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Wellness and Reablement – Empowering People, Enhancing Independence and Enriching Life

Ada Cheng, CEO



What Initiated the ANHF Wellness and Reablement Programs?

The Australian government focuses on improving outcomes for older people in Australia through support for wellness and reablement approaches. Wellness and reablement is about helping older people to live independently, achieve their goals, stay connected to their communities and improve their quality of life.

The wellness approach mainly focuses on getting the balance right between 'doing with' versus 'doing for', building capacity, self-management and increasing self-confidence. The approach is to retain and respect autonomy, focus on re-enabling and maintaining function, minimise the impact of function loss and support connections with the community.

Wellness and Reablement for Consumers

With foresight, ANHF has been integrating wellness and reablement in our care before the Australian government's 2012 Aged Care Reform. We launched two Lifestyle Engagement Activity Programs (LEAP), designed to incorporate social and recreational care into case managed home care. In 2016 we rebranded all Day Centres as Seniors Wellness Centres. Other significant steps included staff focus and attitudes shift to support consumer choice and autonomy rather than delivering direct care and continuous training for frontline managers, coordinators and care workers.

To us, every person is unique and special. There is the cultural assessment to identify cultural and other needs, inclusion of holistic care needs (physical, social, cultural and spiritual needs) in the care plan and defining our care goals to maintain a sense of well-being, love, comfort, identity, occupation, inclusion and attachment.

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Reablement requires individual assessment by a coordinator, physiotherapist or occupational therapist to develop care plans, identify mobility aids and activities that promote motor skills and mental stimulation. Focus is also on nutrition and meals, educational and preventive programs e.g. falls prevention, medication management.

Our aim is to support consumers in wellbeing and reablement. Recently we launched the Lifeful Project and introduced a 'Person-Centre' software that not only facilitated staff to report real time clinical care but also enhanced interactions and trust between staff and consumers, these in turn built up mutual trust and connection. A female LCACC resident could not use the bathroom hand rail to her left as the left side of her body had limited mobility. Having received her request, we arranged an occupational therapist to assess her condition, then fixed another rail on the wall to her right. She regained her confidence and felt more independent in being able to stand by herself during the shower. There was the Shoulder-Finger- Ladder at So Wai Seniors Wellness Centre that significantly helped an 86-year-old consumer regain flexibility of lifting her left arm from reaching as high as her chest to head level after doing this exercise.

Hurstville Seniors Wellness Centre – A consumer (aged 89) suffered depression after the death of his wife. After careful observation, staff found him to be a very caring person, they then encouraged him to look after another 93-year-old consumer. Gradually he opened up and offered to help in news reading, afternoon tea and games.

Wellness and Reablement for Staff

Wellness and reablement are not just for consumers, they are for staff as well. One of the many examples was the Wellness Program (jointly run with Active Motion Physiotherapy and Sports Clinic) which kicked off in March this year. Some of the multiple aims of the program were (1) to encourage employees to take control of their own health and be proactive in injury prevention (2) to optimise workers' health, job satisfaction and service delivery through training and education and (3) to promote the culture of 'We Value You' at all levels of ANHF.

Prior to the program, staff were screened using a wellness questionnaire and a five-minute mobility and posture assessment. The results were used to design the follow-up 10-session wellness programs that centred on specific needs – the Active Spine Program; Better Knees & Better Balance Program.

Staff completed another post-program wellness questionnaire plus another mobility and posture assessment. The results demonstrated significant improvements in posture and increase in the sense of engagement among staff. By the time this newsletter is issued, another Wellness Program would be underway.



Campsie Seniors Wellness Hub

Eliza Chan, Dementia Care Advisor

Improving and maintaining quality of life is one of the main objectives of setting up Campsie Seniors Wellness Hub in January 2019. We design programs that promote well-ageing and reduce risk of dementia. Our target groups are our community housing tenants, CHSP & Home Care Package clients with or without mild cognitive impairment or early stage of dementia.

