



Nursing for the older people in Japan

3. Japanese Nursing Association in Action

Japanese Nursing Association



1. The Aging of the Japanese Population
2. Nursing for the Older People: Current Situation and Challenges
3. The Japanese Nursing Association in Action



Initiatives of Japanese Nursing Association in the Aging Japanese Society

As the aging of society proceeds, JNA is seeking to strengthen the functions of nursing in home-visit nursing and at long-term care facilities.

- The number of older people who require high intensity caring and/or with dementia are expected to increase in line with the rapid aging of society. This calls for enhanced roles of nursing at home and in long-term care.
- It is urgently required to establish a system to sustain long-term and continuous home-based care, even with high intensity caring or with low capability of the family caregivers.

Strengthening Nursing Functions at Facilities



Efforts to Address the Issues

- Strengthening management skills of nurses who work at long-term care facilities
- Securing nurses who work at long-term care facilities
- The opportunities to obtain specialized knowledge and skills for nurses working at long-term care facilities
- Bolstering collaboration with other professions inside and outside the facility, and local networks

Nursing at long-term care facilities is facing the issues such as a limited allocation of nurses, unclear scope of work, few training opportunities for acquiring specialized knowledge and skills, and weak collaboration with other professions inside and outside the facility or local networks.

JNA promotes services to pursue the following four goals, in order to provide safe and secure care in collaboration with other professions, by strengthening nursing functions and managing a few number of nurses, who support the life of older people with high needs for health care:

- 1) Strengthening management skills of nurses who work at long-term care facilities;
- 2) Securing nurses who work at long-term care facilities;
- 3) The opportunities to obtain specialized knowledge and skills for nurses working at long-term care facilities; and
- 4) Bolstering collaboration with other professions inside and outside the facility, and local networks.

Key Projects of JNA

- Developing and disseminating the “Systematic training program for nurses at long-term care facilities”
- Collecting inputs concerning end-of-life care at long-term care facilities, and identifying the issues
- Developing the “Guideline for nursing practice at long-term care facilities”
- Conducting an actual status survey on nursing at facilities for care of the elderly
- Education and training

Proposing a Systematic Training Program for Long-Term Care Facilities

Purpose:

To establish a system for nurses at long-term care facilities with few training opportunities to take systematic seminars on nursing to support the life of older people;

To encourage local networking through the planning and management of seminars

Each nurse who works at long-term care facilities is required to have specialized knowledge and skills, as well as management and other skills to see to the entire facility. However, there are few training opportunities targeted at the enhancement of nursing expertise, nor are available systematic programs for that purpose. This makes it difficult for nurses to acquire, in steps, required knowledge and skills across the broad fields. JNA's committee has systematized essential training items for nurses, so that they could take seminars locally and promote local networking. These items have been summarized as the Systematic Training Program for Nurses at Long-Term Care Facilities.

Features of the Systematic Training Program for Long-Term Care Facilities

1. Viewpoint of management skills that every nurse should have
2. Nursing knowledge and skills required at long-term care facilities are summarized in three categories.
3. A tool for seminar planning and management in collaboration with more than one facilities and organizations

1. Because a few number of nurses provide care in collaboration with other professions at long-term care facilities, every nurse is also required to play management roles for the entire facility. This is why the viewpoint for developing management skill is incorporated into individual training items.
2. Because long-term care facilities are places where older people lead their daily lives, nurses need to re-acquire specialized nursing knowledge and skills from the viewpoint for supporting the daily lives of residents. The knowledge and skills incorporated into this program are grouped into three categories: 1) Characteristics of long-term care facilities and roles of nursing, 2) Knowledge and skills for nursing practice, and 3) Knowledge and skills to leverage the effects of practice.
3. It is difficult for a single facility or incorporated organization to plan and manage systematic training that meets the needs of nurses with different professional careers and academic backgrounds. It is possible that local facilities and related organizations collaborate and provide systematized programs, based on this program. Such collaboration may also encourage the establishment of local networks.

