

European Association for Directors and Providers of Long-Term Care Services for the Elderly

Dear colleagues,

Christmas! What happy memories this marvellous word awakens: decorations, merry celebrations around a tinselled tree. The holiday season is also a particularly good time for looking back on the year as it comes to a close.

I'd like to recall here the 25th anniversary of our association we celebrated in Luxembourg this April, our joining the Global Alliance for the Rights of Older People (GAROP), our active participation in the ProFouND project (falls prevention) and within AGE Platform Europe, as well as the signing of a memorandum of understanding with our colleagues at the EAHSa.

2014 was also a year of changes, as Jean Bohler decided to resign as President and Executive Board member in the middle of his term. I'd like to extend our warmest thanks for the time he dedicated to the E.D.E. over the past years, and to wish him all the best for the future. I would also like to thank Erika Lörinczy, who had to leave the Executive Board this year due to a career change.

Still on the subject of change, I must also mention the arrival in September of Beatrix Kaserer in the Executive Board, where she acts as treasurer. We wish her every success in this new role.

For my part, since my election as President of the E.D.E. in September in Ticino I have taken on a new professional challenge in becoming Managing Director and CEO of the Groupe Odysse, which brings together five care institutions in the Swiss Canton of Vaud.

Of course this roundup of 2014 would not be complete without a warm thank you to Gabriele Hartmann for the excellent work she does for the E.D.E. and our members on a daily basis, and a hearty word of thanks both to my colleagues on the Executive Board for their honorary commitment and to all of you, dear members, for your steadfast support.



Christmas in Montreux

One year has passed and another is knocking at the door with so many tomorrows to share. 2015 will see the 14th E.D.E. congress which will take place in Montreux (Switzerland) on 24 and 25 September and focus on the topic "From Managing to Networking: Building Partner Networks in Long-Term Care". The programme, which you will receive in January, promises to be most captivating and I encourage you to register as early as February. It will be an honour and a pleasure for me, ARDODEMS and CURAVIVA to welcome you all to Montreux!

2015 will also be the 10th anniversary of the quality management system E-Qalin, the European project that has been crowned with success and supported by the E.D.E. through Wilfried Schlüter, our honorary president.

"It's not the years in your life that count. It's the life in your years", as the American president Abraham Lincoln said. With these wise words I would like to extend to all of you my best wishes for a new year full of happiness, health and prosperity. May the serenity of the holiday season be a happy prelude to 2015!

Sincerely,
Jean-Louis Zufferey, President of the E.D.E.

The national AD-PA/FNADEPA conference in Paris, 19 November 2014



From the left: Christian DU MOTTAY, Consultant, Claudy JARRY, President of the FNADEPA, Pascal CHAMPVERT, President of the AD-PA, Michel AIMONETTI, care home director

The national conference organized by the both associations AD-PA and FNADEPA, which took place on 19 November in Paris and addressed "specific features of the profession of director in the current social and economic climate", made it possible to enhance the partnership that has existed between the two associations for several years.

Claude JARRY, president of the FNADEPA, and Pascal Champvert, president of the AD-PA, started the day by putting the finishing touches on the pooling of activities in this particular economic and social context.

Observing that the state has very great ambitions without freeing

up the means to bring them about, they expressed the wish that these ambitions should not be realised to the detriment of care home directors and their teams. The new plan on neurodegenerative illnesses and related disorders is a case in point: although very ambitious, it provides very little funding to reach its goals. While the first part of the law on autonomy has been passed, the second more specifically concerning a reform of institutions' pricing systems remains hypothetical.

The day was structured around three round tables with the participation of many players in the medical-social sector.

During the first round table, "Networking and cooperation: some changes for professionals", discussion focussed on bringing together the players from across the territory. Working in networks allows exchanges aimed at optimising services as well as avoiding interruptions and unjustified hospitalisations. However pooling activities will not solve all of the problems because of the lack of dedicated funding. In addition, deficiencies persist in the coordination of players and information tools. Networking also presupposes a high degree of organisation: conventions, appointing administrators...

The second round table "Towards a law on ageing: what prospects exist for home care services and care homes?" started by addressing the sluggish legislative process. The law will not be enacted be-

fore the summer and the implementation decrees will probably not come into effect before the end of 2015. It comprises two essential measures: on the one hand the struggle against the over-saturation of assistance plans, and on the other a reduction of "supplementary charges" for the biggest assistance plans. However, financial measures will concern only 28 % of people receiving assistance (those whose assistance plans are over-saturated). On average, a beneficiary of the APA (personal autonomy allowance) with an over-saturated assistance plan will have an additional one and a half hours of assistance per week. The law does not foresee a reform of the pricing system of the SAAD (home help and support services). Experiment follows experiment, without a single government taking action.

