

Carewest Today

Caring. Relationships. Learning. Responsibility.

At Carewest, our staff partner with the community, families and Alberta Health Services to support all residents and clients in maintaining their quality of life as they transition through their health care journey.

As one of Calgary's largest public provider of continuing care programs and services, Carewest operates from 14 locations in Calgary and area to meet the needs of the community with an annual operating budget of just over \$200 million.

Since we first opened our doors 61 years ago, we have been helping adults of all ages live more independent lives with programs ranging from long-term care, supportive living level 4, subacute rehabilitation and recovery services, day programs and community programs.

We strive to be responsive in meeting those needs and strive to anticipate what those needs may be in the future. "Leaders in exceptional care, supporting those who need us most," is our vision, helping guide us from where we were more than six decades ago to the progressive health care organization we are today.





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Hundreds of residents from around the organization will have the opportunity to engage in captivating new experiences through VR.

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Aymaan Husien believes artistic expression can heal the soul.

As a therapy aide at Carewest Dr. Vernon Fanning, she saw firsthand the impact the art classes she ran on behalf of the non-profit organization Artistic Expressions had on the residents at the care centre.

When community coordination of weekly art classes was lost during the pandemic, Aymaan decided to take matters into her own hands.

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A months-long partnership between Carewest staff, the Alberta Health Services Geriatric Mental Health Consulting Service, the Calgary Police Service PACT (Police and Crisis Team) and EMS has paved the way to helping one Carewest resident and her family cope with the stress of receiving medication.

Carewest Signal Pointe client Beth (name changed to protect privacy), lives with mental illness and struggled with the thought of having to be injected with medication every three weeks.

Executive Message

Welcome to the 2022 edition of "Carewest Today", an overview of the great work and experiences we have provided our many clients and residents over the prior year, whether they live or visit our centres.

Carewest has many reasons to celebrate this year, despite the challenges faced by another year of living and working through a pandemic. In 2021, Carewest celebrated its 60th anniversary, an important milestone in our dedication to serving the Calgary community as leaders in providing exceptional continuing care services.

It is our belief we can build on our learnings, skills and expertise to approach 2022 with the same commitment, determination and fortitude that we have demonstrated in the past.

As the Calgary Tower lit up June 2021 in purple and orange, it symbolized pride in our organization, and the appreciation for all the hard work and dedication Carewest employees have provided throughout the years. It also demonstrated how we seek to fulfill our vision of being leaders in supporting those who need us most, through actions outlined in our mission and by each of us living our values of caring, relationships, learning and responsibility.

Our staff have pulled together like never before to overcome challenges presented by the multiple waves of COVID-19, while continuing to care for our clients and residents.

We have kept up with the constantly changing health restrictions, increased PPE requirements and working long hours to cover for colleagues isolating at home.

We successfully rolled out COVID-19 vaccines to our residents and clients, and committed to enhancing their protection by being vaccinated ourselves.

We are amazed at the resiliency of our people, their ability to continue to smile, to lend a comforting word or listening ear to residents and clients and to bring their hearts to work.

As an organization, we have continued to shine.

We would also like to express our sincerest gratitude to our residents, clients and family members, for their trust, support and adaptability this year.

As partners in care, family members and friends have continued to work with us to ensure the health and wellbeing of our residents and clients was preserved and protected.

Alberta Health Services, Alberta Health, the Calgary Health Foundation and Veterans Affairs Canada also have contributed to Carewest's success this year by being supportive partners in our journey as we responded to the pandemic, offering both resources and guidance.

Beyond COVID-19, these partners are invaluable to Carewest achieving our organizational objectives, and we are thankful for how they make Carewest a better organization.

Finally, we are grateful for the exemplary support and direction provided by our committed Board.

We trust that by reading this edition, you will gain an appreciation of the breadth and depth of our programs and services and that you will understand the commitment, dedication and innovation our staff, physicians and volunteers bring to work every day to provide excellent care and services to our entire community.