Three Categories and 24 Training Items

1. Characteristics of long-term care facilities and roles of nursing	Basic viewpoints for nursing care required at long-term care facilities	
	Assessment to support daily lives	
2. Knowledge and skills for nursing practice	Basic care to support the daily lives of residents	Physical assessment
		Care for the people with dementia
		Assistance for maintaining living functions
		Rehabilitation for maintaining physical functions
		Care for eating and swallowing
		Care for excretion
		Care for bedsores
	Response to acute deterioration	Response to acute deterioration
	End-of-life care	Care in the end-of-life period
	Safety management	Prevention of and response to accidents
Infection control		
Establishing safety management systems at the facility		
3. Knowledge and skills to leverage the effects of practice	Collaboration and coordination (team building)	Effective interpersonal skills at long-term care facilities
		Basic knowledge for local collaboration
		Support to decision making by residents and their families
	Knowledge on institutions	Institutional knowledge to respect the dignity of residents
		Laws and regulations concerning long-term care and nursing
	Education and training	On-site teaching methods for nursing students
		Establishing systems for on-site teaching to nursing students
		Establishing education and training systems to enhance competences of nurses

For each of the 24 items listed above, JNA also proposes 1) purposes, 2) attainment goals, 3) training forms and details, 4) evaluation methods, and 5) required time.

Developing the Guideline for Nursing Practice at Long-Term Care Facilities

Purpose:

Leading innovations in nursing at long-term care facilities, as a written guide for nurses who work at long-term care facilities

JNA's special committee developed the draft Guideline for Nursing Practice at Long-term Care Facilities in 2011, for the purpose of clarifying the roles of nursing at such facilities and enabling nurses to acquire required nursing knowledge and skills. Practical effects of this guideline were verified at six facilities in 2012. This verification included evaluation according to indicators, interviews with nurses, and focused interviews with nursing managers and other individuals. Based on the results of this verification, the guideline was published as a book in June 2013, with a strengthened viewpoint of everyday life, enhanced emphasis on management functions, clarified requirement for collaboration with other professions, and additional items for family support.

Guideline for Nursing Practice at Long-Term Care Facilities

1. Characteristics of older people
2. Roles of nursing and nursing practice
3. Establishing a system for nursing practice at long-term care facilities
4. Establishing a system for acquiring and enhancing specialized knowledge and skills

The Guideline for Nursing Practice at Long-Term Care Facilities presents specific and feasible ways for nursing practice, so that front line nurses can provide effective care in collaboration with other professions. The Guideline also aims at encouraging nurses to think and act by themselves with relation to care for residents, team management, etc.

The structure of the Guideline enables users to check and identify care items that they have achieved and those that have yet to achieve, based on explanation describing specific knowledge and rationale.

Seminar for Developing Nursing Leaders at Welfare Facility for the Elderly Requiring Long-term Care

Purpose: To obtain knowledge and skills required for the following goals:

- Supervise the care to support the user's life with dignity
- Participate the planning of seminars for nurses held on a prefectural basis, and develop seminar programs and instructional skills to serve as an instructor
- Establish and promote networks to share information and collaboration on protection of rights in local communities

The seminar for developing nursing leaders at welfare facility for the elderly requiring long-term care is provided by JNA, as a service entrusted by the Ministry of Health, Labour and Welfare. The seminar was started in 2005, targeted at nurses who serve as leaders at welfare facility for the elderly requiring long-term care, and are recommend by their prefectural governments. The three-day seminar comprises lectures and exercises on management, leadership, enhancement of care quality, ethical care, risk management, collaboration and other knowledge and skills required for fulfilling nursing roles at facilities for the elderly.

Strengthening the Functions of Home-Visit Nursing



Efforts to Address the Issues

- Strengthening management basis for home-visit nursing
- Extending functions and scales of home-visit nursing
- Support to securing human resources for home-visit nursing

In order to enable long period of home-based care, home-visit nursing is critical. Nevertheless, visiting nursing stations are faced with difficulties such as the diversifying and complicated user needs, inefficient work due to the small scales of stations, increased burden on staff, inferior management conditions at small-scale stations compared to larger stations and incapability of providing services around the clock. In order to tackle these difficulties, JNA has taken efforts to strengthen management basis for home-visit nursing, to extend functions and scales, and to support securing human resources for home-visit nursing.

