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4Ms of Post Acute and Long-term Careforce: How to Retain and Recruit Staff Post-COVID-19

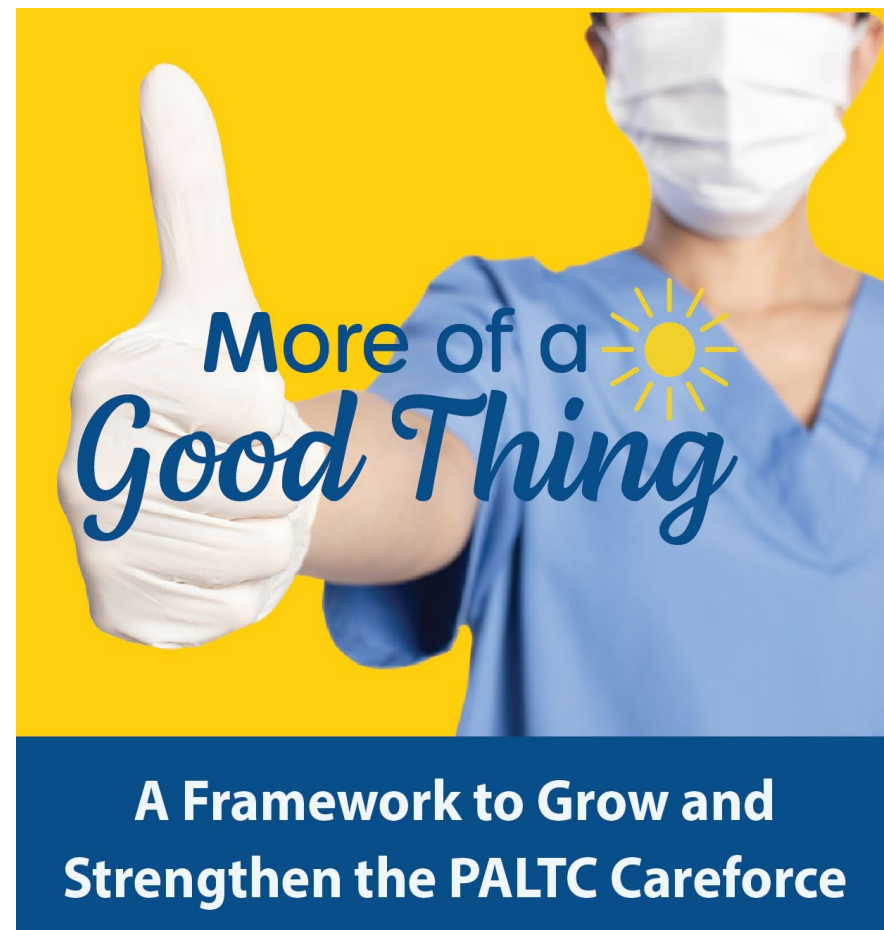
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June 1, 2022

Objectives:

1. Be able to describe the 4Ms of the Post Acute and Long-term (PALTC) Careforce
2. Describe the components of What Matters to staff
3. Understand the importance of health promotion, safety and streamlining tasks for the Careforce
4. Consider opportunities for mobility of staff
5. Understand the critical importance of staff well-being

The American Medical
Directors Association /
Society for Post Acute and
Long Term Care Round
Table series



4Ms Framework of an Age-Friendly Health System



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Graphic files and guidance at ihi.org/AgeFriendly

What Matters

Know and align care with each older adult's specific health outcome goals and care preferences including, but not limited to, advance care planning and goals of care and across settings of care.

Medication

If medication is necessary, use Age-Friendly medication that does not interfere with What Matters to the older adult, Mobility or Mentation across settings of care.

Mentation

Prevent, identify, treat and manage dementia, depression and delirium across settings of care.

Mobility

Ensure that older adults move safely every day in order to maintain function and do What Matters.

4Ms of the Careforce

- What Matters to the staff
- Medications (health promotion/safety)
- Mobility
- Mind (well-being)



What Matters

- Culture of the facility
- Respect for all
- Diversity, equity and inclusion-value all
- Corporate social responsibility
- Collaboration

Medication (health promotion/safety/wellness)

- Personal protective equipment (PPE)
- Proper equipment in good working order and available
- Good health benefits
- Robust maternity/family leave
- Social meetings-book club, yoga class, walking teams
- Healthy snacks in break room
- Encourage non-working lunch
- Review task oriented work

Care is often very task-oriented.

- What are essential tasks? Can frequencies be reduced?
 - Review daily weights
 - Four times a day blood glucose monitoring
 - Frequent vital signs
 - Review medication passes
- What is the impact on staff TIME?
- If you don't know, ASK

Mobility

- Opportunities for career growth
- Career ladder
- Continuing education funds available
- Elicit feedback

Mind (Well being)

- Paid Time Off (PTO) - who is using it, who is losing it
- Encourage taking time off - offer what you can
- Check-in with staff after stressful or emotionally charged events
- Elicit feedback



AMDA: More of a Good Thing

The American Medical Directors Association (AMDA)/ Society for Post Acute and Long Term Care Roundtable series

Register to participate in the Roundtable

<https://paltc.org/?q=node/10299>

Thank you to:

- Erin Vigne MA, RN
- Joanne Reifsnyder PhD, MSD, MDA, RN, FAAN
- Emily Nicole MS, RN, CRNP, AGPCNP-C, ACHPN

Questions?

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<https://bit.ly/3BhfHc1>



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