A DIRECTOR OF CARE’S PERSPECTIVE

OLTCA APPLIED RESEARCH EDUCATION DAY
FEBRUARY 13, 2013
RESPONSIVE HEALTH MANAGEMENT (RHM)

- RHM – 5 homes
- 780 LTC beds
- Smallest home is 108
- Largest home is 218
- Reduced capacity of this position (average LOS DOC is approx. 2 years)
ROLE OF THE DIRECTOR OF CARE

- Administrative responsibilities
- Clinical Accountabilities
- Compliance
- Quality and Risk
- Financial accountabilities
- Human Resources
- Advocacy for Residents and Families
CHALLENGES TO CLINICAL LEADERSHIP

- Understanding the LTCH environment
- Leadership skills
- Clinical competency
- Strategic planning
CHALLENGES TO CLINICAL LEADERSHIP

- Quality and Risk
- Human Resource Skills:
- Financial Management:
- Advocacy and family /staff concerns
STRATEGIES TO STRENGTHEN CLINICAL LEADERSHIP

- The Nursing curriculum needs to reflect Leadership as a dimension of practice
- Specific educational preparation for the DOC role in LTC
- Lifelong Leadership development
- On-going training courses specific to the DOC role in LTC
- Career opportunities in LTC
- Provide opportunities in the workplace to add supervisory experience
- Funding to support Orientation of new DOC
- Grow Your Own
- Research
- Succession Planning
QUESTIONS????