JNA's Key Projects Aimed at Strengthening the Functions of Home-Visit Nursing

- Promoting combined services
- Seminars to develop managers of visiting nursing stations
- Policy proposals and requests

Background of Establishment of the Combined Services

Requirements for continuing home-based care

- Support for family caregivers
- Timely intervention by healthcare professionals
- Short-term stay and other stay services for older people with high needs for health care
- Availability of the consultation with nearby professions on the long-term care

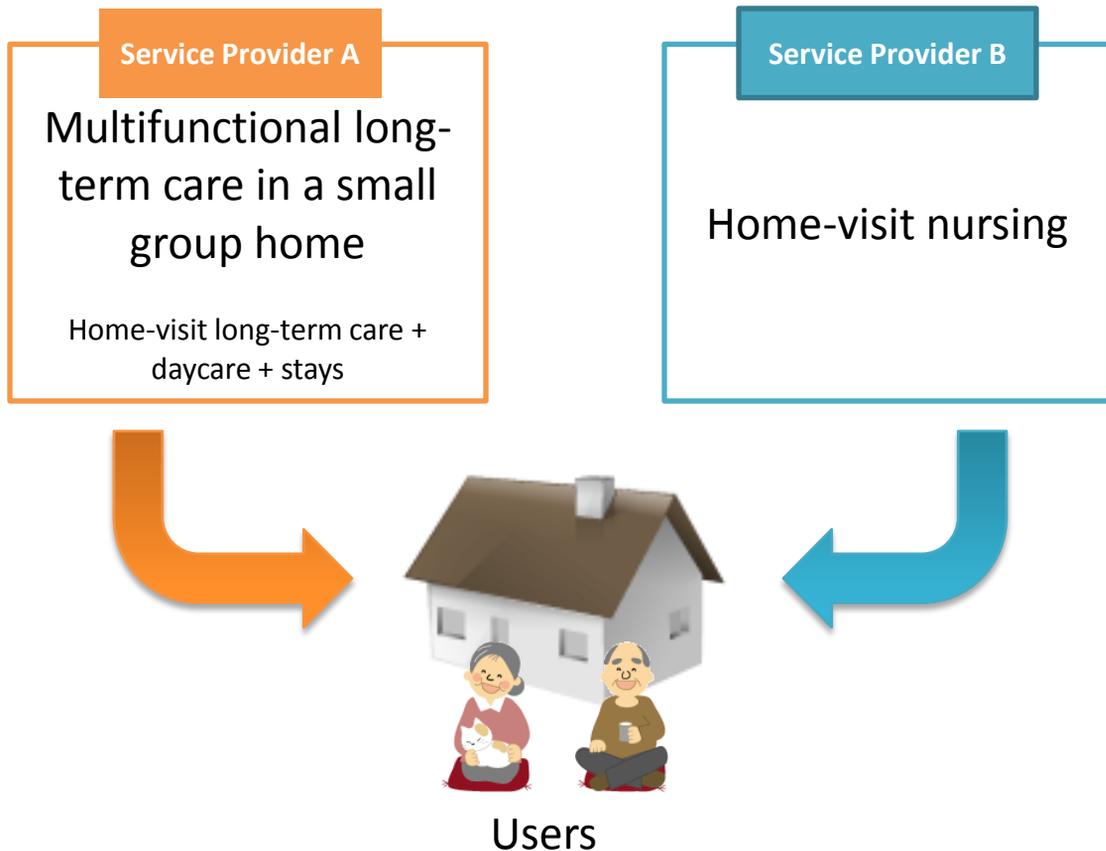
source: based on interviews by the Japanese Nursing Association

In order to continue secured life at home, stable and seamless service provision is essential. However, it is difficult to continue home-based care with home-visit nursing only, because the average time per visit is only about 60 minutes under the current system. At the same time, it is also unfeasible that small-scale visiting nursing stations as we see should provide 24/7 support service.

JNA held interviews on cases where requests of older people who wanted to stay home through to the end of their life could not be fulfilled, for the purpose of identifying causes and issues in those cases. The results showed that the requirements for continuing home based care included support the capacity of caring by family caregivers, timely intervention by healthcare professionals, short stay and other stay services for older people with high needs for health care, and availability of the consultation with nearby professions on the long-term care.