The final round table "Between the need for quality and the socio-economic context, what innovations are open to directors and their teams?" provided the occasion to recall that our country has undergone major innovations and that the medical-social sector has not escaped this trend: professional software, sustainable development... To continue to innovate in today's economic context you must achieve more with less through resourcefulness and imagination. Innovation does not always require expenditures but above all good ideas. Accent must be placed on sharing innovative concepts.

■ *Valentine GHESQUIERES, legal practitioner with the FNADEPA*

Czech-Australian Aged Care Forum 2014



The Czech Congress of Social Care Providers was attended by 650 aged care specialists.

The **Czech-Australian Aged Care Forum 2014** was a specialist workshop at the 6th Annual Congress of the Association of Social Care Providers of CR held between 9 – 10 October 2014 in Tabor in the Czech Republic. The Czech Minister of Labour and Social Affairs, Michaela Marksova, her deputy ministers and 650 delegates attended this important Congress.

The Czech-Australian Aged Care Forum was organised by the Prague office of the Australian government's trade, investment and education facilitation organisation, the Australian Trade Commission – Austrade. The Forum provided an opportunity to raise awareness of Australian capability in the aged care sector to support increased policy development and commercial ties between Australian and Czech institutions.

The Forum attendees included aged care specialists, senior representatives from health and aged care businesses, government representatives and policy makers. Three of the Australian guest speak-

ers participated by a live video link to Sydney, with the final speaker attending the event in person.

The speakers were:

Rod Cooke, CEO, Community Services and Health Industry Skills Council. Rod provided an overview of the Australian aged care sector and played a short video from Glenview Community Services, showing an Australian aged care facility in Tasmania.



Steve Rank, Senior Trade Commissioner, Central Europe, met with Michaela Marksova, Czech Minister of Labour and Social Affairs, to discuss future projects for cooperation between Australia and the Czech Republic.

Jenny MacKellin, CEO, Central Coast Disability Network, gave a presentation about working with limited financial resources in the disability sector.

Janelle Tavender, Aged Care Educator, TAFE NSW, Hunter Institute, spoke about the importance of quality education and training and examples of training packages available in Australia for those working in the aged care sector.

Lastly, Dale Stevenson, Specialist Consultant for Europe, ThomsonAdsett Architects, travelled to

Tabor and provided an overview of aged care facilities, design and architecture from an Australian perspective.

The Forum was moderated by **Karel Vostry**, Director of International Cooperation of the Union of Employers' Associations Czech Republic and **Steve Rank**, Senior Trade Commissioner for Central Europe,

Austrade. All presentations are accessible <http://www.austrade.gov.au/local-sites/czech-republic/english/news-and-events/czech-australian-aged-care-forum> in a PDF format.

The informative presentations were followed by an opportunity for delegates to engage with the speakers in a Question and Answer session and network with the representatives from ThomsonAdsett and the Australian Trade Commission.

■ Association of Social Care Providers of CR (APSS CR)

14th Congress of the E.D.E.

Montreux, 24 – 25 September 2015

**FROM MANAGING TO NETWORKING:
Building Partner Networks
in Long-Term Care**

www.ede-congress.eu

Palliative care conference in the Old Age Home of the Municipality of Budapest



László Bakonyi

On 10 November 2014, a palliative care conference entitled "The need for palliative care and possibilities of palliative care in residential care homes for the elderly" was held in the Old Age Home of the Municipality of Budapest.

Oncologist Prof. Dr. János Szántó gave a presentation on the holistic care of cancer patients, highlighting the importance of early recognition and information. Every physician bears great responsibility in choosing the right way of communicating the diagnosis. The following principles should always be taken into account: gradualness, clarity, honesty and intimacy. Dr. Szántó also underlined the importance of asking for a second expert opinion. He said that the quality of life is more important than lifetime. The varieties of the forms of Hungarian hospice care (home care, institutional care and mobile team) were also brought out in his talk.

Zsuzsanna Kónya and Dr. Gyuláné Marx presented Nárcisz Hospice Model Programme. This programme covers the criteria and guide-

lines for using palliative geriatrics in residential care homes. Special focus must be put on the patient (dementia patients can be approached on an emotional level) and on developing a unified approach. To meet these objectives, the staff responsible for providing proper care (close cooperation throughout the nursing process, excellent team work aided by mentors and the use of effective communication) and relatives (the input of family members is essential in understanding the personal history of the patient) must share a common understanding of how to handle these delicate issues. The guidelines are developed with regard to both the institutions' characteristics and the recommendations determined by the EU and WHO.