No matter what the next year brings for Carewest, we are reassured of our ability to overcome any challenges that may come our way. We are proud of how far we've come together.

Lesley Myles

Jennifer Craddock

Acting Co-Chief Operating Officers

Vision

Carewest: leaders in exceptional care, supporting those who need us most.

Mission

At Carewest, we support all clients in maintaining their quality of life as they transition through their health care journey. As the public provider of continuing care specialized services in Calgary, our staff work together to partner with clients, families and the community to provide:

- Programs to enable community living;
- Rehabilitation services to enable return to the community; and,
- Residential and support care services for complex medical and mental health needs.

Values

Caring: We care about all individuals. We see the qualities that contribute to the whole person and honour them with kindness, respect and dignity.

Relationships: We are stronger together. We gain a better understanding of our clients and each other by listening as well as sharing.

Learning: We are open to change and we encourage new ideas and thinking.

We learn from evidence, experience and each other.

Responsibility: We lead with integrity and accountability.

We are responsive to our clients, and are trusted to use resources wisely.

We Strive to Achieve

Satisfied Clients

Provide services and foster relationships that achieve client satisfaction, positive outcomes and promote quality of life.

Targeted Service Development

Respond to changing client needs by supporting Alberta Health Services in providing accessible and sustainable quality care.

Progressive Work Environment

Promote a respectful, healthy and safe environment that supports quality improvement and customer service.

Cost-Effective Organization

Manage finances to ensure responsible and sustainable use of resources in service delivery.

Leadership Definition

We are all leaders.

Leaders at Carewest empower people to listen and support each other.

Leaders build trusting relationships across the organization. We set the pace and direction of change to facilitate innovative care. We are accountable for our own actions.

Let's work together to create a shared vision we all understand, believe and strive towards.

Leaders care.

Carewest Programs

Our goal is to meet the needs of the community while effectively and efficiently responding to an evolving health system.

Long-Term Care

Long-term care centres are designed specifically for individuals with complex medical and functional needs who require 24-hour, onsite Registered Nurse assessment and/or treatment. Programs are supported by an interdisciplinary team of health care professionals whose goal is to support quality of life in safe, comfortable and supportive environments.



Supportive Living Level 4 (SL4)

Offers assisted-living for adults who may need extra support such as 24-hour health monitoring, personal care and medication assistance. SL4 is for individuals who have complex medical needs that are predictable and safely managed with onsite professional nursing (LPN level) and the direction of a home care case manager.

- EQual (Enabling Quality of Living) For adults aged 18 to 64 who have disabilities related to a disease or condition, such as multiple sclerosis or a brain injury, who require the full-time support of a continuing care centre.
- Chronic Complex Care For adults who require specialized treatment, such as hemodialysis or peritoneal dialysis, as well as people who need specialized respiratory support and who also require the full-time support of a continuing care centre.
- Seniors' Care For frail seniors aged 65 and older, who
 require the full-time support of a continuing care centre.
 Carewest offers a mix of secured and unsecured units.
- Mental Health Care A program providing comprehensive care for adults with complex behaviours due to underlying mental illness, neurocognitive disorders such as dementia or brain injury. Carewest offers a mix of secured and unsecured units.

Alternate Level of Care

Short-stay beds for clients who may no longer require the resources of acute or sub-acute care but who do require care and support while they await an appropriate living option.

Subacute Rehabilitation and Recovery Services

A variety of programs for adults following an acute-care stay, who have stabilized and need additional assessment, rehabilitation and treatment before returning to the community. Programs are supported by an interdisciplinary team of health care professionals.

Geriatric Mental Health Program – A short-stay program
for seniors who have primary psychiatric disorders who require
assessment, treatment and rehabilitation to be able to return to
the community. This is a voluntary program for those who are
struggling with mental health conditions and who need more
time for rehabilitation, improvement in their mental health and
overall functioning.



Carewest programs and services cover a range of care including long-term care, rehabilitation and recovery services, and community programs.