Specialist and professionals are invited to conduct a wide range of health information talks e.g. Healthy Diet for the Elderly, Home Medicine Review, Hearing, Podiatry, Osteoporosis, Diabetes, Dementia Awareness, Traditional Chinese Herbal Medicine in Preventing Dementia etc. We also organise wellness programs such as seniors gym, laughter exercises, brain games/exercise, Stay Standing Program (Fall Prevention), music programs led by a music therapist and more.

Through various programs, clients not only have fun in the activities but also receive take-home information and exercise programs to improve their mental and physical health. Here is a very encouraging example: when asked about her feedback the Stay Standing Program at the end of the last session, a client told us with a big smile and sparkling eyes that she could stand up more quickly and easily from her chair and walk faster, steadier and further at home without using her rollator! That is what we mean by wellness and reablement!



Happy Dancing

Bee Lim, Dancing Teacher

I began teaching nursing home residents on 18th September 2017. I came across a few difficulties in the first few months of design and planning as I had to tailor them to meet the resident's various mobility abilities, musical tastes and preferences (mainly in Chinese vocal music) of the residents. I had not expected them to have been so enthusiastic and happy, but I was very pleasingly surprised by such huge responses.

Dance sessions definitely improve the wellbeing of our elderly residents. The dance routines improve their memory, concentration, coordination, balance, resulting in happiness and liveliness in their physical mobility /muscular strength. It is normal for residents to feel frustrated in learning the routines but I patiently encouraged them to persevere in spite of their disappointments in not being able to follow the rhythm of specific dance steps.

Examples of how elderly residents improved emotionally and physically after joining the dance sessions:

- i) After the Waltz routine, a resident was able to move more freely, express his / her happy feelings quite clearly and connect these feelings with me.
- ii) After the joyous Samba dance, a resident was able to roll his/her two arms and hands forward and backward, synchronously, on time with the music and obviously to any onlooker like myself, the resident's face expressing great satisfaction and happiness.
- iii) After the cheeky Cha Cha Cha dance, residents found their joints less stiff and could move their legs and shoulders more freely.

Wellness Program for Staff

Fifi Lai, Physiotherapist & Lifestyle Coordinator

The Wellness Program started because our CEO, Ada Cheng felt that in line with our ANHF culture of We Value YOU that it not only applies to our clients but extends to all levels which include staff. ANHF's goal is to optimise workers' health and encourage employees to take control of their own health and wellbeing by being more proactive in injury prevention. The Wellness Program consists of 2 parts, first is posture screening using the latest technology app, followed by a series of exercise programs aimed at (a) improving our posture and spine and (b) balance and knee.

I learnt new techniques of strengthening exercises for the back and knees. I also learnt that staff enjoyed the camaraderie of working out together, and this promoted mental and social wellbeing as well. I enjoyed imparting my knowledge so that our staff can gain maximum benefits of not just doing the exercises, but understanding the underlying anatomy and how the muscles and joints work, and also how to prevent injuries.

I feel that overall, there's a definite improvement in the staff's understanding of how bad posture can lead to aches and pain and strain. Therefore hopefully our staff will now be more aware of their posture and take charge to improve their wellbeing, both physically and mentally.



Feedback

Adelaide Fung, Communications and Marketing Officer

My first thought was just to manage my back pain and knee pain, but what a surprise to have extra harvest! The Wellness Program that focused on back health and knee health consisted of 10 sessions, with 10 participants in each one. The first session came with a not-so-ordinary sight: staff who were usually in their office attire had a total change in what they wore – all fully clad in sports wear!

Another harvest: with staff based at different locations, there were those you just knew them by their names, not their faces. It was because of this program that we 'could label the face to the name'. Those whom you did not know well became more familiar, more connected with you, the team spirit grew naturally.

A physiotherapist once said to me, 'No pain, no gain.' Hundred percent true. Some exercise postures did reach a certain difficulty level, some gestures were even a bit 'weird', occasionally there was a little 'pain'. How did we tackle these? We looked at one another, giggled together as we moved our arms and legs in the ways demonstrated by the instructor. Let me tell you honestly: 'pain' is inevitable, but if we face the 'pain' together, there is fun out of 'bitterness'.

