

Steps to Culture Change

Appropriate Use of Antipsychotics in Dementia
Strategies and Resources

Seniors Health Strategic Clinical Network (SCN)
In collaboration with Addiction & Mental Health SCN

People and Change: what have you noticed?



Adapted from International Association of Public Participation

AUA Strategies and Resources

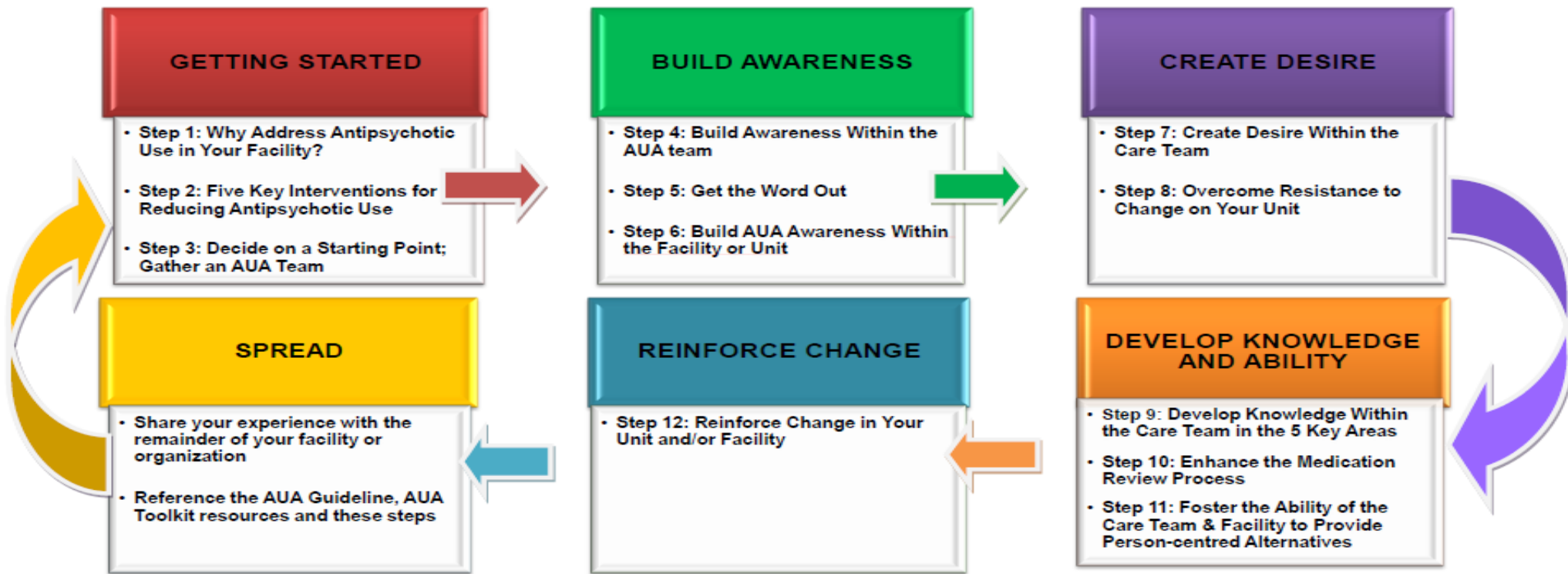
1. Staff education
2. Monthly interprofessional medication review
3. Care plan reviews
4. Family consent – and consultation
5. Measurement and Celebration

Change

“If there is no struggle, there is no progress.” - Frederick Douglass

Steps to Implementing AUA: Map

Steps to Implementing Appropriate Use of Antipsychotics



*Adapted from PROSCI, used under license

Seniors Health Strategic Clinical Network

Last updated September 2014

Steps to Implementing AUA*

GETTING
STARTED

Why AUA?

Five Key Interventions
for Reducing
Antipsychotic Use

Decide on a Starting
Point, Gather an AUA
Team



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Steps to Implementing AUA

BUILD AWARENESS

Build Awareness Within the
AUA team

Get the Word Out

Build AUA Awareness Within
the Facility or Unit



Steps to Implementing AUA

CREATE DESIRE

Create Desire
Within the Care
Team

Overcome
Resistance to
Change on Your
Unit



Steps to Implementing AUA

DEVELOP KNOWLEDGE AND ABILITY

Develop Knowledge
within the Care Team
in the 5 Key Areas

Enhance the
Medication Review
Process

Foster Ability of the
Care Team & Facility to
Support Person-
Centred Care



Steps to Implementing AUA

REINFORCE
CHANGE



Measures of Success of Appropriate Use of Antipsychotics (AUA)

Month	Number of residents admitted on antipsychotic this month	Number of residents on unit	Number of residents with Dx of Schizophrenia, Huntington's chorea, Hallucinations , Delusions	Number of residents without indication as per RAI 2.0 definition	Looking ONLY at column C, record the number of residents on antipsychotics	Calculation D/C	Percent of residents receiving an antipsychotic medication without indication as per RAI 2.0 definition	Looking ONLY at Column D, record the number of residents who had an inter-professional team medication review	Calculation E/D	Percent of residents on antipsychotics with a medication review	Looking ONLY at Column E, record the number of residents with Gradual Dose Reduction (GDR)	Looking ONLY at Column F , record the number of residents whose behaviour improved or had no change	Looking ONLY at Column E, record the number of residents who had antipsychotic medication discontinued	Looking ONLY at Column H, record the number of residents whose behaviour improved or had no change	Looking ONLY at columns F & H record the number of residents with worsened behaviours	Looking ONLY at Column D, record the number of family/alternate decision maker who had AUA education	Number of F/T P/T staff on unit	Number of staff who had AUA education
		A	B	A-B=C	D	Calcul.	%	E	Calcul.	%	F	G	H	I	J	K	L	M
August																		
September																		
October																		
November																		
December																		
Month/Year																		
Month/Year																		
Month/Year																		
Month/Year																		
Month/Year																		
Month/Year																		
Month/Year																		
Month/Year																		
Goal							< 20%			100%		100%		100%	0 - 10%	100%		100%

Last Step...

SPREAD

Spread appropriate use of antipsychotics to other wings, units and neighbourhoods in your facility



Plan-Do-Study-Act (PDSA)

It may take trial and error to find the best solutions for your facility

- Plan: develop a plan to test a change
- Do: carry out the test
- Study: observe and learn from the consequences
- Act: determine what modifications should be made to the plan

<http://www.albertahealthservices.ca/auatoolkit.asp>

Team Action Planning

- Use the AUA Map to identify where you are and assign next steps
- Use the Suggested Steps for Developing an Antipsychotic Medication Review Process to discuss how to enhance your medication review process



THANK YOU!



- For improving the quality of life for those with dementia
- For including families and alternate decision makers in what is important to the resident and the family
- For making such a difference for your care teams!