

Asia Forum on Ageing2009
Extending Frontiers of Ageing In Place – Options and Possibilities on Housing and Community Care
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Preparing for Aged Care in the Asia Pacific: Pilots for Training and Recognition of Care Givers in Hong Kong

按一下以編輯母片副標題樣式

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內容 Content

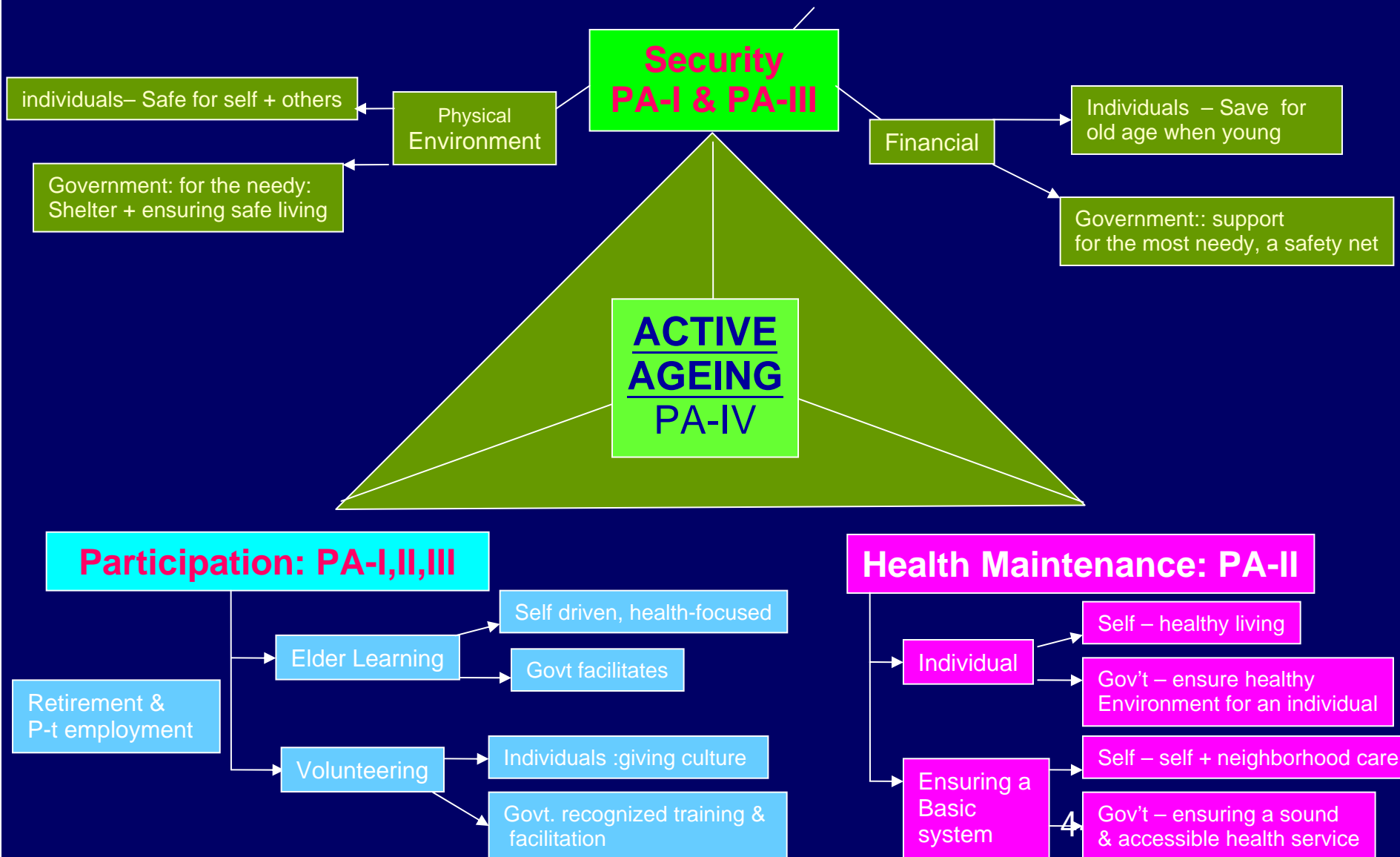
- n An overarching policy framework: UN ESCAP S.I.S.& Active Ageing
- n Background Information: Asia & HK
- 1. 人口資料, 人口結構改變帶來護養需求
(population changes pushing for LTC needs, Asia & HK;
Training of professionals: expensive & slow)
- n Review of HK supply-demand for care givers in HK:
- 1. 正規／非正規護老者 (who are the care givers)
- 2. 香港目前正規護老情況：院舍、日間照顧、一般家居支援及護老者
支援中心 (current community support services: elderly homes, day
care, home care and carer support centres)

