

Every steps counts

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VALORIZATION

This chapter describes the relevance of the findings of this dissertation. It elaborates on how the daily activities of nursing home residents can be encouraged by the DAILY NURSE intervention, and on the dissemination of the findings.

Relevance

This dissertation provides insight into the daily activities of residents in nursing homes and the role of nursing staff. It resulted in a feasible intervention to change nursing staff practices towards encouraging residents' daily activities during daily care practice. This intervention, DAILY NURSE, fits into the ongoing changes in nursing home care, which extend from the medical model to the social model, focusing on residents' well-being, capabilities and quality of life. Furthermore, DAILY NURSE is in line with the Dutch Quality Improvement Framework of Nursing Home Care, published in 2017 by the National Health Care Institute. This framework intends to improve quality of care in the nursing homes by focusing on person-centered care with meaningful activities during the day to improve residents' quality of life. Performing meaningful daily activities helps residents to remain functioning and it enhances residents' self-esteem. In addition, it might delay residents' increasing care dependency. DAILY NURSE supports nursing home staff in providing person-centered daily nursing care. It encourages residents' independence in daily activities by focusing on what they can do rather than what they cannot.

In society, increasing attention is given to the positive effects of physical activity for young and older people. Physical activity is the central theme in this dissertation. The physical activity guidelines were updated last year by the Dutch Health Council and stated, 'physical activity is good, more is even better'. Nevertheless, physical activity does not need to be vigorous, since participation in daily activities is already beneficial for the frail nursing home population. Previous physical activity intervention studies in nursing homes focus on exercise rather than on activities in daily life. DAILY NURSE focuses on the encouragement by nursing staff of activities during the day designed to increase daily physical activity levels of nursing home residents. Since nursing staff provide care 24/7 they play a key role in residents' daily life and, therefore, are the key persons to encourage the residents.

How to create changes in nursing home practice

The studies in this dissertation resulted in a change in nursing care practice, focusing on encouraging residents' daily activities. To change things and implement innovations in the nursing home it is necessary to obtain insight into the current situation, to have a

clear starting point with insight into current behaviors and barriers. Observations in this dissertation provided insight into the activities of nursing home residents and the role of nursing staff; nevertheless, observations can also be used to obtain an insight into autonomy, communication, physical restraints, mood, etc. The advantage of the observations is that they do not only provide information about the activities, they also provide information about the environment in which these activities take place. For example, a resident might be encouraged to prepare a sandwich if provided with a set table, while a cleared table might discourage such activity. Distractive environments or ambiances can be similarly discouraging. Moreover, observations conducted by nursing staff create awareness of their own behavior and the environment in which they are working. Besides observations, insight into behavior and possible barriers for change can be obtained with questionnaires. The MAINTAIN questionnaire can be used to obtain this insight.^a However, as the results of this dissertation suggest perceived behavior might not be the same as actual behavior. Nevertheless, it is essential to obtain insight into possible barriers in order to tailor solutions; for example, if lack of knowledge within the organization is an important barrier, staff need education and information.

To implement innovations in nursing home practice, a safe and open environment should be created. Managers have an essential role in creating a safe environment and in supporting nursing staff in changing their behavior and implementing innovations. To support nursing staff, managers should have a clear vision about the innovation they wish to introduce. They should reflect on why things are done in a particular way, and they should invite nursing staff to critically reflect on their own behavior. Managers can be innovative by relaxing rules, such as, relaxing the rule that is common in nursing homes, 'all residents should have been washed and dressed before breakfast at 9 a.m.' In addition, managers should create a positive team climate and ensure nursing staff are enthusiastic in working together on common goals of: sharing good practices, reflecting on and learning from difficult situations, looking for possibilities instead of impossibilities, and providing positive feedback to each other.

