

# Advance Care Planning in the Workplace



2.5 million Ontario caregivers are also engaged in paid employment<sup>1</sup>



741,000 of these caregivers were late for work or had to leave early<sup>1</sup>



33,000 caregivers left their employment voluntarily or involuntarily<sup>1</sup>



Nationally, **\$1.3 billion** is lost in workforce productivity due to caregiving commitments<sup>2</sup>

Advances in medical treatment and care mean that more Ontarians can expect to live longer in their communities with more complex health conditions. As a result, adult children and families will be called on more often to make increasingly challenging, complicated health care decisions for a loved one<sup>3</sup> (i.e., to act as a Substitute Decision Maker).

**Advance Care Planning (ACP) conversations** play a key role in preparing Substitute Decision Makers to make these difficult decisions for a loved one. Many of your employees may be in this role currently, or may be in the future.



The number of older adults requiring care is projected to double between 2012 & 2031<sup>2</sup>

Research has shown that ACP conversations result in **reduced anxiety, second-guessing and depression**<sup>4</sup> for those making decisions on behalf of a loved one.

Costs related to employee benefits and absenteeism have the potential to increase significantly if employers do not put in place solutions to help employees maintain and improve their health and well-being.<sup>5</sup>

“I am going through this with my mom right now, thank you for this valuable information”.

“Terribly difficult conversations to have, but the alternatives are often much more difficult”

Workplace Lunch and Learn Participants

“As an HR professional, I will share this information in my workplace. I consider this a wellness initiative and aspect of employee relations “

HR Professional

By providing employees with **Advance Care Planning** knowledge, resources and skills you can help them become better prepared for making health care decisions for a loved one.

1. The Change Foundation. (2016). A Profile of Family Caregivers in Ontario.

2. Government of Canada. (2015). When Work and Caregiving Collide: How Employers Can Support their Employees who are Caregivers.

3. National Seniors Strategy Evidence Informed Policy Brief <http://nationalseniorsstrategy.ca/the-four-pillars/pillar-2/advance-care-planning/>

4. Detering, Hancock, Reade and Silvester. The Impact of advance care planning on end of life care in elderly patients: randomized controlled trial. BMJ, 2010.

5. Conference Board of Canada. (2012). Making the Business Case for Investments in Workplace Health and Wellness. <http://www.servomax.com/files/uploads/productivite/Conference%20Board.pdf>

## What you can do as an HR professional

1. Invite our team in to give a **presentation** about ACP (i.e., lunch and learn, after work event with families, etc).
2. Include a story and information about ACP in your **newsletter**
3. Highlight ACP on your **intranet** – we have quizzes, videos and more on our website [www.acpww.ca](http://www.acpww.ca)
4. Share information about ACP via **social media**. Our twitter handle is @acpww and our Facebook page is called Advance Care Planning Waterloo Wellington.
5. Display ACP resources in your **reception area/waiting area**
6. Include ACP in Information Sessions for employees who are planning for **retirement**
7. Include ACP in **onboarding** of staff
8. Encourage employees to visit our **website** [www.acpww.ca](http://www.acpww.ca) for more information as well as for listings of events they can attend in the community
9. Provide employees with **resources** about ACP when they seek support from HR
10. Send electronic or print ACP **materials** (e.g., SDM brochure, wallet card) to staff with paystubs or other mailouts
11. Participate in **Train-the-Trainer** workshops and learn how to transfer ACP knowledge within your organization.

Connect with us! We'd love to hear from you!

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