- Musculoskeletal (MSK) Program For adults following an acute phase of musculoskeletal injury or who have had a bone or joint surgical procedure and require care and rehabilitation before returning to the community.
- Rehabilitation & Community Transition Program
 (RCTP) A short-stay restorative care program that
 supports medically stable adults who do not need an
 acute-care level of service, but may require additional
 assessment, recuperation, and therapy before returning to
 the community.
- Neuro-Rehabilitation Program For adults who have had a neurological injury, such as a stroke, and require additional assessment, recuperation and rehabilitation before returning to the community.

Day Programs

Programs to enable residents of Calgary to remain independent in their homes and maintain a quality of life for as long as possible.

- Wellness Day Programs Available to adults over the age of 65 who are living in the community and who would benefit from a social, leisure and health-promotion program and whose families would benefit from respite services.
- Dementia Day Program Available to older adults
 who live at home with dementia, affecting their ability to
 socialize and interact in community activities and whose
 families would benefit from respite services.
- Younger Adult Day Support (YADS) Program –
 For adults 18 to 65 with chronic illnesses, brain injury or physical disabilities, who would benefit from a social, leisure and health-promotion program and whose families would benefit from respite care.

Community Programs

Programs to enable residents of Calgary to remain independent in their homes and maintain a quality of life for as long as possible.

- Comprehensive Community Care (C3) Program A unique, long-term maintenance and support program for seniors who live in Calgary. Integrated and coordinated care is provided by a 24-hour health care team through a medical health clinic, day program, home support, transportation, access to respite beds and emergency response telephone system.
- Day Hospital A community-based program for seniors who are experiencing a mix of physical, mental, emotional and social concerns. The emphasis is on assessment and treatment within a short-term, goal-based program. The program consists of education, support, and a variety of therapies.
- Respite Services This service offers short-term, continuing-care residential stays up to two weeks to provide support for adults with chronic illness and to provide respite for families so they may have a break from care giving.
- Operational Stress Injury (OSI) Clinic An outpatient clinic funded by Veterans Affairs Canada that supports former and current Canadian Forces members, and members of the RCMP suffering from an Operational Stress Injury who require specialized assessment and treatment.
- Adult Regional Seating Clinic A specialized community service where individual needs of clients are assessed and special equipment prescribed and fabricated to make clients safer, more comfortable and independent in their wheelchairs.



For making a difference for our residents, clients and staff!

To all our generous donors and dedicated volunteers...

Carewest donors and volunteers contribute in a meaningful and significant way to the day-to-day lives of our residents, clients, family members and staff. They play a significant role in supporting innovative programming and equipment at our sites and making a difference in the lives of those we serve. Carewest donors played a significant role in securing our fixedceiling and portable-floor lifts and electric beds. In fact, thanks to a multi-year fundraising campaign and the generosity of donors, every manual bed throughout the organization has been replaced with

an electric one – adding comfort and safety for staff and independence and dignity for residents and clients. Carewest volunteers continue to enhance our programs and services by helping us provide comfortable environments, a special meal or a sense of joy. Thank you – we could not do what we do without you. The Calgary Health Foundation fundraises for excellence in health care and contributes to the quality of life for those served by Carewest.

Visit calgaryhealthfoundation.ca/carewest to learn more.



Our Donors



A huge thank you to the Allardyce Bower Foundation, which donated \$55,000 to Carewest through the Calgary Health Foundation to support the purchase of Virtual Reality (VR) equipment and mobile sensory carts for Carewest residents.

Many residents from around the organization will have the opportunity to engage in captivating new experiences through VR.

VR provides rich and immersive experiences for residents, with every scenario specifically adapted for the user. Through this technology, residents are able to explore a variety of locations, and perform 'larger-than-life' activities such as rock climbing or swimming.

The use of VR technology also has benefits for supporting overall mental health, provides brain stimulation and builds cognitive capacity, which has been proven to be critical factors in an individual's overall quality of health.



\$384K

Carewest Dr. Vernon Fanning Recreation
Therapist Kristina McGowan noted the new
technology has been extremely wellreceived by residents at the Fanning.