- n 新思維、新培訓: new mind set for care givers training
- 1. 資歷架構概念運作 Promoting a qualification framework for training
and recognizing care givers
- 2. Policy promotion for training & recognition

UN ESCAP Shanghai Implementation Strategies (S.I.S.) 2002 (4 Priority Areas (PA) & 16 Action Areas (AA))

<p>PA-I. Ageing & Development</p>	<p>PA-II. Health & Well-being</p>	<p>PA-III. Enabling supportive Environments</p>	<p>PA-IV. Implementation & Monitoring (National Capacity)</p>
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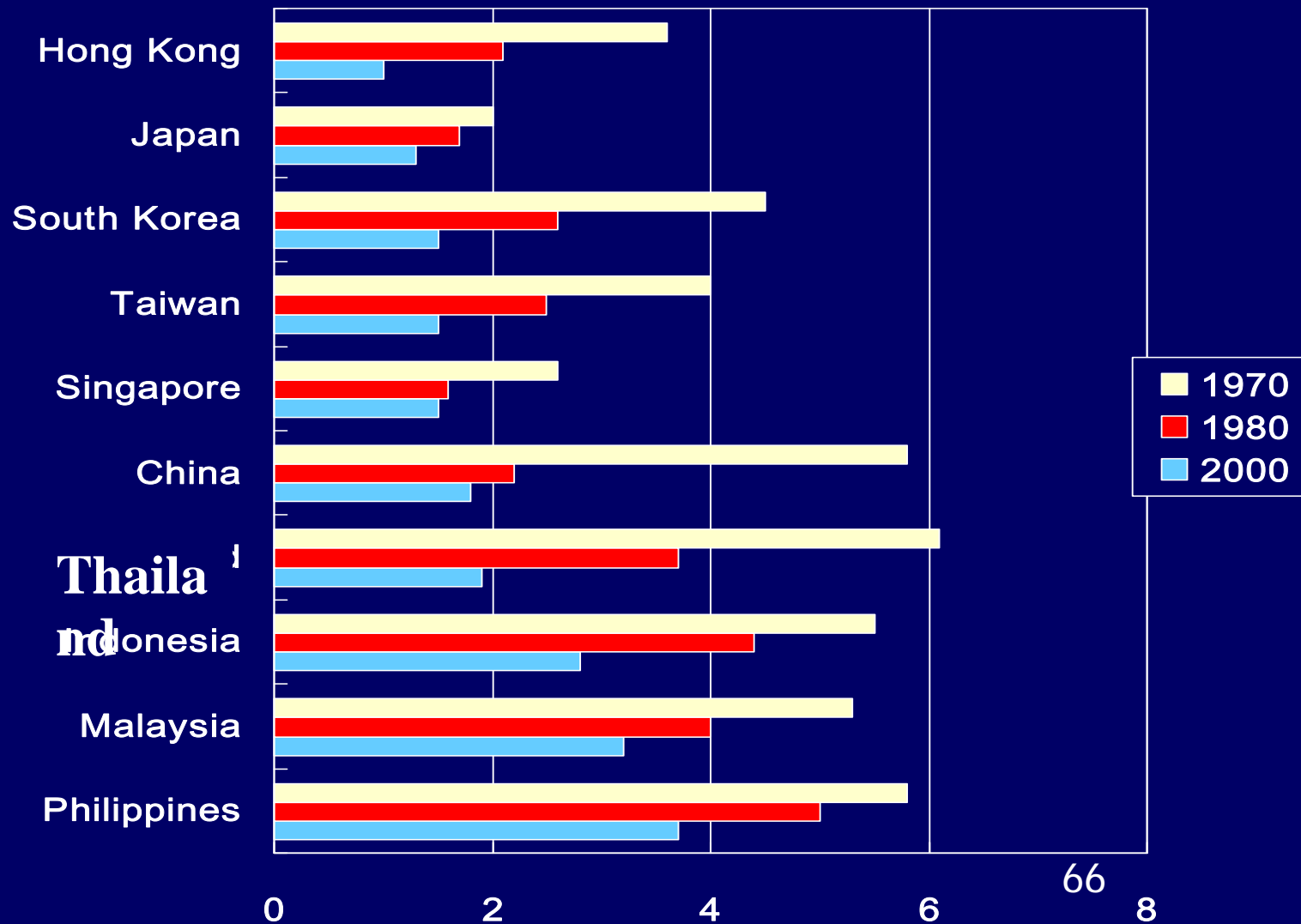
Policy Framework for Active Ageing