The instructor recorded our postures and motions in the last session, most staff had significant improvements. My biggest harvest was stronger knees and a stronger back. There is no more pain when I quickly walk up the station ramps to catch the train, I have less back pain during desk work. Of course when the sessions are over, we have to keep on doing the exercise. If not, all our efforts will be wasted!

Hurstville Seniors Expo 2019

Despite being held on a week day, the Seniors Expo was held on 30 th May at Hurstville Marana Auditorium and attracted over 1,000 seniors and family members. The ribbon cutting ceremony, officiated by ANHF Chairman Ms Ellen Louie, Georges River Council Mayor Kevin Greene, Ms Suzette Skobier from the Department of Health, Mr Jacky Cheung of TVB Anywhere, ANHF CEO Ms Ada Cheng and board members, formally launched the program of the day. To promote wellbeing of the elderly, we invited Fusion Culture Group to conduct a session on Laughter Workout that nearly burst the whole auditorium with hearty laughter. On the live stage we had information sessions, among the stalls there were a huge range of exhibits, such as the most updated translation device from iFlytek that introduced an artificial intelligence translation device – something the elderly can use for immediate interpretation even though they do not understand English. Products from Active Mobility Systems assisted the elderly in transfers, assuring greater safety for carers and care recipients. Health products e.g. quinoa products, soup packets , honey and nutritious formula were distributed by Ettason Pty Ltd were very much sought-after items purchased by elderly visitors. To streamline access to aged care services, we assigned a specific stall to provide on-the-spot assistance for My Aged Care registration. Over 100 elderly people requested for this service.



活動相簿 Activity Photos



好思維活動中心六週年生日快樂!
Happy birthday to Hurstville Seniors
Wellness Centre on their 6th anniversary!
(HSWC 好思維活動中心)



臥虎藏龍，伯伯原來也是彈琴高手!
Hidden talents – this elderly resident was a
superb pianist!
(BCNH 陳秉達療養院)



端午節吃粽，長者笑到見牙不見眼!
Traditional festive food – zong zi – for
the Dragon Boat Festival
(SWSWC 蘇懷活動中心)



家居護理服務多元文化歡慶午宴
Home Care Services Cultural Diversity
Celebration
(HCS 家居服務)



和長者到鬧市中的田園咖啡店走走逛逛
A leisure time at the Grounds of
Alexandria
(CCPNH 周藻泮療養院)



有圖為證，返老還童!
Young at heart – here's the proof!
(SHSWC 沛德活動中心)



家長者能摸到真的班尼兔當然開心!
A cute little bunny rabbit softens every
heart!
(CCPNH 周藻泮療養院)



長者做鹹薄饅，非常成功!
Delicious savoury Chinese pancake
made by a resident
(LCACC 錢梁秀容療養院)



長者做大廚，為大家預備燒烤午餐!
Senior clients became master chefs in the
barbecue lunch.
(SWSWC 蘇懷活動中心)

活動相簿 Activity Photos



難得長者及家人一起結伴遊花園，又
溫馨又漂亮！
What a wonderful day to have a day out
in the park together!

(HSWC 好思維活動中心)



陪長者上茶樓歎一盅兩件！
Time to enjoy our favourite dim sims during
yum cha!

(BCNH 陳秉達療養院)



盛裝出席專為長者而設的歡慶晚會！
All beautifully attired to attend a special
concert for the elderly.

(SHSWC 沛德活動中心)



母親節特備節目，丈夫換尿布比賽，
換來哄堂大笑！
You'd surely laugh to tears – nappy
changing contest for hubbies!

(SHSWC 沛德活動中心)



流動動物農莊，讓長者可以親手捧著
小動物！

Visit by Animal Farm – see the cuddly little
creature in my palms!

(LCACC 錢梁秀容療養院)



和長者一起到咖啡店享受香濃的咖啡！
Have a cuppa!

(CCPNH 周藻洋療養院)



復活節尋復活蛋，看長者找到多開心！
Here it was! A successful hunt for the Easter
egg!

