

The Gentle Persuasive Approaches Program

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Objectives

- Provide a rationale for the implementation of the Gentle Persuasive Approaches (GPA) Program in Saskatoon Health Region.
- Discuss the overall goals of the GPA program.
- Provide a brief overview of the GPA curriculum.

History

- There is little agreement on the most appropriate behavioural management program, or what topics should be included within the curriculum for staff who care for residents with dementia.
- A literature review completed in 2009 identified specific elements that have been recommended for inclusion in a behavioural management course for staff in care homes, beyond the criteria required by Saskatchewan OH&S Regulations.

Evidence Based Selection Method

- Eight content areas were identified as important for inclusion in a behavioural management program for staff in long-term care:
 - Causes of aggression
 - How to recognize escalating behaviours
 - The skills required to diffuse an aggressive situation
 - How to provide resident-directed care
 - The proper avoidance, deflection and escort techniques
 - The processes for reporting and documenting aggressive incidents
 - How to support staff/residents when they have been involved in an aggressive situation
 - Follow-up available for staff after they have been involved in an aggressive incident.

Evidence Based Selection Method

- Five other components were identified when selecting a behavioural management program, it is important that the program:
 - Has previously been evaluated
 - Be targeted toward the population that the staff work with in the long-term care home
 - Curriculum was designed based on adult teaching methods
 - Require staff to demonstrate competency with the skills before they receive certification
 - Require staff to regularly recertify

Evidence Based Selection Method

- The curriculum of 10 programs were reviewed by examining the training manuals of three programs and reviewing course content and outline of the remaining seven programs available on their website and through direct contact with the curriculum director.
- Only the Gentle Persuasive Approaches Program met 13 of the 13 criteria identified in the literature review.

The GPA Program

- The GPA curriculum is designed for all staff in long-term care homes.
- Participation in this program will provide staff with the ability to develop the skills to manage responsive behaviours that are displayed by residents with dementia.

Goal of the GPA Program

- The overall goal of the GPA program is to educate staff on how to use a person-centred, compassionate and gentle persuasive approach and to respond respectfully, with confidence and skill to responsive behaviours associated with dementia.

About the GPA Program

- Length of training is 7.5 hours.
- Taught by a certified GPA trainer.
- Target population: every member of the care team (from laundry to administration).
- Method of delivery is designed for adult learners (videos, slides, role plays).

About the GPA Program

- Module 1: Provides an overview of the principles of person-centred care, and the meaning behind the self-protective behaviour.
- Module 2: Discusses the impact of dementia on the brain. The discussion centres on the A's of dementia and the relationship of each to responsive behaviours in dementia.
- Module 3: Reviews the emotional, environmental and interpersonal communication strategies that assist care staff to respond to escalating behaviours.
- Module 4: Teaches staff the physical intervention principles that are gentle and respectful yet allow care staff to remain safe.

About the GPA Program

- https://www.youtube.com/watch?v=ScNdP-n_s1g&feature=youtu.be

GPA Program Evaluation

- The GPA program was implemented in two Saskatoon Health Region care homes (one rural and one urban) in December, 2009.
- The rural home chose to evaluate the GPA program by measuring the number of responsive behaviours displayed by five residents in the care home over a 12-month time frame.
- Results of the chart audit showed that there was a 34% decrease in the number of reported incidents of verbally responsive behaviours and an 80% decrease in the number of incidents of physically responsive behaviours reported.

GPA Evaluation

- The urban care home chose to evaluate the GPA program by examining the number of PRN anti-psychotic or anti-anxiety medications that were administered to residents displaying responsive behaviours.
- Although statistical analyses were not conducted on the data, results indicate a reduction in the number of residents with PRN antipsychotic or anti-anxiety medications ordered and administered over a nine month time period.

GPA Evaluation

	Baseline	Months 1 - 3	Months 3 - 6	Months 7 - 9
Number of charts reviewed	80	80	80	80
Number of Residents with PRN Anti-psychotic/Anti-anxiety medications ordered	41	42	39	21
Percentage of Residents with PRN Anti-psychotic/Anti-anxiety medications ordered	51.2%	52.5%	48.0%	26.3%
Number of times PRN Anti-psychotic/Anti-anxiety medications Administered	139	201	104	15
Total Number of Residents who were administered a PRN Anti-psychotic/Anti-anxiety medication	25	24	19	4
Percentage of Residents Administered a PRN Anti-psychotic/Anti-anxiety medication	61.0%	57.1%	48.7%	19.0%

The End

- Questions?
- Thank you!