




Department of Health  
Government of Western Australia

# State Aged Care Plan

for Western Australia 2003-2008



WA AGED CARE ADVISORY COUNCIL

2003-2008



## Message from the Minister for Health

As Minister for Health, I place a high priority on ensuring that the best possible health and aged care services are available to older people in Western Australia. Our community expects this, and the government is committed to its achievement.

The State Aged Care Plan is a major step forward. With its vision of independence, well-being and quality of life for older people, the plan underpins the government's commitment to ensuring that the health status and lifestyle of older Western Australians continue to improve.

Older people are a vital and expanding part of our community. People aged 65 years and over will make up 12.5% of the State's population by 2011, with those over 80 years counting for around 25% of the 65 and over age group.

Within the reality of population ageing, the State Aged Care Plan presents a blueprint for future high-quality health and related aged care services for older Western Australians built on the foundation of existing quality services. It outlines a strategic framework with clear goals and objectives that will lead to service design that is responsive to diversity of need, individual preference, and the challenges of population dispersal across the State.

At the national level, the State Aged Care Plan will support the State's agenda in the evolving aged care arena.

With pleasure, I acknowledge the dedicated work of the WA Aged Care Advisory Council in the preparation of the plan and I commend the Council for its success in engaging stakeholders across the health and aged care sectors and the wider community in the plan's development.

**Bob Kucera APM MLA**  
*Minister for Health*



## Message from the Chairperson

It is with much pleasure that I celebrate the achievement of a State Aged Care Plan for Western Australia. This plan gives us an enduring strategic framework to guide the evolution of health and aged care services for older people in our State.

The WA Aged Care Advisory Council has worked hard to keep the principles of the plan as uncomplicated as possible. We deliberately placed the needs of the older person at the centre of our considerations and held to this perspective as we developed our goals and objectives. Our intention is that the plan should act as a touchstone to encourage planners, policy makers and service providers alike to stay oriented to the “person-centred” perspective in all their endeavours.

I would like to express my sincere thanks to the members of the WA Aged Care Advisory Council who have worked so hard for so many months to bring this plan to fruition. I would also like to acknowledge the contribution of the many people around the State who shared with the Council their views, wisdom and passion about the health and aged care needs of older people.

The State Aged Care Plan is a plan in evolution. While the goals and objectives remain constant, responses and actions will evolve to meet the needs of the day. As our older population changes and grows, we will build on our existing excellent services to refine and renew our response with energy and optimism.

As Chairperson of the WA Aged Care Advisory Council, I look forward to the challenges and opportunities ahead.

**Dr Penny Flett**  
*Chairperson, WA Aged Care Advisory Council*

## The need for a State Aged Care Plan

In recent years, there has been accelerating national and international debate on the social and economic consequences of population ageing, fired in part by the fact that the leading edge of the post-war "baby boom" is due to reach 65 years of age in 2011.

In Western Australia, the size of the baby boom population cohort, combined with increasing life expectancy and a lower fertility rate, will have a major impact on the State's future demographic profile. In Australia as a whole, almost a quarter of the population (about six million people) is projected to be aged 65 years and over by 2051.

Already, older people are an increasing proportion of the Western Australian population. In 1997, people aged 65 years and over comprised 10.5% of 1.7 million people, by 2001, 10.7% of 1.9 million people. Based on data available in 2001, the number of people 65 years and over is projected to be 12.5% of the State's population by 2011.

This older population cohort itself is ageing, with people aged 80 years and over comprising 23.7% of all people aged 65 years and over in 1997, 23.4% in 2001, and projected to increase to 25.3% by 2011.

The Western Australian government recognises that the growing number of older people in the community will have a significant impact on the demand for health and aged care services in the coming years. Population ageing will bring challenges, but it will also bring opportunities to promote the independence, health and well-being of older people, and to develop and refine service design so that it is more responsive to the needs of individuals.

The development of the State Aged Care Plan reflects the Department of Health's commitment to ongoing policy development that is innovative, timely, and responsive to the diverse needs of the older population. The strategic framework of the plan will guide change and enable the State to build an integrated and coordinated policy response upon the existing foundation of quality health and aged care services.

## Developing the State Aged Care Plan

In early 2002, the Minister for Health established the WA Aged Care Advisory Council to provide ongoing advice to government on health and related aged care services for older people in Western Australia. As a priority term of reference, the Advisory Council was required to "develop a State Aged Care Plan, including an action plan for dementia care, for the State's ongoing involvement in the provision of health and related aged care services to the older population of Western Australia."

The Advisory Council was established with broad representative membership designed to foster a coordinated approach to planning between the acute, community and residential sectors. A smaller Core Working Party was set up to drive the development of the State Aged Care Plan. From the outset, the Advisory Council took a system-wide perspective on the spectrum of health and age-related programs and services so that the State Aged Care Plan could be predicated on a fully integrated continuum of care.

