

The Person Centred Wing

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Visits from Recognised Leaders

- Michael Kendrick
- Catherine Treston
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- Darcy Elks

The Organisation

Struggled with embedding
an individual approach regarding
people supported.

The Organisation

- Regional managers proposed the establishment of the Person Centred Wing early 2010.
- Subsequently it was agreed that this initiative would become a strategic priority.
- The change *"Pushing an open door"*

Aim of the PCW

To work alongside individuals and their family members to figure out what a full and inclusive lifestyle would look like.

The Recruitment Process



The Recruitment Process

- Information evenings
- Expressions of interest
- Formal Applications
- Interviews
- Training

Attributes of successful candidates

- Keen to work in a different way with people.
- Work without "*a manual*"
- Trailblazers
- Discerning
- Insightful

The Early Days

Mentoring by

Hope Leet Dittmeier

&

Brian McGeough

Values Agreed

- Individualised agenda
- Appropriately ambitious
- Arrangements are two way
- Social Role Valorisation
- Fundamental needs
- Safeguarding

Biggest Challenges

- Low expectations
- Limited life experience
- People coming out of comfort zone
- Challenges from people working in traditional services
- Habitual behaviour

3 Years Later - The Learning

The importance of establishing:

- The purview of the PCW
- The "Good Match" Individual, Family Members, Support Staff
- Opportunities for critiquing peer work.
- Peer Support
- Resilience

Summary

“ True solutions seldom come easy. Real solutions require critical debate, thoughtful application, hard work and time”.

Scott Ramsay - Roles Based Planning:

A Thoughtful Approach to Social Inclusion And Empowerment