A lot of knowledge and expertise is already present in nursing homes; however, to implement innovations nursing staff might need coaching and role models. Bachelor-educated nurses can be coaches and role models within their own care organization. As such, they are expected to work methodical and should be able to write an

^a Kuk NO, Zijlstra GAR, Bours GJJW, Hamers JPH, Kempen GIJM. Development and usability of the MAINTAIN, an inventory assessing nursing staff behavior to optimize and maintain functional activity among nursing home residents: a mixed-methods approach. *BMC Health Serv Res.* 2016;16:38.

implementation plan to implement innovations in nursing care practice; for example, by using the TIP-toolbox^b. This toolbox provides nursing staff with a stepwise method to write a structured and tailored implementation plan, and is used in the DAILY NURSE intervention, as well. Therefore, bachelor-educated nurses are the key persons to implement innovations in their own nursing home practice, providing coaching-on-the-job with structured feedback, and providing the education for an intervention, such as the interactive workshops of DAILY NURSE. Nevertheless, they can also ask other experts in the multidisciplinary work environment, for example, a physiotherapist can give a clinical lesson about the importance of daily activities, and a psychologist can provide tip and tricks about how to encourage residents to perform activities. Also, other formal and informal caregivers in the nursing home should be involved in changes in nursing home practice; for example, cleaning staff and residents' families should be involved in discussions on how innovations affect them or their work. Cleaning staff can invite residents to help them with light household chores and informal caregivers can take residents for a walk. Ideally, residents continue the daily activities they performed before coming to the nursing home. For example, if they went to the market with their spouse every Tuesday, they should continue to do so. The focus on encouraging residents' activities and independence can also be translated to home care, where nursing staff should support and encourage the older adults to continue their daily activities and maintain their functioning.

Dissemination of the findings

Dissemination of the findings of this dissertation started from the beginning of the project. Nursing staff were involved in the observation studies, and the intervention, DAILY NURSE, was developed with their close collaboration. The findings have or will be published in (inter)national scientific and peer-reviewed journals (for example, the *Journal of the American Medical Directors Association*). Furthermore, the results have or will be presented at (inter)national scientific conferences on geriatrics and nursing homes (like, the annual scientific meeting of the *Gerontological Society of America*, and the *Nursing Home Research Conference*). In addition, workshops have been offered at national conferences focusing on nursing home staff and other care professionals; for example, during a conference of 'Dignity and Pride' [in Dutch: *Waardigheid en Trots*], a program of the Dutch Secretary of Health, Welfare and Sport to improve quality of care

^b Kuk NO, Bours GJJW, Hamers JPH, Kempen GIJM, Zijlstra GAR. Feasibility of the Translations Innovations into Practice-toolbox (TIP-toolbox): A mixed-methods study for implementing activity innovations in nursing homes. *Geriatric Nursing*. 2017;38:498-504.

and life in the nursing homes. Presentations about the DAILY NURSE intervention are also given for other nursing staff, managers, and informal caregivers at different nursing homes of the care organizations who participate in the Living Lab on Ageing and Long-Term Care. The project has received attention from different professional organizations, who have published about this project in their journals, such as an educational journal for nursing staff, *Bijzijn XL*, and the national journal for physiotherapists, *FysioPraxis*. The daily newspaper, *Trouw*, reported the results of the observation study on residents' activities on their front page. As a result of this, it was also mentioned in a Belgium newspaper, *Het Nieuwsblad*, and on different news websites.

During the whole project of 'Nurses on the Move', the development of the intervention and the findings of the studies were discussed with representatives of national stakeholder organizations, including branch organization Actiz, client organization LOC, the Dutch Nurses Association V&VN, the Health Care Inspectorate, and the Ministry of Health, Welfare and Sport. The results of the interrelated projects have been presented at international and national conferences. The dissertations, factsheets and products of the other projects can be found on the website of the Living Lab (www.academischewerkplaatsouderenzorg.nl). In addition, information about 'Nurses on the Move' and its results can be found at the website of the Netherlands Organization for Health Research and Development, who funded the project (www.zonmw.nl).

To disseminate the results further the following steps will be taken. As the research conducted in this dissertation is embedded in the Living Lab on Ageing and Long-Term Care, findings of the studies are shared and will be shared with the participating care organizations. For example, a factsheet will be published on the website of the Living Lab, describing the findings of this dissertation. The factsheet and the dissertation will be distributed among the care organizations who are member of the Living Lab on Ageing and Long-Term Care. In addition, a set of guidelines for nursing staff containing detailed description of the intervention, including each workshop, will be available on the website of the Living Lab from October 2018. An e-book of this dissertation will be available on the website of the Living Lab, as well as on the platform for scientific knowledge in the field of nursing (www.proefschriftenverpleegkunde.nl).