Background: Percentage of Elderly Population 65+ :1990, 2010, 2025



Background: Asia-Pacific: Total Fertility rates (1970-2000)



60歲或以上老年人口比例的預測情況:全亞洲趨勢

Ageing in the Asia Pacific: 60+ % in total population

	2000 (%)	2025 (%)	2050 (%)
日本 Japan			
韓國 Korea			
新加坡 Singapore			
泰國 Thailand			
中國內地 Mainland			
資料來源: United Nations Economic and Social Commission for Asia and the Pacific (2002)			

Ageing in the Asia-Pacific Region

Source:

UN Population Division (2005). *World Population Prospects: The 2004 Revision*

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Outline	

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Outline⁸⁸
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What are there to prepare: Hong Kong as an example ?

- n Has moved into 'an ageing society'
- n Has moved into 'developed economy'
- n Founded on Asian (Confucian) values
- n But are susceptible to Western welfare
- n At the cross-road: alternatives for meeting the challenges

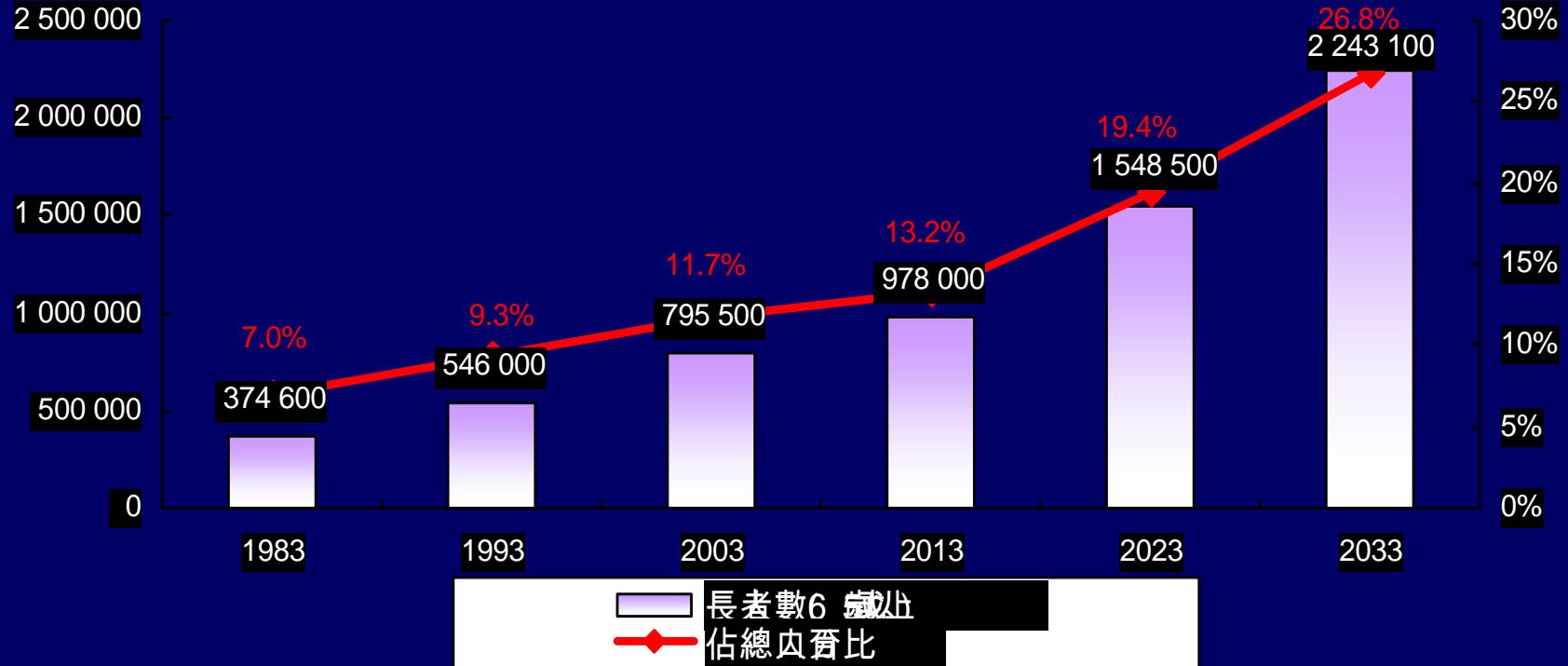
香港人口趨勢：人口金字塔

Ageing Trend for Hong Kong: the pyramids



香港人口老化趨勢

Ageing in HK: number & rates



每年2%增長

1111

人口結構改變帶來護養需求

Population ageing pushes demands for LTC givers

- n 老齡人口增多
More aged
- n 長壽高齡人口倍增
Longevity (MCI)
- n 年青人口減縮
low fertility 少 Less labour
- n 總撫養比增高
high dependency ratio
- n 擴展式家庭減少
less extended families
- n 離婚率上升
Divorce rate increase



護養需求
demand
for LTC
workers

Care givers 護老者 = ?