The Advisory Council implemented an extensive consultation strategy which drew on the expertise of stakeholders across the health and aged care sectors, gave a special focus to rural aged care issues, and encouraged the involvement of people in the community. The consultation strategy was notably successful. A total of 151 written submissions were received from organisations, interest groups and individuals, 65 of which were from members of the wider community, with approximately 30% overall from rural parts of the State. Research, specialised workshops, and visits to rural areas supplemented information gathered from the submissions.

The Council's interim report, *Development of a State Aged Care Plan for Western Australia: Discussion Paper, November 2002*, examined the drivers for change in aged care, summarised the analysis of submissions, and identified key themes to take forward into the State Aged Care Plan.

These key themes were developed into the high-level strategic framework that comprises the core substantive material of the State Aged Care Plan. The Vision, Goals, and Objectives in the plan reflect a future-oriented perspective that is designed to retain integrity over time. The Key Strategies form the baseline for the development of a series of evolving action plans, the first of which will be an action plan for dementia.



# Vision

“ Independence, well-being and quality of life for older people through responsive health and aged care services and supports.”

# Values

- Aged care is about the person, both the individual and their family (of origin, or choice) and carers and is built on participation and respect
- Aged care is positive and enabling with service delivery based on flexibility and choice
- Equity and inclusion are fundamental
- Quality systems are fundamental

# Guiding Principles

The work of the WA Aged Care Advisory Council is guided by the following principles:

- The role of the Advisory Council is first and foremost to directly benefit older people for whom policies, processes, and practices must be designed.
- Services for older people should be coordinated in such a way that they are appropriate, accessible and collaboratively designed to suit each older person's needs.
- Where an older person is in a situation where a move to a health or aged care facility is agreed to be necessary, the transition should be done with the maximum of ease and comfort for the older person and all concerned.

# Goals

## Goal One

*Strong leadership to envision, create and shape change for the benefit of older Western Australians*

## Goal Two

*Transformed systems to ensure integrated and coordinated services and supports*

## Goal Three

*Continuous improvement so that services and supports focus on the individual and recognise diversity*

## Goal Four

*The people who provide services and supports are valued, mentored, skilled and resourced*

“Independence, well-being and quality of life for older people ...”

# Objectives & Key Strategies

	Objectives	Key strategies
Goal One	1. Realise the vision for health and aged care services	<ul style="list-style-type: none"> <li>• Promote the role of the WA Aged Care Advisory Council</li> <li>• Build health and aged care policy into wider decision-making through a cross-sectoral and whole-of-government approach</li> <li>• Promote awareness of the State Aged Care Plan through targeted marketing and media opportunities</li> <li>• Achieve consumer and industry stakeholder support for the State Aged Care Plan</li> <li>• Develop and support strategic alliances, partnerships, and networking relationships</li> <li>• Encourage the aged care sector to become an employer of choice</li> <li>• Recognise and value individual initiative and best practice service provision and identify and mentor emerging leaders</li> </ul>
	2. Ensure older people are valued	<ul style="list-style-type: none"> <li>• Promote and participate in cross-sectoral initiatives to eliminate ageism</li> <li>• Encourage positive community attitudes to older people by promoting and participating in community education</li> <li>• Encourage social and political recognition of the older person's experiences and expectations</li> <li>• Optimise consumer knowledge, preference and choice through community education and information strategies</li> <li>• Actively engage communities and stakeholders in policy development and planning</li> </ul>
Goal Two	3. Improve coordination in planning for aged care	<ul style="list-style-type: none"> <li>• Enhance policy development through high quality research</li> <li>• Foster better communication and information sharing between all spheres of government</li> <li>• Develop partnerships across all spheres of government</li> <li>• Address gaps in service delivery through the development of innovative service models</li> <li>• Simplify program and service administration through standardisation of accountability and reporting requirements</li> </ul>
	4. Support transitions across the continuum of care	<ul style="list-style-type: none"> <li>• Provide consumers with consistent and easily understood information</li> <li>• Share client information through information technology to support client transition</li> <li>• Develop and implement a streamlined assessment process</li> <li>• Implement effective service coordination across the continuum of care</li> <li>• Promote flexible care options in accommodation settings</li> </ul>