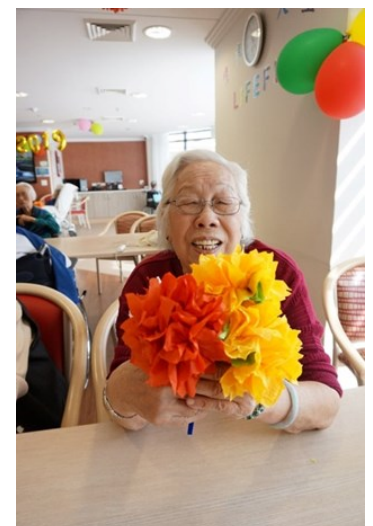
(HSWC 好思維活動中心)



蘇懷活動中心十一週年紀念，員工
一起來個大合照！

Staff happily posed for a group photo in
the 11th anniversary of So Wai Seniors
Wellness Centre.

(SWSWC 蘇懷活動中心)



親手做康乃馨，祝願母親節快樂！
Celebrating Mother's Day with my own
handmade carnations!

(LCACC 錢梁秀容療養院)

Section 1: Personal Details

Please support ANHF to deliver quality and culturally competent aged care to our community.
請支持澳華療養院基金為社區提供高質素及合符文化的高齡護理服務。

Title 稱謂 Mr 先生 Mrs 太太 Ms 女士 Miss 小姐

Family Name 姓氏

First Name 名

Second Name

Home Address 住址

State/ Territory 州

Postcode 郵政區號

Phone Number 電話號碼

Section 2: Donation Details

Donation of \$2 and over is tax deductible.

凡捐款2元以上可扣稅

I would like to make a donation of \$ _____.

Payment Type

- ☐ Electronic Funds Transfer
☐ Please debit this card

TO: Australian Nursing Home Foundation (BSB 082-201, Account Number 580-328-001)

<input type="checkbox"/> Master Card	<input type="checkbox"/> Visa	<input type="checkbox"/> Other:
Name on Card		
Card No.		
Expiry Date		
Signature		

BEQUEST – Leave a Gift in your Will

By leaving a **Gift** to the ANHF in your **Will**, you are creating a **lasting legacy** that will help us continue to create a **thriving** and **vibrant** environment that will enable our elders to age with **dignity** and **grace**.

If you wish to leave a **Gift** in your **Will**, you should seek appropriate legal advice. For more information, you may wish to request further information by ticking the box below or refer to our **Bequest Fact Sheet** on our website.

- ☐ Please send me details on making a gift to the Foundation in my will. 我希望在遺囑中對基金作出饋贈，請將詳情寄給我。

Please return this form to Australian Nursing Home Foundation, 60 Weldon Street, Burwood NSW 2134.

YOU CAN ALSO DONATE SECURELY VIA OUR WEBSITE: [HTTP://ANH.F.ORG.AU/CONTACT-US/DONATIONS](http://anhf.org.au/contact-us/donations)

Thank you for your support. Below are the donations received from January till March 2019

謝謝各位的支持。下為2019年1月至2019年3月期間之捐助人士芳名。

100以下 Below <100	\$100—\$499	\$500 - \$999	\$1000-\$4999	\$5000以上 \$5000 and above
MS Herieta WIDJAJA	MS TSANG, Wai Yan	Henry & Susana CHU	Ms Nellie LEE	TONG, Millie
		LAU, Sau Wai	Yu Wing LEUNG	Robert&Therese TONG
			CHIANG, Sharon	
			FUNG, Kai Hung	
			CHUNG, Hin Wing	
			AU-YEUNG, Julie	
			KWOK, Vincent	

New Staff 大家庭 新力軍



張小燕 院舍培訓及發展主任

張小燕女士從事高齡/腦退化症護理9年，2011年於西悉尼大學修畢護理（護理導師）碩士。加入澳華療養院基金前，張女士於基督教友愛社區服務任職護理導師。

張女士富臨床護理專業知識及經驗，說流利英語、廣東話及普通話，必能成為院舍護理得力成員。張女士在陳秉達療養院工作。



Xiaoyan ZHANG Learning & Development Officer, Residential Care

Xiaoyan Zhang has worked in aged/dementia care as a registered nurse for nearly 9 years. She completed her Master degree of Nursing (Clinical Leadership) in University of Western Sydney in 2011. Before ANHF, she was appointed as a nurse educator at Christian Brethren Community Services.

