

Looking at the Introduction of a Palliative Approach in our Facility



Plan it	Do it	Look at it again	Embed it & spread it
Discuss your plans with management and the executive team – ask for support.	Complete a baseline palliative care audit – Look at deceased resident files and see what could have been done better.	Complete the same audit after you have implemented the changes (at least 6 months).	Update policies, procedures etc.
Identify the pros and cons.	Review your policy and procedure and relevant documents.	Review your information.	Make it part of your orientation and performance management processes.
Are there other facilities in the region doing anything? Ask to attend their meetings or chat to the staff.	Meet with your support services. (in-reach / palliative care) What help/ support can they give you?	What needs 'tweaking'?	Any chance of mandatory education?
Identify champions in your facility (at least 3 or 4)	Identify which Advance Care Planning process you want to implement.	Are there obvious knowledge deficits? If yes – re-educate.	Annual competency for ENs/ RNs?
Have a planning/ reporting mechanism. Could be a standing agenda item on your quality committee or a new Palliative Care Group.	Identify which end of life care plan you want to implement.	Modify your approach, documents, resource material where needed.	Plan for ongoing education.
What are you trying to measure and how will you know you are successful?	Arrange education for staff – if asking for education from outside sources ... be specific with what you want!	Is it relevant? Does it help?	Make it part of the culture. "This is how we do it at..."
Make sure you 'renew' your relationship with your support services.	Resident/ family information. What do you have and what is needed?	Are there other services you need to involve? Can the relationships be improved?	Make resident/ representative education part of your admission process.
	Implement the changes!		