

Our Approach – Risk mitigation strategies including scheduled toileting plans that are individualized for the resident, environmental risk assessments to ensure a safe and uncluttered environment with adequate lighting, and supportive mobility devices, activity programs specific to the needs of residents at high risk for falls, appropriate footwear, and regular medication reviews.

2. Inappropriate Use of Antipsychotics – 17.3%

Our Approach – Engagement of pharmacy team to provide recommendations to prescribers for safe reduction of antipsychotics, engaging Behavioral supports leads to work with team to support behavior management

2. Restraint Reduction – 2.5%

Our Approach – Implementation of Extencicare's Least Restraint policy, utilization of alternatives to restraints, discussions with families/residents about risks of restraint use and available alternatives.

4. Worsened Stage 2-4 Pressure Injury – 2%

Our Approach - Working in partnership with our vendors to enhance our assessment process and ensure correct product selection to promote healing, education of new advanced practice skin and wound care nurses, implementation of turning clocks, review of bed surfaces and repositioning devices.

ACCESS AND FLOW

Extendicare is committed to working closely with our community partners including our regional Home and Community Care Support Services team, hospitals, and business partners to ensure safe and effective care of residents across the organization and at the local home level. We do this through ongoing relationship building and partnerships with health system partners such as local long-term care homes, regional IPAC hubs, Ontario Health teams and various regulatory authorities. In addition, our partnerships extend to our Medical Advisor and Attending Physicians as we work to improve medication management, clinical care and reduce unnecessary ED visits. We strive for excellence through our focus on quality and safety and opportunities with our partners to participate in research.

Extendicare Kapuskasing Home Specific Partnerships:

The success of this QIP requires collaboration with multiple partners, including Home and Community Support Services, Behavioral Supports Ontario, Antipsychotic Task Force, Ontario Association Resident Councils, Ontario Long Term Care Association, research partners, and vendors such as Medical Mart, 3M, and Medi-System pharmacy, hospitals, other sectors who assist us in continued improvement with our quality initiatives.

EQUITY AND INDIGENOUS HEALTH

Extendicare is committed to incorporating an equity lens into all our quality improvement initiatives. We offer materials in several languages, and our focus on QI initiatives to improve care includes vulnerable populations.

Each home develops a cultural competency and diversity plan that addresses how it will respond to the diversity of its stakeholders as well as how the knowledge, skills, and behaviors will enable personnel to work effectively cross culturally by understanding, appreciating, and respecting differences and similarities in beliefs, values, and practices within and between cultures. For example, we have many homes with strong French, Chinese, East Asian and Italian communities.

In developing a cultural competency and diversity plan, our organization looks at the diversity of its community, internal and external stakeholders, and potential changes in demographics to be proactive in education, training and service delivery

PATIENT/CLIENT/RESIDENT EXPERIENCE

Extendicare's mission is "Helping People Live Better" and we accomplish this by actively engaging our residents and families. We promote transparency with residents and families by requesting their feedback in various activities such as quality improvement projects, annual resident satisfaction surveys which we use to gauge our quality improvement measures, various committees, resident and family councils and town hall meetings. Our ongoing goal is to incorporate feedback to continually improve quality of life and safety by ensuring the care each resident receives is reflective of their individual needs and wishes.

Our 2023 Resident and Family Experience Survey Results:
Date of Surveys: September 11 – October 31, 2023

Resident: 100 participated Family: 53.6% participation

Resident: Would you recommend this home? Result: 70.8%

Top three areas for improvement from resident survey:

My care conference is a meaningful discussion that focuses on what is working well, what can be improved, and potential solutions (41%).

I am updated regularly about any changes in my home (68.8%).

I am satisfied with the quality of care from doctors (40.9%).

Family: Would you recommend this home? Result: 95.5%

Top three areas for improvement from family survey:

Communication from home leadership is clear and timely manner (62.5%).

I have an opportunity to provide input on food and beverage, options (40%).