Yan has good clinical knowledge and experience and possess good communication skills in English, Mandarin and Cantonese. Yan will be an excellent match for this position and a strong asset to the Residential Team. Her office is located in Bernard Chan Nursing Home.

陳淑琮 陳秉達療養院院長

陳淑琮女士於二零一九年五月十三日履新為陳秉達療養院院長。在過去二十多年，陳女士於高齡護理不同範疇內曾任職不同類型之工作，包括護理總監、臨床護理服務經理及院舍院長等。陳女士以其豐富管理經驗，必能助益本機構之服務發展。



Brenda Chan Facility Manager, Bernard Chan Nursing Home

Brenda Chan join ANHF as a Facility Manager at BCNH from 13 May 2019. She comes to us with more than 20 years in aged care experience. She has been in various roles including Care Director, Clinical Services Manager and Care Manager in different aged care settings. Her wealth of experience in management roles will be an asset to our organisation.

Staff Movement 員工變動

黃國瑛 陳秉達療養院副院長

黃國瑛女士成功申請轉職陳秉達療養院副院長，任期自五月十三日起。黃女士於院舍任職署理副院長期間，表現出色，充分勝任臨床護理及管理工作。黃女士長於待人接物，於短時間內與團隊溝通流暢，且深為住客及其家人信任。



Alison Wong Care Manager, Bernard Chan Nursing Home

Alison has emerged as the successful applicant to take up the Care Manager role at BCNH, effective from 13 May. During her time as an Acting Care Manager at the home, she has demonstrated her capacity in clinical care and management skills. Moreover, she has good personal qualities that enable her to establish rapport from the team and well trusted with families and residents within a short period of time.

千人參與好市圍長者健康生活博覽會

五月三十日在好市圍市政演奏廳舉辦的「長者健康生活博覽會」已圓滿結束。博覽會即使在周日舉行，仍吸引千多名長者及家人參加，氣氛熱鬧。由澳華療養院基金主席雷文潔與 TVB Anywhere 的張智杰，聯同嘉賓佐治河市長 Kevin Greene 及聯邦衛生部代表 Suzette Skobier，並澳華療養院基金總裁鄭賜霞以及所有董事局成員一同在台上剪綵，為整個博覽會掀起序幕。為了讓長者時常保持身心健康，大會邀請小青蛙 Fusion Culture Group 帶領全體參加者一起做大笑運動，笑聲響徹整個會場。台上有精彩健康講座，更有機構展示最新翻譯產品，科大訊飛 A.I. 人工智能翻譯機，長者以後看醫生，即使不懂英語，也可拿著這產品做即時翻譯。另外，Active Mobility System 展示的產品，協助扶持長者及體位轉移，讓長者及照顧者在家更安心和安全。當然，健康產品如林和成貿易公司代理的蕎麥片、各式煲湯湯包、蜜糖和營養奶粉等，都大受長者歡迎。難怪來參加博覽會的長者最後都提著大包小包，滿載而歸。澳華療養院基金當日派出職員，即時協助長者登記「我的安老服務」(My Aged Care)，要求協助登記的長者超過百人。



「身心健康計劃」的開展始於行政總裁致力將澳華療養院基金的文化「我們珍惜你」這理念於機構落實推行。這計劃的對象不單是我們的服務對象，也惠及員工。基金會向來著重提升員工職場健康，鼓勵他們關注自己的身心健康。「身心健康計劃」分兩部分，第一個部分利用先進科技做一個姿勢篩選，然後就是一系列的運動課程來改善我們的姿勢和背部健康、平衡力和膝蓋健康。

這課程讓我學到強化背部和膝蓋的運動，也看到同事們在一起運動時感受到的那份團隊精神，大家的心情和身體狀況也改善了。於我而言，能夠和同事們分享自己的知識，讓他們不單從運動中取得最大成果，也明白在運動的背後肌肉和關節怎樣運作，以及怎樣避免受傷。