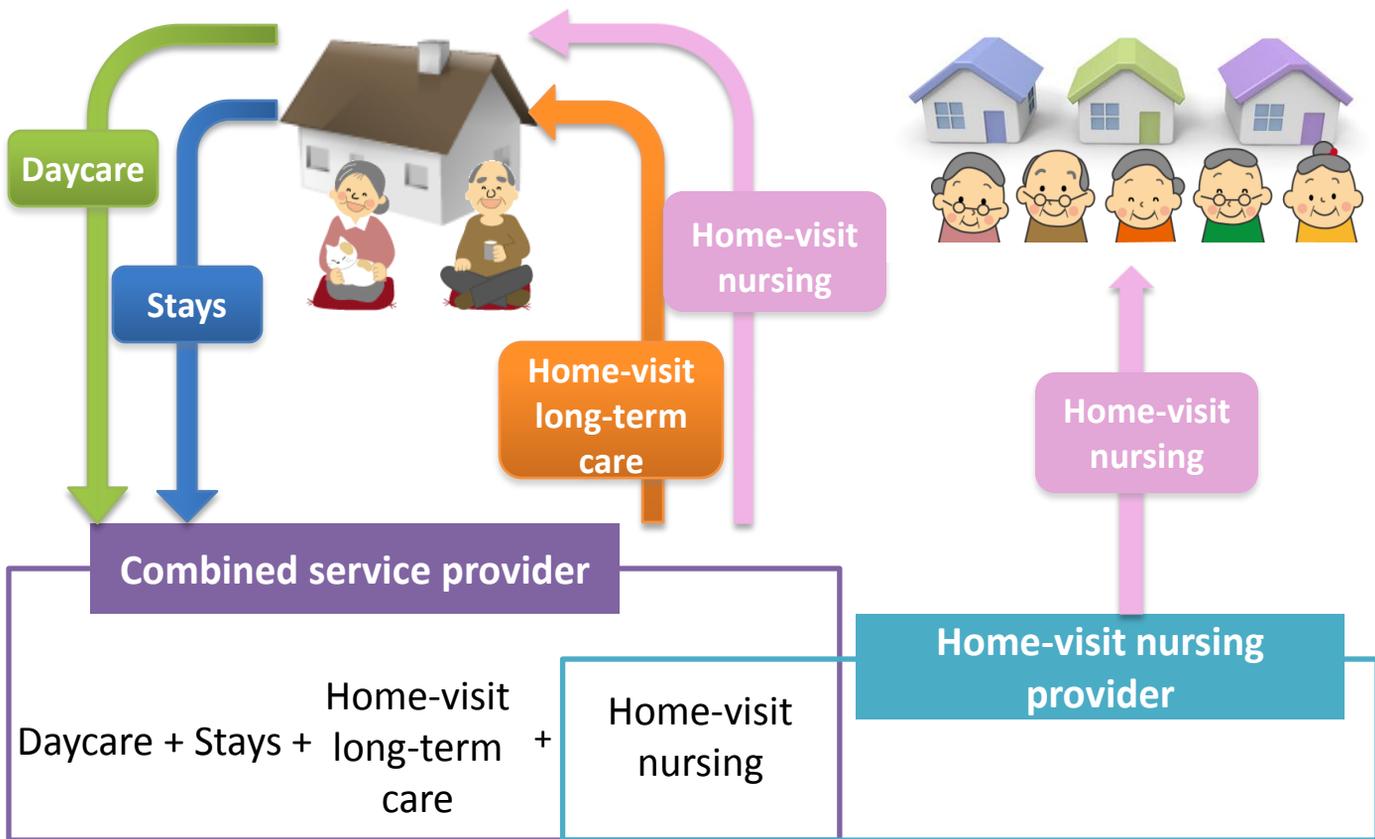
JNA proposed to the government that a new service was required, which permit to combine the home-visit nursing and long-term care, daycare, stays and consultation by professions as necessary, in accordance with physical conditions of the users and other factors. Based on JNA's proposal and other inputs, the government introduced new combined services in April 2012, where home-visit nursing and multifunctional long-term care in a small group home setting (commuting/daycare, stays and home-visit nursing) were provided in a comprehensive manner.

Before Combined Services Were Introduced



Multifunctional long-term care in small group home is a service where the three types of care (home-visit long-term care, daycare and stays) are combined in accordance with conditions of the user. This service is difficult to be used by persons in relatively severe conditions with higher needs for health care, because medical procedure by nurses are prohibited on a service provider's site. At the same time, a user of multifunctional long-term care in a small group should receive home-visit nursing from another service provider.