- n Any person providing direct care to another person in need regularly for a continuous period with more than 4 hours a week
- n **Informal** (family members, friends & neighbours), unpaid (not recorded)
- n **Formal** (trained professionals, doctors, nurses, OTs, PTs, S workers, home makers; these are paid workers)
- n Global trend: more formalised care, more formally trained care givers **쫘 LTC more expensive**

쫘 A quick review for formal & informal care in HK

目前正規護老情況：安老院舍資料

Formal care in HK: residential care

- n 安老院舍由私營機構及非政府機構營運，當中大部份為私營安老院舍
(R. homes - public 77%: private 23%)
- n 截至2006年4月底，全港共有748間安老院舍，其中有573間（77% private）由私人服務機構營運，有175間（23% NGOs）由非政府機構營運
- n 提供大約73,000個宿位，其中有大約27,000個（37% are subsidized places）為資助宿位
- n Representing a high institutionalized rate of 7-8%

But most elderly persons want to live at home cared by some one they are familiar with.

目前正規護老情況：家居護老服務

Formal care in HK: Home care

- n 正規護理員共分護士(nurse)、OT、PT、社工(S WOKERS)、保健員(H Workers)和起居照顧員(PCW)
- n 保健員負責為安老院舍之長者提供全面的健康護理，包括安排長者保健計劃、定期進行基本體格檢查、督導院友服食藥品；保健員至少須具備中五程度學歷 (nurse for higher level care, H wkers & PCWs are for lower levels physical care)
- n 起居照顧員負責協助護士和保健員為院友提供日常起居照顧服務 (Clear rank & role differentiations)
- n 社工負責心理社交需要 (s workers for psychosocial care; nurses for physical)
- n 截至2006年6月27日，全港748間安老院舍共聘請了8,681名保健員 (health workers) 和 4,798名起居照顧員 (personal care workers), nurses are particularly difficult to find ㄟ grave shortages for all types

