

Unit-level organizational context in relation to responsive behaviours experienced by Care Aides and Nurses in Long Term Care Facilities: An Atlantic Research Collaboration on Long Term Care study



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INTRODUCTION

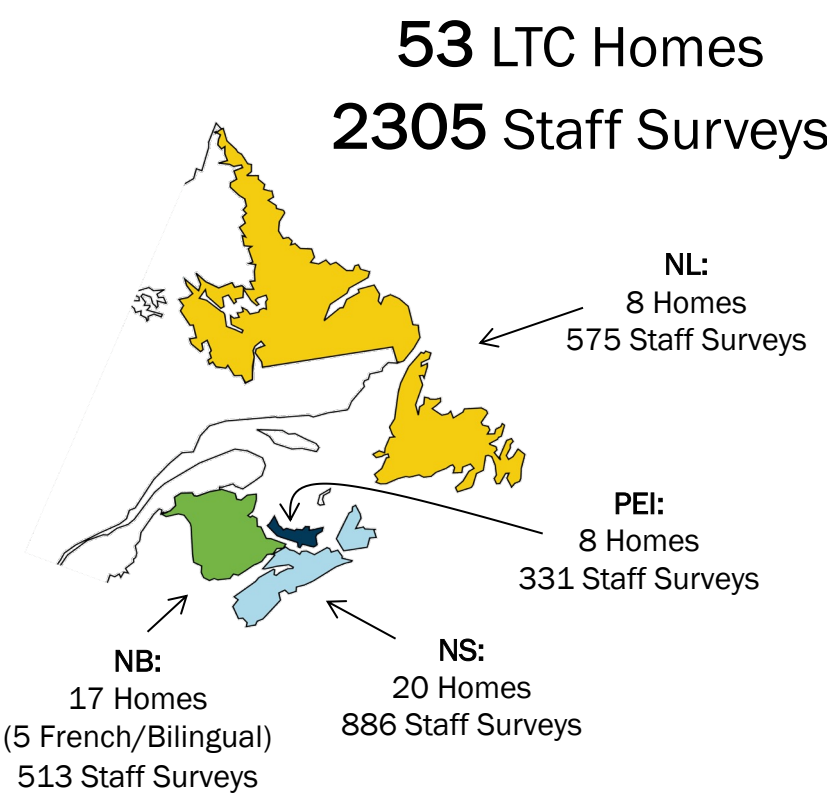
- Dementia-related responsive behaviours (RBs) are distressing for residents, friends/family and staff.
- How these behaviours and their experiences relate to organizational context (OC) in LTCF remains incompletely understood.

OBJECTIVE

To examine the prevalence of Responsive Behaviours reported by Care Aides (CA) and Nurses (NU) in relation to unit-level OC in a sample of Atlantic Canadian LTC homes

METHODOLOGY

ARC LTC SAMPLE



LTC Home Sample:

- 28 small size homes (25-69 beds)
- 16 medium size homes (70-119 beds)
- 9 large size homes (120+ beds)

- 28 Voluntary (not-for-profit)
- 13 Private (for-profit)
- 12 Public (not-for-profit)

LTC Staff Sample:

- 1338 Care Aides
- 724 Nurses
- 154 Allied Health
- 89 Managers

62% response rate of eligible staff

- Unit-level OC were reported by Care Aides (CA) & Nurses (NU) using the **Alberta Context Tool (ACT)**
- ACT domains: leadership, culture, evaluation, social capital, Organizational Slack (OS) in time, OS space, OS staff, formal interactions, informal interactions, structural resources
- CA and NU reported RBs experienced during the last 5 shifts (yelling/screaming, verbal threats, hurtful remarks, spitting/biting, sexual remarks, sexual touching) aggregated at unit level for dementia-specific vs. general units
- Units with ≥ 8 staff responses were reported
- CA (77 units), NU (15 units), both CA&NU (12 units) in 49 participating LTC homes
- Correlations between ACT domain scores and RBs were analysed using Pearson's r

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There are both commonalities and differences in how staff of different designations experience Responsive Behaviours in relation to Organizational Context

OC is important for wellbeing of staff and residents in LTC homes and represents a potentially modifiable risk & protective factor for experience of distressing RB

CONCLUSIONS AND LIMITATIONS

- Responsive Behaviours were commonly experienced: Verbal > Physical > Sexual
- For Care Aides: Better unit-level culture and slack in staffing were correlated with less RBs across all categories, and higher scores of structural resources with less RBs for all but sexual touching
- For Nurses: better culture was associated with lower RBs in verbal threats, hurtful remarks, and sexual touching; better structural resources were correlated only with lower experience of sexual touching. OS staff was correlated with lower experience of spitting/biting and hurtful remarks

Limitations

- Self reports subject to bias, including recall, recency, social acceptability
- The relative impact of RB types, specific circumstances and levels of distress are not possible to ascertain from this study, and likely vary for individual respondents
- Analysis is done at group (unit) level not individual staff level
- Smaller units and LTC homes are under-represented as units had to have ≥ 8 staff responses to be included