"We would truly like to thank our generous donor for the purchase of Virtual Reality equipment for the residents of Carewest. This has provided an opportunity for our residents to explore virtual worlds and engage with technology

on a level that they previously thought impossible," says Kristina.

"We look forward to expanding our program throughout our facilities and using VR technology both in therapeutic interventions as well as leisure activities in order to continue to enhance the quality of life for our residents."

The Allardyce Bower Foundation strives to invest in health and wellness, and was eager to support innovative programming for members of the community.

Our Staff



Aymaan Husien believes artistic expression can heal the soul.

As a therapy aide at Carewest Dr. Vernon Fanning, she saw firsthand the impact the art classes she ran on behalf of the non-profit organization Artistic Expressions had on the residents at the centre.

When community coordination of weekly art classes was lost during the pandemic, Aymaan decided to take matters into her own hands.

"I have a Bachelor of Fine Arts and I am a professional artist as well as a published author and illustrator. I have been teaching art for almost 14 years total, working with different groups," says Aymaan.

"I figured with my background we can try to bring back an art program to Carewest through Carewest. I had residents begging to restart the program and we have a large art community here at the Fanning. I wrote a proposal and I was given an eight-week trial."

During those eight weeks, Aymaan began offering morning and afternoon classes, one day a week with funding from the Calgary Health Foundation. Pg. 10



She would bring a sample of the finished product, demonstrate how it was done and then the residents would begin creating.

"They sometimes needed support and encouragement. But for the most part they had such a great time. I had one resident giggling throughout one of the art projects and it was really cute," she says.

To showcase the pieces done by the residents and to illustrate the importance of art therapy

in continuing care, Aymaan coordinated an art show, at which more than 100 pieces were displayed and at which guests were able to mingle with the 25 artists.

"I did want the art we made to be displayed so that everyone knew what we were doing and how it enhances quality of life in a long-term care facility. The residents are still talking about it. They were so excited," says Aymaan.

"My vision for the art classes is for them to become a permanent thing here at Carewest. The process of art is healing and it gives the residents a way to express themselves creatively."

Employer of choice



We've worked hard – and will continue to work hard – to listen and respond to the needs of staff in providing them with the knowledge, tools and resources to ensure their success at Carewest.

Staff Experience Surveys

We believe it's crucial to hear from employees about what they like about Carewest, and the areas in which we can improve. We take the results from Staff Experience Surveys to create plans to improve the areas that need work, while ensuring we continue to perform in the areas in which we're doing well.

This year's results are worth celebrating, particularly in the midst of a challenging pandemic year.

All areas maintained very close survey results compared to last year with three categories in the survey showing a slight improvement:

- **98.2**% are proud of the work they do;
- 88.6% says their job inspires them;
- 95.1% can see how their job at Carewest contributes to us fulfilling our mission, vision and values as outlined in our Frame of Reference;
- **91.0**% would recommend Carewest to others as a place to work;
- **91.7**% say overall, they are satisfied with their job at Carewest.

Employee Health and Safety

The safety and well-being of our clients relates directly to the health and safety of our staff. The goal of Carewest Employee Health and Safety, staffed by occupational health nurses, is to help prevent staff injuries, promote wellness and help manage employees through periods of illness or injury so they are able to return to work as soon as possible. Influenza immunization, body mechanics training, blood pressure kiosks, health counseling and an Employee and Family Assistance Program are just some of the programs offered to staff.

Education and Training

Carewest believes well-educated employees are an essential part of the work we do. We take pride in ensuring our staff have access to a wealth of ongoing education that enhances their skills and performance.

Carewest regularly tailors education and in-service training programs around identified learning needs.

We provide a comprehensive general orientation for all new employees, which extends until the individual's learning needs are met.

From the first day of employment, Carewest works with employees to ensure their full understanding and appreciation of Carewest, its culture, values and the work they engage in.



Education Services for

staff e-learning.

joined the Carewest

team in 2021.