Increased credentials requirements: Supply ratio of professionals in HK: training slow & expensive

	1120 <i>(31/3/2005)</i>	1835 <i>(31/3/2005)</i>	24965 <i>(31/8/2004)</i>	12354 <i>(1/1/2006)</i>

Take total aged 65+ = 836400 in mid 2005

Takes 3-4 years to train, high wastages

↑ Demands for professionals ↓ supply ↑ costs

目前照顧思維：

present culture for formal care

- n 非按受助者需要運作（**non-customer driven**），受助者並無選擇
- n 祇按服務方式運作（**service-driven**）
 - 時間、人選、非一站式（**fragmented**）
 - 物超所值？服務素質（**mediocre Q**）
- n 迷信專業：受專業培訓才能提供服務（承擔責任）（**superstition with professional services**）

Needs Vs skills/services mismatched

- n mainly low level needs for pretty basic medical-nursing-social skill sets
- n structured & established functional boundaries: health Vs social care
떨 whose responsibility while an older person (hemiplegic) is a medically stable person living in own home?

Informal care

非正規（家庭）護老服務

- n mutually exclusive 꺾 no formal services once you have a care giver
- n no recognition, little support
- n Care givers assumed 'super roles'; as a daughter, a wife and a mother, not to mention her own job
- n though not professionally trained, often considered as the safest, the best and the most soothing by the elderly persons
- n not much is known about the profile of these care givers

護老服務失衡

Imbalances in formal & informal care

正規: formal

- n 需要大，供應少 high demand, low supply
- n 需求跟供應未能配合
mismatches in skills & staffing mix

非正規（家庭）護老服務: Family & neighbours

- n 資料不足，包括人數、類別、效用
no data: number, types & effectiveness
- n 有「我」就「沒有你」的運作模式
mutually exclusive, informal/formal replacing each other (wishful thinking without evidences)

預計未來照顧情況： Predicting the Future

n 老齡人口數字增加, 壽命增長 引長期護養需求 引大量照顧人手需求

aged population for LTC esp for Alzheimer's

n 專業照顧人員短缺, 造成安老服務相當昂貴

costly professional services

n 較年輕的長者(**Young old**)會較健康, 且具有相當學歷和財力, 仍有能力照顧自己/他人

helping others to help oneself (reciprocity)

n 英國和澳洲的成功先例 (**modify successes in Australia & UK**)

- 提升國民護老能力 (**aged care skills for all citizens**)

- 建立資歷架構, 確認能力 (**qualification framework**)