RESULTS

Table 1. Mean Care Aide (yellow) and Nurse (grey) reported Organizational Context

Unit Type	Leadership (1-5)	Culture (1-5)	Evaluation (1-5)	Social Capital (1-5)	OS Time (1-5)	OS Space (1-5)	OS Staff (1-5)	Formal Interactions (0-4)	Informal Interactions (0-4)	Structural Resources (0-4)
Dementia	3.84	3.88	3.87	3.83	3.36	3.52	3.89	3.98	3.26	3.01
Facility level	3.92	3.7	3.91	3.68	3.63	3.19	3.95	3.88	3.29	2.78
General LTC	3.83	3.69	3.86	3.68	3.46	3.27	3.92	3.79	3.07	2.7
Other	3.85	3.6	3.85	3.6	3.56	3.16	3.97	3.9	3.1	2.8

Table 2. Mean Care Aide (yellow) and Nurse (grey) reported work experience and Responsive Behaviours in the last 5 shifts by LTC unit type

Unit Type	Yelling/ Screaming (%)	Verbal Threats (%)	Hurtful Remarks (%)	Spit on, Bitten etc (%)	Sexual Remarks (%)	Sexual Touching (%)	RB Count (0-6)	Experience: Years (in Role, on Unit)
Dementia	96	93	81	73	84	73	88	63
Facility level	96	89	72	52	85	57	76	47
General LTC	89	89	64	60	74	69	57	29
Other	98	93	70	69	88	80	70	67

Table 3. Correlations between experience and Organizational Context (Alberta Context Tool) Domains, and reported experience of Responsive Behaviours

	Yelling/ Screaming	Verbal Threats	Hurtful Remarks	Spit on, Bitten etc	Sexual Remarks	Sexual Touching	RB Count
YrsRole	0.03	0.2	0.21	0.2	0.24 *	0.08	0.23 *
YrsUnit	0.02	0.14	0.15	0.13	0.33 **	0.35 **	0.25 *
Leadership	-0.18	-0.21	-0.25 *	-0.17	-0.34 **	-0.17	-0.29 **
Culture	-0.32 **	-0.32 **	-0.38 ***	-0.29 *	-0.43 ***	-0.22 *	-0.44 ***
Evaluation	-0.29 **	-0.19	-0.34 **	-0.12	-0.35 **	0.04	-0.28 *
Social Capital	-0.13	-0.1	-0.16	0.01	-0.32 **	-0.28 *	-0.2
Formal Interactions	-0.08	-0.14	-0.14	-0.03	-0.19	-0.14	-0.16
Informal Interactions	-0.05	-0.07	0	-0.12	-0.16	-0.16	-0.12
Structural Resources	-0.27 *	-0.41 ***	-0.35 **	-0.50 ***	-0.40 ***	-0.2	-0.49 ***
OS Staff	-0.23 *	-0.31 **	-0.29 **	-0.50 ***	-0.33 **	-0.25 *	-0.44 ***
OS Time	-0.14	-0.30 **	-0.27 *	-0.40 ***	-0.28 *	-0.15	-0.36 **
OS Space	-0.15	-0.18	-0.14	0.06	0.07	0.08	-0.06
Unit rank	-0.26 *	-0.31 **	-0.31 **	-0.26 *	-0.37 ***	-0.21	-0.38 ***

	Yelling/ Screaming	Verbal Threats	Hurtful Remarks	Spit on, Bitten etc	Sexual Remarks	Sexual Touching	RB Count
YrsRole	-0.12	0	0.16	0.15	0.07	-0.2	0.06
YrsUnit	-0.35	0.04	0.42	0.34	0.24	0.08	0.27
Leadership	-0.4	-0.53	-0.47	-0.36	-0.28	-0.53	-0.59 *
Culture	-0.43	-0.57 *	-0.58 *	-0.38	-0.44	-0.58 *	-0.69 **
Evaluation	-0.28	-0.42	-0.58 *	-0.46	-0.26	-0.53 *	-0.60 *
Social Capital	-0.15	-0.43	-0.49	-0.4	-0.39	-0.67 **	-0.61 *
Formal Interactions	0.06	-0.36	-0.39	-0.22	-0.5	-0.72 **	-0.53 *
Informal Interactions	-0.12	-0.19	-0.24	-0.02	-0.1	-0.45	-0.24
Structural Resources	-0.17	-0.28	-0.42	-0.24	-0.19	-0.53 *	-0.42
OS Staff	-0.21	-0.32	-0.75 **	-0.61 *	-0.29	-0.44	-0.64 **
OS Time	-0.37	-0.46	-0.78 ***	-0.42	-0.3	-0.62 *	-0.68 **
OS Space	-0.23	-0.05	-0.02	-0.04	0.06	-0.31	-0.1
Unit rank	-0.3	-0.46	-0.62 *	-0.48	-0.36	-0.61 *	-0.67 **

correlation coefficients (Pearson's r), * = p<0.05, ** < 0.01, *** < 0.001

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