The resident has input into the recreation programs available (0%).

Key actions taken, as a result the of survey outcomes for top 3 areas for resident satisfaction and family satisfaction:

Hold a meeting to include the resident and family to provide an

opportunity where they can discuss their experiences, challenges, etc. This was discussed at our CQI committee with a target date of June, 2024.

Communication is a struggle in a home, Plan to start a communication board for family and resident with a newsletter monthly, to keep residents and families informed on the day to day running of the home. Implement by July 2024.

The Home will continue to provide the opportunity for residents to attend our Food Committee to review new menus, taste test some items on a new menu and provide feedback on their likes and dislikes. The Dietary Manager will invite family members to the Food Committee should they want to advocate for their loved one. This will be completed by May 1, 2024.

Role of Resident and Family Councils and CQI Committee in determining actions taken with survey results: Our results are presented at Resident Council and CQI Committee with input in the implementation of our action plan by providing suggestions and collaborating on the best approach to each item.

Date copy of the report was provided at Resident council meeting: January 2024.

We currently do not have a Family council in the home but are actively trying to recruit members for this committee.

PROVIDER EXPERIENCE

Extendicare Kapuskasing is part of a large organization in which there are many opportunities to engage with staff and leadership in sharing quality improvement goals and commitments. This is achieved through bench marking, using experiences of other homes to share best practices, annual quality and strategic planning conferences and participation in the Ontario Long Term Care Association Quality Committee and annual quality forums. Our annual employee engagement survey provides an opportunity for team members to give their feedback on various issues such as staff satisfaction, innovation, and work environment.

SAFETY

Despite the best efforts of healthcare professionals, adverse events sometimes happen in healthcare settings. Adverse events can be devastating for patients and healthcare providers who are part of or witness these events. When a resident experiences an unanticipated outcome or a medical error occurs, there is an expectation that the healthcare establishment will deal with the event openly and honestly and that the parties involved will accept responsibility, express empathy, and work to prevent the event from happening in the future.

We document, track and trend resident Adverse Events so that we can apply lessons learned from these events and minimize the risk of them happening again. One of the most important aspects of good event management is creating a work environment where all employees, residents and their families feel they can speak up and report issues, concerns and even mistakes. Extendicare is committed to creating a “just” organization culture. This culture:

- Encourages openness and frankness in identifying and reporting Adverse Events
- Focuses on interdisciplinary learning and an organizational commitment to applying lessons learned.
- Fosters an environment that promotes safe behavior choices.
- Supports disclosure where appropriate.

Incidents that provide an opportunity for improvement are shared with team members through town halls, daily huddles, and regular meetings/committees to increase awareness and seek feedback to understand root cause so that strategies put in place are effective. Practice alerts are sent out by the Corporate Quality and Risk team to all homes following a serious incident or near miss to ensure awareness and review of process.

POPULATION HEALTH APPROACH

Extendicare Kapuskasing serves mostly a population of geriatric patients, who have chronic disease requiring 24-hour nursing care with a large portion having a form of dementia. There is also a growing population of younger residents with mental health diagnoses that require 24-hour nursing care, such as Down's syndrome and other developmental disabilities. The home is also equipped to provide care to bariatric residents.

CONTACT INFORMATION/DESIGNATED LEAD

Carol Johnson RN, BScN Admin/DOC
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OTHER

Sign off:

Administrator: Carol Johnson
CQI Committee Lead: Carol Johnson
Quality Lead of Home: Carol Johnson
Regional Director: Johanna Horne
Corporate Quality: Erin Coreno

SIGN-OFF

It is recommended that the following individuals review and sign-off on your organization's Quality Improvement Plan (where applicable):

I have reviewed and approved our organization's Quality Improvement Plan on **March 18, 2024**

Erin Coreno, Board Chair / Licensee or delegate

Carol Johnson, Administrator /Executive Director

Carol Johnson, Quality Committee Chair or delegate

Johanna Horne, Other leadership as appropriate