總的來說，參與的同事對姿勢不良導致的痛楚和肌肉拉傷認識多了，應該會更小心自己的姿勢是否正確，也會更主動改善自己的身心健康。



參與「身心健康計劃」後感

馮嘉碧，傳意及服務推廣主任

原打算對付自己的背痛和膝蓋痛，想不到竟然有額外收穫！

針對背部健康和膝蓋健康的「身心健康計劃」課程各有十節，每節十人。第一節先來個眼前一亮：平時慣常辦公室打扮的同事，每個人都形象大變，全副武裝 - 運動服是也！

另一個收穫：因為大家的工作地點不同，有些同事只聞其名，未見其人，全因這個課程「相認」。有些不太熟悉的，在連續十個課程的學習中，變得熟絡得多，團隊精神也不經不覺的油然而生。

一位物理治療師曾對我說過：「沒有痛苦，便沒有成果。」此話當然。有些動作的確難度頗高，姿勢略為「怪異」，偶爾也有少許「痛楚」，可是大家你望望我，我望望你，嘻嘻哈哈地跟著導師的動作動手動腳。靜靜告訴你：不是沒有「痛」，但如果一起「痛」，就可以苦中作樂了。

在最後的一節裏，導師再次記錄我們的姿勢和動作，很多同學都有明顯的改善。我自己最大的收益是膝蓋強壯了，在火車站的斜坡上急步追火車也不再疼痛，坐下來做案頭工作時，背痛也少了。當然課程完結後，我們也要繼續勤做健背健膝運動，否則便前功盡費！



「金匙長者康怡天地」讓長者重健能力

陳麗芳,腦退化症主任顧問

「金匙長者康怡天地」成立於二零一九年一月，以改善及維持服務對象生活質素為主旨，所以活動設計都以提升高齡人士身心健康和減低患上腦退化症的風險為目的。服務對象是我們社區房屋的住客、「聯邦家居支援服務」及「家居護理配套」的長者（不論是否患有輕度知覺失調或早期腦退化症）。

我們邀請專科醫生和專業人士主講一系列的健康講座，例如長者健康飲食、家居藥物審查、聽覺、足部治療、骨質疏鬆、糖尿病、認識腦退化症、從中醫角度看如何預防腦退化症等。我們也安排其他促進身心健康的活動，例如長者健身運動、歡笑瑜珈、健腦遊戲、「步履穩健」課程（防止滑跌）、由音樂老師帶領的音樂活動等。

在參與不同形式的活動中，長者們不單盡情投入，更可將資訊和運動建議帶回家，漸漸地改善自己的情緒和健康。現在就和大家分享一個令人鼓舞的例子：在「步履穩健」的最後一節時，我們邀請參加者說說感受。其中一位長者滿臉笑容、眼神明亮地分享，說她在家裡可以很快地從椅子站起來，走得更快，步履也更穩固，甚至不需要使用助行架。這便是我們口中所說的身心健康、重建能力！



讓大家快樂地跳舞

我在二零一七年九月十八日開始成為療養院住客的跳舞導師。按著住客不同的體能及活動障礙，我設計不同的動作。起初幾個月在設計舞步和做準備功夫時的確遇到一些困難，需要迎合住客們不同的能力、音樂口味和喜好（主要是中國藝術歌曲）。想不到他們反應這麼熱烈投入，看見這麼好的反應，我也有一份意外的喜悅。

舞蹈能提升長者的身心健康，改善記憶力、肢體的協調和平衡。身體好了，住客們心境自然地變得開朗，身體和肌肉也更靈活。他們有時也會因為不能掌握舞蹈動作而感到氣餒，這也是正常的現象。即使他們有時因為跟不上動作或拍子而失望，我仍會耐心地鼓勵他們堅持下去。長者在參加舞蹈活動後，身體和情緒都有所改善，就好像以下例子：

- i) 跳過華爾茲後，一位住客行動更靈活，能更清楚地表達自己的快樂心情，也主動地和我分享這份快樂。
- ii) 跳過歡快的森巴舞後，一位住客能隨著音樂拍子，向著自己想要的方向擺動雙手，欣喜滿足的心情，洋溢臉上。
- iii) 跳過調皮的查查舞後，住客們覺得肢體沒有原先那麼僵硬，肩頭和腿也靈活多了。