	Objectives	Key strategies
Goal Three	5. Improve quality of life and independence for older people	<ul style="list-style-type: none"><li>• Encourage and support age and disability friendly housing and local community environments</li><li>• Include older people, families and carers as partners in decision-making</li><li>• Support and participate in the development of health promotion strategies targeted at older people</li><li>• Encourage older people to embrace positive ageing</li><li>• Enhance and extend community-based services to enable people to remain at home for as long as possible</li><li>• Provide rehabilitation services for older people</li><li>• Provide responsive respite care options</li></ul>
	6. Tailor service design to meet specific needs	<ul style="list-style-type: none"><li>• Address the needs of people with dementia, their families and carers</li><li>• Address the needs of people with chronic illness and/or high level or complex care needs and the needs of older people with mental health problems</li><li>• Address the needs of older people with disabilities</li><li>• Implement innovative and flexible service delivery models to assist older people living in rural and remote locations</li><li>• Refine service design to manage and deliver a flexible and culturally secure suite of services to older Aboriginal and Torres Strait Islander (ATSI) people</li><li>• Refine service delivery to meet the diversity of need of older people from culturally and linguistically diverse (CALD) backgrounds</li></ul>
Goal Four	7. Sustain a workforce sufficient to meet demand	<ul style="list-style-type: none"><li>• Promote aged care as an attractive and rewarding career option</li><li>• Support initiatives to redress the current lack of wage parity in the aged care sector</li><li>• Develop flexible employment options</li><li>• Promote the benefits of age-balance in the workforce</li></ul>
	8. Support professional development, education and training	<ul style="list-style-type: none"><li>• Support and participate in the development of an education and skills-based training strategy across the aged care sector</li><li>• Liaise with and partner the Vocational Education &amp; Training (VET) sector</li><li>• Support the development of industry-based training</li><li>• Create aged care “centres of learning”</li><li>• Support continuing education and training</li></ul>
	9. Formally recognise carers and volunteers	<ul style="list-style-type: none"><li>• Include carers as partners in developing clients’ individual care plans</li><li>• Take into account the carer’s own needs, health and well-being</li><li>• Develop and implement training options for carers and volunteers</li><li>• Enable carers and volunteers to participate in planning and policy development</li></ul>

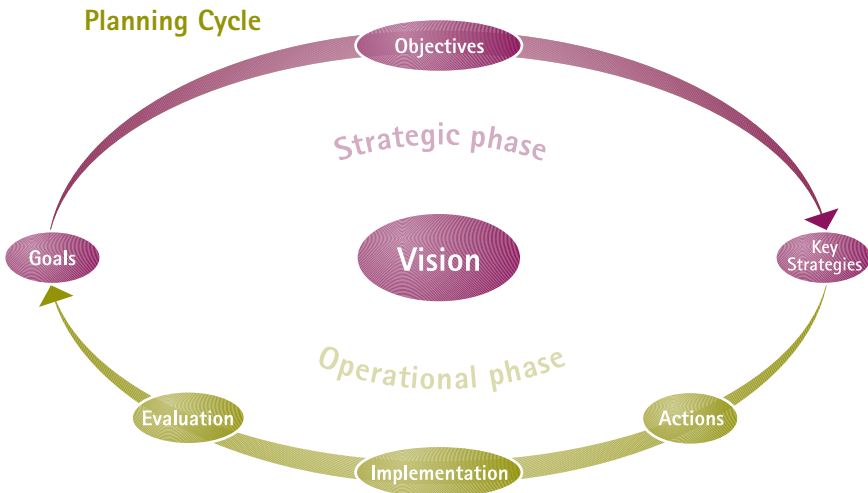
# The Action Planning Cycle

Once the State Aged Care Plan is in the public domain, the focus of the Advisory Council's endeavours will shift to the action planning cycle, the translation of key strategies into actions for implementation. The Advisory Council will prioritise the sequence of individual action plans and involve the expertise of individual Council members on specific Working Groups. The Core Working Party will continue to coordinate the overall process.

The action plans will link into the State Aged Care Plan through the actions-key strategies-objectives-goals-vision hierarchy. The action plans will have a short-term focus with emphasis on fixed results within a given period of time. Some action plans will build on initiatives already in place, others will address identified gaps in service delivery or system integration. While the goals and objectives of the State Aged Care Plan are fixed, the action plans will evolve and respond to meet the needs of the day. The dementia action plan will be the first in a series of action plans.

## Planning Hierarchy

Strategic Plan (State Aged Care Plan)					
Vision	Goals	Objectives	Key Strategies		
Action Plan/s					
	Vision Statement	Goals & Objectives	Actions	Responsibility	Timeline



# WA Aged Care Advisory Council

## Chairperson

Dr Penny Flett, Chief Executive Officer, Brightwater Care Group

## Members

Susan Allica, Executive Director, Australian Nursing Home & Extended Care Association (ANHECA)

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## Executive Officer

Stephanie Kirkham, Senior Planning Officer, Rehabilitation, Aged & Continuing Care Directorate, Department of Health

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