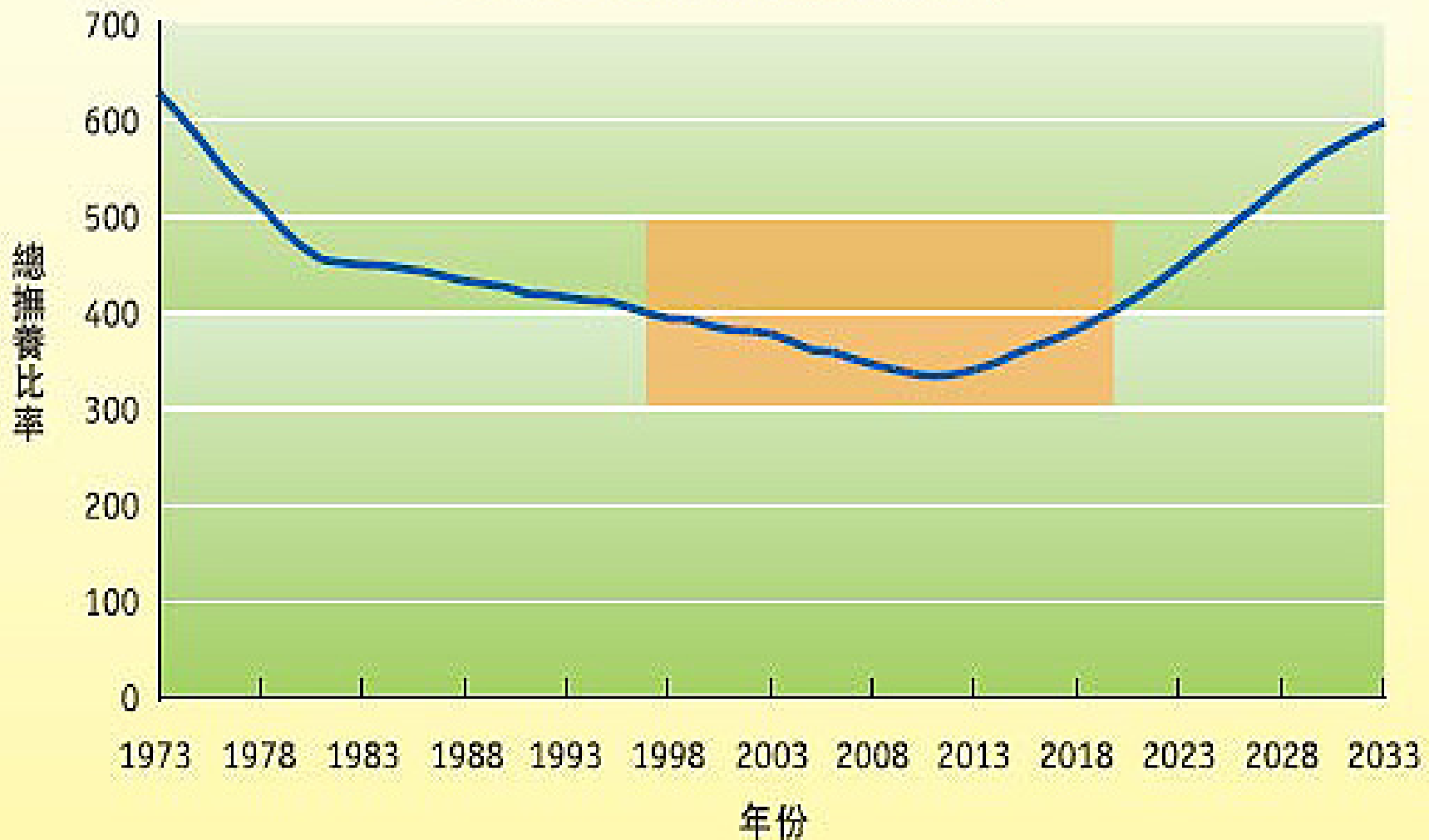
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n 護老天軍, 全民皆兵 (**all trained for aged care**)

香港人口窗口：需要作出規劃

Population window: for action now

1973至2033年的總撫養比率



Policy goals: 建構培訓機制，加強家庭護老 (training to strengthen family & community care)

- n 協助家屬在家中照顧長者 cared by someone familiar
- n 服務：衣、食、住、行 (for basic care)
- n 安全護理服務，長者遇到緊急情況均可按響報警器
(safety and self-care at home)
- n 完善正規服務，高技術要配對高需求
(High Level Skills for High Level Needs)
- n 建立培訓機制，加強家庭護老 (home-based care training)
- n 創建正規與非正規服務接駁平台，釐定不同技術水平
(create interfaces for informal/formal trainings & standards)
- ☞ 達致「梗有一個護老者係咗近」願景
(care givers every where)
- ☞ 新思維，新培訓 (new mindset, new training)

資歷架構概念運作

the basics of QF

- n 由專業轉教非專業，注重對老人個人衛生和身心健康照顧上的基礎培訓
(step down training from professional to care givers)
- n 集中於有關照顧知識之教育，以實用為主
for application in real settings
 - 著重現場實習技巧 (practices in reality, not class room)
 - 現場實況考評 (assessment in work place)

考評護老技巧，創建新技術員職階
a new qualification for recognition

- n 按資歷架構認證，接駁正規培訓課程
from informal to formal
- n 由懂得培訓及審核技術工序的專業人事
審核，如社工或護理醫療人員，互補關係，並非競爭
(skills transferred from professionals to lower level care workers, for mutual support, not for replacement)