Leadership & Career Development

At Carewest, we believe all our staff are leaders. It is important that everyone feel empowered to lead in their respective roles and listen and support each other and we have developed a Leadership Definition to guide us in our efforts.

We are all leaders. Leaders at Carewest empower people to listen and support each other. Leaders build trusting relationships across the organization. We set the pace and direction of change to facilitate innovative care. We are accountable for our own actions

Let's work together to create a shared vision we all understand, believe and strive towards.

Leaders care

Innovation



At Carewest, we strive to be leaders in our field, offering special programs and services that other continuing care providers do not. To remain leaders in our field, we have to be innovative in our thinking. We're always searching for creative ways to provide care, programs and services. Here are some of the ways we have done that.

My Learning Link and Sky Prep

Carewest introduced two online learning platforms SkyPrep and MyLearningLink (MLL). SkyPrep is a cloud-based online training platform to manage the orientation and training needs of new hires. Carewest was also given access to the AHS MLL system to host e-learning content for staff. The journey to innovate challenged the Education Services team, which had to acquire new skills to develop e-learning modules for the online platforms. Carewest eliminated the need for thousands of paper learning packages and the manual data entry of quiz scores. Now that both systems are up and running, Education Services staff are turning their attention to improving content with interactive pop-ups and online videos.

OSI COVID Wellness Support

To support Carewest staff the Carewest Operational Stress Injury Clinic has developed a Staff COVID Wellness Support Program, which was launched last year as a pilot project to support staff in maintaining their well-being during the pandemic. The COVID Wellness Support Program was designed to equip staff with the

tools and techniques to better take care and to better manage the load of workplace, family and personal lives. The program is free and offers an online, interactive curriculum offering nine pre-recorded sessions, so staff can take them at their convenience.

Virtual Remembrance Day for veterans

Due to COVID-19, staff at Carewest Colonel Belcher enlisted in the help of a local production company to film their annual Remembrance Day ceremony for resident veterans outside, in advance of Nov. 11, to be broadcast to all resident rooms and online on the day of the event. We were proud to continue the longstanding tradition of hosting the event at the Belcher to commemorate the contributions that our veterans have made.

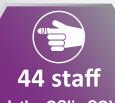
Virtual Cast Clinics

Virtual cast clinics were held for clients in the Rehabilitation and Community Transition Program (RCTP) at Carewest Dr. Vernon Fanning to provide them with the services they require without having to be transported to cast clinics in the acute care hospital. A mobile X-ray is completed on site and a physician in acute care receives and reviews X-ray results. The client and RCTP nurse meet virtually with the orthopedic surgeon to evaluate their cast and advise on further care and treatment to ensure the best recovery possible.

Commissary Review

An external review of the Commissary and Food Services was completed and recommendations for change presented. The recommendations included cost

efficiencies, improvement in food quality and staff satisfaction and where investment is required for future operations. The Commissary Review Advisory Committee was formed to consider the findings of the review and put forward recommendations for the next steps.



took the OSI's COVID Wellness Support pilot program in 2021.



5 YEARS

of planning to implement learning management systems online for staff.

Our Partners



A months-long partnership between Carewest staff, the Alberta Health Services Geriatric Mental Health Consulting Service, the Calgary Police Service PACT (Police and Crisis Team) and EMS has paved the way to helping one Carewest resident and her family cope with the stress of receiving medication.

Carewest Signal Pointe client Beth (name changed to protect privacy), lives with mental illness and struggled with the thought of having to be injected with medication every three weeks.

When she moved to Signal Pointe last year, staff tried hard to build trust and rapport so that the medication could be administered in the care centre.

But the prospect was so scary for Beth, and she would feel anxious for a week before and a week after her injection. She would eventually always need trip to the acute care hospital to have the medication administered.

Allison Eisner, Mental Health Clinician with the AHS Geriatric Mental Health Consulting Service, says upon moving to Signal Pointe, Beth's medication was changed to allow for less frequent administration. They also began working with the PACT team, which had mental health specialists on board.



