

PIECES Foundational Principles



Learning & Development Program

The overall goal of the National PIECES Learning and Development Program is to provide health care professionals, across the continuum of care with a practical framework:

- ✓ To guide a holistic Person and Care Partner centred Team approach
- ✓ To build the knowledge and skills necessary to support the well-being and health care of older individuals at risk or living with complex chronic conditions and associated behavioural changes
- ✓ To support an evidence-informed approach to shared assessment
- ✓ To promote a collaborative process that is relationship based

Following the completion of two full days of learning and a workplace Practical Application between Days 1 and 2; the learner returns to the workplace as a PIECES practitioner with the knowledge to apply the PIECES Foundational Principles in practice.

The PIECES approach provides an opportunity to make a difference together. The PIECES practitioner invites the Person, Care Partner and all Team members to share their collective knowledge, understanding and experience in order to influence practice change and positively impact quality of life.

Core Competencies - Applying the PIECES Foundational Principles in Practice

Validating

Commit to an approach that values and ensures the voices of the Person, Care Partner and all other members of the Team.

- ✓ Respect for the individuality of the Person, Care Partner and all Team members.
- ✓ Authentic engagement focusing on the quality of relationships with the Person, Care Partner, and Team members.
- ✓ Listen to understand.
- ✓ Encourage communication that is open and respectful.
- ✓ Validate all observations and concerns.

Shared Solution Finding

Use the PIECES 3-Q Template to guide a holistic, practical and evidence-informed approach to shared assessment and shared care.

- ✓ Recognize and honour the uniqueness of the Person.
- ✓ Integrate the collective knowledge of the full Team.
- ✓ Identify the priority concerns to be understood and whether they represent a change for the Person.
- ✓ Avoid assumptions and moving to actions too quickly.
- ✓ Identify and minimize associated risk.
- ✓ Understand the possible contributing factors (Think PIECES).
- ✓ Practice evidence-informed care planning - building on the Person's unique strengths and preventing unnecessary disability.
- ✓ On-going Team monitoring and evaluation.

Acting Together

Continually seek ways to strengthen Person and Care Partner centred relationships.

- ✓ Always ask, "Who is on the Person's Team?", and actively collaborate across the continuum of care, especially during transitions.
- ✓ Partner to support an *integrated* care plan that will reflect the changing needs of the Person.
- ✓ Regularly check in with the Person, Care Partner, and other Team members to monitor and evaluate the plan of care.

Enhancing and Translating Knowledge

Commit to an approach that focuses on the effective transfer of knowledge to practice (informed by lived experience, practice-based experience and research).

- ✓ Integrate the PIECES approach at the individual health practitioner level to enhance practice.
- ✓ Partner as a resource to others and model the PIECES approach.
- ✓ Integrate other informed best practices within the application of PIECES.
- ✓ Collaborate with senior leadership and other partners to
 - further the Team application of PIECES in practice
 - develop policies and processes to support ongoing sustainability.