怎樣培訓非正規護老者: steps for stepping up (or down) training

資歷架構分層: (graded levels)

1. 初級 (Level 1)
2. 中級 (Level 2)
3. 高級 (Level 3)



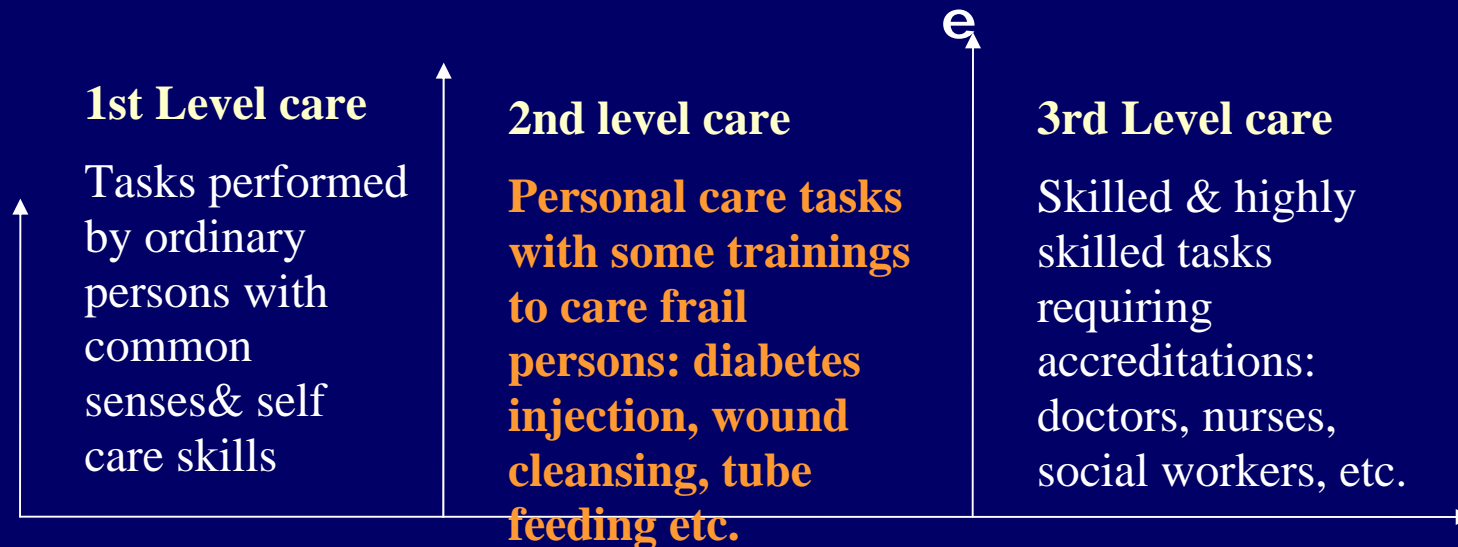
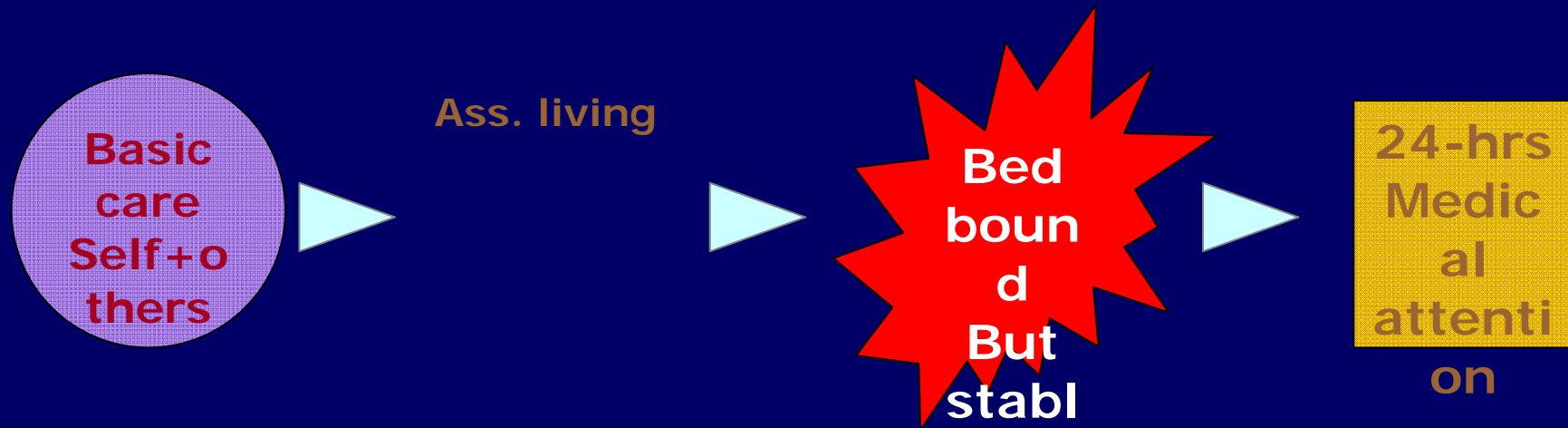
接駁大學／專業訓練