"We tried for a long time to build rapport and trust, but this was challenging due to her symptoms," she says.

One of the members of the PACT team connected with a former team member whose partner is a K-9 dog with victim services. They thought perhaps this dog could help to diffuse Beth's distress.

"Just having Cali there helped us develop rapport and things seemed to improve," says Allison.

"The police dog has also made her injections a lot more tolerable for her and she did not have the stress of going to hospital," says Beth's son.

On the day of her injection, the team arrived with Cali and hoped that having her there would encourage Beth to take the injection. She did not agree then and she didn't the next day either. On the third day, they came with Cali with the plan to take Beth to acute care. With the help of the whole team and Cali, Beth agreed to take the injection at Signal Pointe.

"We are very proud of the collaboration and teamwork that went into this resolution," says Grace Zhang, Team Leader at Signal Pointe.

Response 19

Our experience over the last two years has been unlike anything we have encountered as an organization. Faced with pressure caused by the pandemic,

Vaccine roll-out for residents and staff: A pandemic game-changer was the introduction of vaccines into the arms of our residents, clients and staff. After almost a year of outbreaks, Carewest was able to close all outbreaks at the end of February, for a period of time. Vaccines greatly assisted in reducing the spread of COVID-19.

ALC expansion to aid system capacity: Carewest partnered with AHS to create more Alternate Level of Care (ALC) capacity to relieve a critical pressure in Calgary acute care hospitals. Carewest Sarcee, which operates a 30-bed ALC unit, and expanded the unit by temporarily converting 15 vacant long-term care beds into ALC beds. This provides support to clients waiting for a designated living option in a community bed, as opposed to waiting in acute care.

Transportation Services: Carewest worked with AHS to provide transportation services to alleviate the burden of the increased movement of patients throughout the health care system. We utilized our own buses and staff to assist in the transportation of patients to where they needed to go.

Carewest staff continued to do their best every day for our residents and clients. Here are the highlights.

Rapid testing for staff: Rapid Antigen COVID testing for Carewest staff with no signs of illness was piloted at Carewest Dr. Vernon Fanning and later, rolled out across the organization. Staff can be tested as often as they like, upon their arrival to work, to reduce the possibility of transmitting COVID.

Resident/family feedback: Carewest surveyed residents, clients and family members throughout the year, to gauge their levels of risk tolerance, to inform visitation guidelines at the sites. This informed and supported safer visitation practices based on the severity level of COVID-19 in the community.

Proof of vaccine for visitors:
Carewest began asking visitors to show proof of vaccination prior to entry into the care centres. We surveyed residents, clients and families and 71.7% were in favour of being required to show proof of vaccination. For those without proof of vaccination, we offered rapid testing at the door, additional PPE and a designated visiting area.

Belcher aids in COVID response: As the number of positive COVID-19 cases have steadily increased, the demand on health care in Calgary has been particularly high. Carewest has been asked to partner with AHS to transition 30 currently vacant long-term care beds to assist with creating space for Complex Mental Health residents as that was a critical health system pressure in Calgary.

Changing public health guidelines:
Over the last year, Carewest
responded to frequent changes in
public health recommendations, in
regards to PPE, visitation, screening
procedures, outbreak protocols
and our staff continued to provide
excellent care and support for our
residents and clients in the face of
constant change.

Staff appreciation: While we can never do enough to show our appreciation to our hardworking staff, Carewest implemented staff appreciation initiatives throughout the year to say thank you.



We operate from 14 locations to offer our services to residents of Calgary and area.