清楚記錄他們的文化需要和其他需求，包括全人需要（身體、社交、文化及靈性），確定護理目標，幫助長者維持身心健康、讓他們感到安心。

重建能力必須由服務主任、物理治療師或職業治療師評估後釐定護理計劃、確認需要那些輔助器材和活動來增強肢體協調和思維能力。評估亦會關注長者的營養、飲食和需要學習那些技巧，例如防止滑跌、正確服用藥物等。

讓服務對象身心健康，能力重建是我們的目標，像近年在療養院推行的「豐享人生計劃」，引進「以人為本」軟件，除方便員工簡易記錄護理實況外，也讓長者和員工有更多互動機會，明白他們的需要，建立親密互信的關係。像一位住在錢梁秀容療養院的婆婆，她左邊身行動不便，但浴室扶手是裝在左邊，她提出她的需求，我們請職業治療師評估後，特別為她的浴室右邊也安裝扶手，現在她洗澡時可以自己扶著站起來，她重拾自信，而且自覺比以前更有能力。

此外，有位參加蘇懷活動中心的婆婆，原本左手舉不起來，只能觸到胸口，但自從在中心練習「肩部及指頭運動小梯」後，現在她的左手可以舉高到頭部，她很開心，還時常示範給別人看呢！另一位參加好思維活動中心的伯伯，自從妻子去世後，終日鬱鬱不歡。中心職員觀察下發覺他很懂關心別人，於是請他照顧一位

93歲的長者，讓他更有成就感，漸漸地他變得越來越開朗，更主動幫忙讀報紙、派茶點和協助遊戲。

身心健康及重建能力 - 員工

身心健康和重建能力並不止於服務對象，也必須顧及員工。眾多例子之一就是我們和「活力物理治療及運動創傷治療中心」合辦、在本年三月開始的「身心健康計劃」。這計劃有多個目的，例如（1）鼓勵員工關注本身健康、積極避免受傷（2）藉著培訓及教育提升員工健康、工作滿足感及服務質素（3）在各階層員工中推廣華療養院基金「我們珍惜你」這個文化。

員工在計劃開展前先填寫一份問卷及接受一個姿勢及肢體活動評估。評估結果用作設計其後分別針對背部和膝蓋健康的十節課程。

完成課程後員工再填寫一份問卷及接受另一個姿勢及肢體活動評估。評估結果顯示員工姿勢大為改善，投入感也增加。本期會訊發出時，另一個身心健康計劃應在進行中。





澳華療養院基金

會訊

第28期 - 2019年冬季

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身心健康、重建能力 — 自主自決、建立豐盛人生

鄭賜霞, 行政總裁



澳華療養院基金為甚麼要推行「身心健康、重建能力」計劃

澳洲政府透過支援身心健康和重建能力的理念，致力幫助長者獲得更好的生活。

身心健康和重建能力著眼於幫助長者過獨立生活、實現個人理想、與社區保持聯繫和改善生活質素。

增進身心健康的模式強調在「和你一起做」及「幫你做」之間取得平衡，也強調建立能力、自我管理及增加自信，維持及尊重長者的自主；在協助他們重建及維持能力時，盡量減低身體功能衰退帶來的影響，讓長者和社區保持聯繫。

身心健康及重建能力 - 服務對象

在二零一二年政府推出高齡護理改革前，澳華療養院基金已在多年前率先將身心健康及重建能力這模式結合在我們的護理中，先後兩次為家居護理服務的長者安排「家居康怡計劃」，將交誼及康樂活動結合於個別的家庭護理服務內。在二零一六年我們將所有「日間中心」重新定位，改稱「活動中心」。其他較明顯的例子包括培訓員工將服務焦點轉往支援服務對象的選擇權和自主權，而非單單提供直接護理；此外，我們也持續培訓前線經理、主任及護理員工。

每一位服務對象都是獨特的個體，我們會進行評估，在護理計劃中

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