(formal tertiary or professional training)

Progressive Structure 1-7

	Fellowship (FCGI)	
	Graduateship (GCGI) Associateship (ACGI), NVQ5	
	Licentiate (LCGI) / NVQ 4 Full Technological Diploma Full Technological Cert Advanced Technician Diploma	
	Technician Diploma (IVQ) 按以下編輯圖片副標題樣式 NVQ 3	
	Technician Certificate (IVQ) NVQ 2	

Needs-skills well matched



Level 1: content for HK-wide training

- n 常見老人病的資料 (特別是輕度痴呆)
common ailments esp. dementia care
- n 有關社區資源的資料 (community resources)
- n 照顧體弱長者技巧的訓練 (care for physically frail older persons)
- n 護老者支援暫託服務 (care givers support and respite care)
- n 他人的認同 (recognition by others)
- n 情緒上的支援 (getting emotional support)

怎樣確認已受訓護老者： (recognizing trained care givers)

- n 資歷架構認證，彈性工作
QF certificates, flexi-employments, a new career ladder
- n 社區嘉許、獎勵
community commendations
- n 職業義工隊：中央紀錄工時換取等值代幣，可作日後換取個人服務，如上門照顧、死葬
(professional volunteers: data registry, reciprocal helps from others)

Policy promotion: knowledge infiltration

- n Grants for School-based life long education: 18 districts, 78 schools paired up with NGOs with model syllabi
- n Core modules on self-care and basic care (about 15 hours, level-1)
- n encouraged to take computer module: browsing on internet, interactive (emails network)
- n U-exposure programmes (8 Uni.)
- n **Intergenerational relationships**

Policy promotion: informal care givers training

- n Launching in November: 3 pilot projects on informal care givers training in each of the three welfare districts (n=9 projects)
- n Offer of a EC certificate upon completion of the core modules (i.e. the self-care and basic care module)
- n Up grades of older volunteers & expand the network to outside welfare sector: church groups, women's groups, MACs etc..
- n Building up of a data bank

Policy promotion: care givers recognition

- n selection of a top care givers in each of the welfare districts (n=12)
- n assessed and appraised by professionals & those who have been served
- n a special care givers recognition ceremony and to be invited by Dr C H Leong for a dinner

期望與結語 Conclusion

- n 欠缺技術的護老人員有機會獲得受確認資歷專職培訓，造福大眾

(informal wk force becomes formal)

- n 由服務家人精湛技巧，延續至服務他人

(skills acquired from caring for own relatives will not be lost)

- n 鼓勵年輕一代，及健康積極長者接受培訓，義務提供左鄰右里照顧 **(easier to promote among young people as a career, with clear step ladders)**

- n 達成護老大軍，全民皆兵

(A national army for aged care! Like 7-11, must be one round the street corner)