Carewest Colonel Belcher

Seniors' Care, Mental Health Care, Adult Day Program, Supportive Living Level 4, for veterans 1939 Veterans Way N.W. 403-944-7800

Carewest Dr. Vernon Fanning

EQual Program, Neuro-Rehabilitation Unit, Younger Adult Day Program, Rehabilitation & Community Transition Program, Chronic Complex Care 722 16th Avenue N.E. 403-230-6900

Carewest Garrison Green

EQuaL Program, Seniors' Care, Mental Health Care 3108 Don Ethell Boulevard S.W. 403-944-0100

Carewest George Boyack

Seniors' Care, Mental Health Care 1203 Centre Avenue East 403-267-2750

Carewest Sarcee

Seniors' Care, Rehabilitation & Community Transition Program, Alternate Level of Care, Comprehensive Community Care (C3) 3504 Sarcee Road S.W. 403-686-8100

Carewest Glenmore Park

Rehabilitation & Community Transition Program, Musculoskeletal Unit, Geriatric Mental Health, Day Hospital 6909 14th Street S.W. 403-258-7650

Carewest Nickle House

Supportive Living Level 4 950 Robert Road N.E. 403-520-6735

Carewest Royal Park

Seniors' Care 4222 Sarcee Road S.W. 403-240-7475

Carewest C3 Beddington

Comprehensive Community Care (C3) 8120 Beddington Boulevard N.W. 403-520-3350

Carewest Signal Pointe

Mental Health Care, Dementia Day Program 6363 Simcoe Road S.W. 403-240-7950

Carewest Operational Stress Injury Clinic

Assessment, treatment plan development, family support, referrals

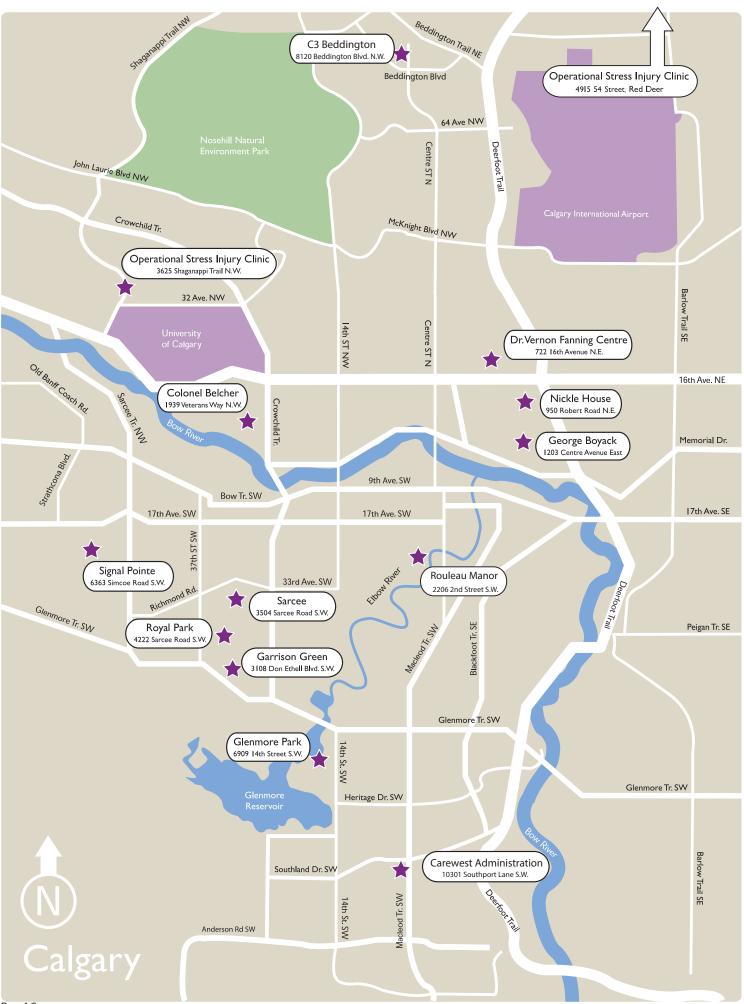
Location 1: Suite 203, 3625 Shaganappi Trail N.W. Location 2: 4915 54 Street, Red Deer 403-216-9860

Carewest Rouleau Manor

Mental Health Care 2206 2nd Street S.W. 403-943-9850

Carewest Administration

10101 Southport Road S.W. Calgary, Alberta, T2W 3N2 403-943-8140



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February 2022

