Alzheimer's Nursing Home

PHILIP W. TRAVIS

ADMINISTRATOR

History

- Alzheimer's Nursing Homes: 902 KAR 20:291
- Established 1991
- 2 licensed Alzheimer's Facilities
- Wellington Parc Owensboro
- Magnolia Village (formerly Wellington Parc of Bowling Green)
- Medicare/Medicaid Funding

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Training Requirements

- (e) Orientation and in-service training. All staff members shall have documented training in the care and handling of Alzheimer's patients, including at least:
  - 1. Eight hours of orientation to cover the following:
    - A. Facility Alzheimer's policies
    - B. Etiology and treatment of dementias;
    - C. Stages of Alzheimer's disease
    - D. Behavior management; and
    - E. Communication
    - F. Resident Rights

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Training Requirements cont.

- 2. Quarterly continuing education is required, six (6) hours of which shall be in Alzheimer's disease or related disorders.

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Wellington Parc Training Program Specifics

- Teepa Snow: Positive Approach to Care
  - How to get staff engaged in better care techniques
  - Challenging Behaviors in Dementia Care
  - It's All in your Approach
  - Bathing without a Battle
  - Dental Care for People with Dementia

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Training Specifics cont.

- The Forgetting: A portrait of Alzheimer's Disease
  - Provides information related to the disease process
  - Provides staff with real life examples of family experience with disease

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Our Workforce

- 94 Employees
  - Direct Care Nurses
    - 8 RN
    - 5 LPN
  - Nursing Assistants
    - 29 Med Techs/SRNA
    - 12 NA in training
  - Support Staff
    - 9 Housekeeping/Laundry
    - 10 Activity
    - 9 Dietary

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Staffing Challenges

- Turnover and associated cost
- All facilities competing for same workers
- Competitive Wage vs. Reimbursement Rates

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Retention Strategies

- Flexible scheduling
  - 12 hours nursing shifts
- Wage Review
  - Yearly performance increase up to 3%
  - Shift Differentials
- Benefits
  - Health, Life, Dental, Vision
  - Paid Vacation and Personal time
  - 401K with company match

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Retention cont

- Employee Recognition
  - Employee of the Month
  - Anniversary Recognition to include a t-shirt
  - Birthday Cards with gift card
  - Departmental Recognition yearly with gift cards
- Tuition Assistance Program

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Thank You