A new development in the Old Age Home of the Municipality of Budapest is the Mourning Processing Group. Residents respond positively to this kind of group therapy. By helping each other they also have the opportunity to properly deal with their own pain and grief.

The Old Age Home of the Municipality of Budapest has been providing long term care to the elderly population of Budapest since 8 November 1974. The institution celebrated its 40th anniversary this year. László Bakonyi (Hungarian General Board member of E.D.E.) has been its director since July 1989. The palliative care conference was a key event of the anniversary celebration programme consisting of a variety of events.

■ *László Bakonyi, Budapest*

Structural changes within the Italian association ANSDIPP

In May 2014 our Association undertook to renew its administrative bodies. Among other decisions, the Executive Board set itself an important challenge for the future: increasing the number of members. We think it is important for all of us to reach more and more managers and officials of public and private bodies that work in long-term care services for people in general, and specifically for the elderly and people with special needs.

To achieve this important goal, President Sergio Sgubin proposed issuing 'blue cards' that allow members to take advantage of the services our association provides for one entire year. In addition, at our last Executive Board meeting we decided to reduce the membership fee.

We hope that these new opportunities will allow us to reach different sorts of people, not just managers and officials of public or long-term care services. We believe it is important that social service and health service managers and officials should be involved both at the regional and the local level: their support is important for our everyday activities when they implement care service policies.

Similarly, we continue to look into the possibility of registering the title of manager of care services: our aim is to establish an official way to achieve the title of "manager" for members of our association. In recent years we have dedicated much time to meetings with government officials to pursue this goal. While the matter does not seem easy, the results will be significant when the objective is achieved.

The idea is that ANSDIPP will be the only body able to exploit such registration of managers of care services when:

- (a) the manager is the director of his or her organisation,
- (b) the organisation actively works to provide or further these services,
- (c) the objectives of the organisation include the universal rights for health and well-being,
- (d) the manager is responsible for the exploitation of all services and output produced.



Elena Weber



Sergio Sgubin

In this difficult task we are not alone: we have the great support of another association that represents all the professions in Italy. We favour this way of operating because we believe in building partner networks for long-term care, and that this goal can only be reached through a different way of being active in a networking environment.

■ *Elena Weber and Sergio Sgubin, ANSDIPP (Italy)*

Maternity, a shared joy at the Fondation Mont-Calme

Certain companies no longer balk at offering to finance the cryopreservation of their female staff's eggs to allow them to realise their professional objectives before founding a family. Opening the door to a debate between ethics, labour law and human resources... Others opt to enhance maternity conditions in their establishment. This is the case with Fondation Mont-Calme, a social health care institution in Lausanne, most of whose staff is female. Here maternity remains a source of joy for the parents, of course, but also for the entire facility for which the child heralds the arrival of a new, younger generation.

A business with a large majority of women in its staff, and which in addition firmly believes in the potential of young people in its recruitment policy, will inevitably have to include maternities into its human resources management. Of course, each pregnancy has many repercussions on work organisation and the administration of social insurance: adapting the employee's work environment to ensure the health of the future mother and her child; declaring the loss of earnings to the insurance companies when work can no longer be carried out 100 %; organising a replacement during maternity leave. After the happy event thought must be put into when the mother will return to work, without forgetting all the flexibility an employer must demonstrate to prevent her from being overwhelmed by her new family responsibilities.

But maternity in a company isn't just the business of the director and the employee. It's also a sort of collective labour. In fact the entire team is called upon to relieve their co-worker in her daily tasks and sometimes even to replace her when she is in pain. It must also work to help integrate the temporary staff for the roughly 16 weeks when the young mother will dedicate herself to the needs of her newborn child. Then when she comes back on the job her colleagues will also have to show patience and tolerance to help her reintegrate after the months of absence.



Despite all these hurdles maternity remains a source of joy for the parents, of course, but also for the entire facility for whom the child heralds the arrival of a new, younger generation. To underscore this message, Fondation Mont-Calme asked the photographer Christiane Grimm – for many years privileged witness to so many of the home's moments – to capture the magic in the parents' eyes as they look at their child, in an exhibition entitled "The Children of our Employees". In this way the announcement of the next maternities will fill all the staff with the pride generated by these births, leaving nothing but beautiful moments in their minds.

■ *Jérôme Azau, Director of the Fondation Mont-Calme*

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<http://profound.eu.com>



<http://www.afeinnovnet.eu>



E.D.E. Vision 38

This is the 38th issue of the newsletter. E.D.E. VISION. It will inform you about current developments in the field of long-term care services for the elderly in Europe as well as about projects of the E.D.E. and its member associations. The E.D.E. will also give its views on current questions of European policy in the context of long-term care.

We invite you to forward this newsletter to your colleagues.

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