Comprehensive and Flexible Combined Services Also Respond to Emergency Situations



The combined services system integrates multifunctional long-term care in a small group home with home-visit nursing, enabling a single service provider to provide the four types of care (home-visit nursing, home-visit long-term care, daycare and stays) through 24/7 management. Because the provider of combined services manages all the services on a centralized manner, it can provide a flexible combination of services immediately responding to situations of the user and his/her family.

The maximum capacity of combined services is 25 registered users. If the business is also designated as a home-visit nursing provider, then the provider may deliver extensive home-visit nursing to local residents. This helps the service provider to strengthen its business management basis through diversification.

Standards for Staffing at a Provider of Combined Services

Day	Daycare: ≥ 1 staff member FTE (of which ≥ 1 nurse) to 3 users Home-visit: ≥ 2 staff members FTE (of which ≥ 1 nurse)
Night	Night shift: ≥ 1 staff member Night duty: ≥ 1 staff member throughout the time zone * Not required on days without a single staying users * No standards for the allocation of nurses (arrangement as necessary)
Nursing staff	≥ 2.5 staff members FTE (of which ≥ 1 full-time nurse or public health nurse) * The nursing staff may also work for the visiting nursing station in the case of integrated management.
Long-term care support specialists	Must be allocated (may also work for the another post; may be part-time)
Manager	A dedicated full-time manager must be allocated, satisfying either 1) or 2) below: 1) Individual who has at least three years of long-term care experience with users who have dementia, and has completed the specified training; or 2) Public health nurse or nurse

The nursing staff of a provider of combined services may also work for the home-visit nursing provider in the case of integrated management. As long as the staffing standards for a home-visit nursing service provider are satisfied, the same can be said for the provider of combined services.

Features of Combined Services

- Fixed monthly package fees based on long-term care levels
- Users with high needs for health care services can be accepted.
- Efficient and effective care

Japanese Nursing Association has undertaken pilot projects toward the introduction of combined services, and verified the specific achievements. The results showed that the combined services were capable of flexible and immediate combination of services in accordance with conditions of the user, thereby enabling services for users immediately after leave from a hospital or users in unstable conditions. It was also identified that other benefits of this system included the provision of effective and efficient care based on the sharing of user information and care policy among nurses and long-term care staff.

Benefits of Combined Services

Users

- Reassurance based on comprehensive services including home-visit, stays and daycare, delivered by familiar staff in a nearby facility.
- Because flexible services are available in accordance with the user's conditions, frequent revision of care plans is not required.
- Because contract should be executed with a single service provider only, the frequency of correspondence is minimized.
- Because the fee should be paid on a fixed monthly basis, long-term care expenses do not increase excessively.

Service provider

- Flexible staffing in accordance with the user's conditions
- Efficient sharing of information and policy among staff members
- Efficient care provision becomes possible.
- Stable revenue is gained, because the fee per user is paid on a fixed monthly basis, regardless of frequency of use.

In order to continue home-based care, a wide variety of services are required. Under the long-term care insurance system, care plans are prepared combining necessary services, in accordance with required long-term care and support level. A user executes contract with a long-term care service provider based on care plans, and receive necessary services. A ceiling is set for service use, in accordance with the user's necessity for long-term care.

It has been a challenge where a user receives services from more than one service providers, it takes time sharing relevant information, revising care plans in response to changes in conditions, and arranging for necessary services. Under the combined services system, this challenge is resolved because a single service provider may deliver combined services, thereby benefiting both the users and the service provider.

JNA provides visiting nursing stations across Japan with information, support and know-how for introducing and managing combined services in a proactive manner.

Seminars to Develop Managers of Visiting Nursing Stations

Purpose:

To develop managers capable of adequately managing and operating home-visit nursing business in a changing and expanding environment

Targets:

Managers of visiting nursing stations who consider expanding their business

It is critical to strengthen management skills in order to expand the scales of visiting nursing stations. JNA holds seminars for developing managers capable of adequately managing and operating home-visit nursing business in a changing and expanding environment.

These seminars are aimed at acquiring abilities to satisfy the needs of society through stable provision of safe and high-quality services, through diverse seminar items including compliance, training opportunities for staff, labor management, and information management.

Policy Proposals and Requests

- Requests concerning securing staff
- Requests concerning assessment and calculation of medical fees and long-term care fees