

# Future Ready Workforce Community Care

## Singapore Allied Health Conference 2021

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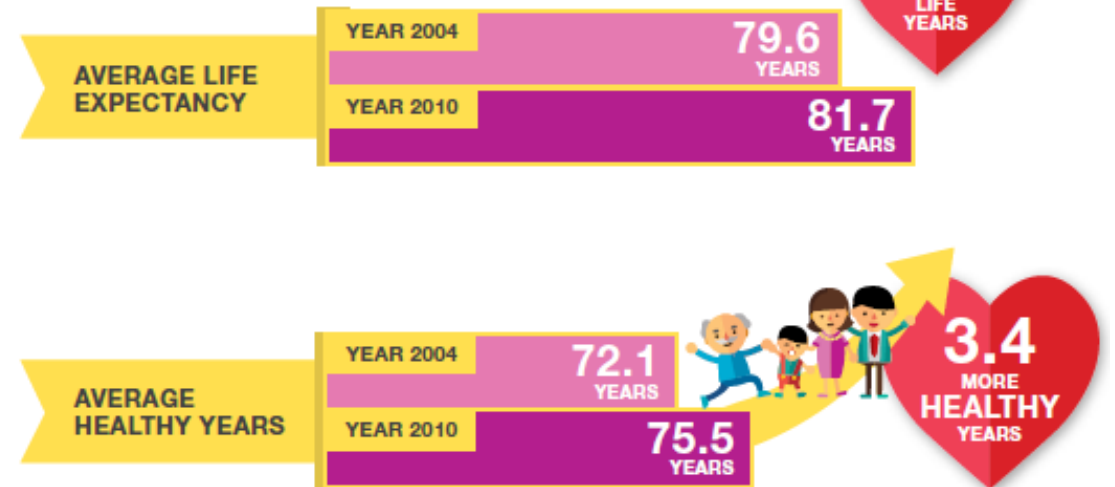


# Health & Social Integration

- People are living longer with more complex conditions, involving both health and social care needs
- This causes huge pressure on the health and social care systems
- Care provider market is fragmented

## LIVING LONGER AND STAYING HEALTHY FOR LONGER.

Ageing need not cause worry and gloom. If we plan ahead, ageing can be a positive experience for all.



# Health & Social Integration

- In 2007, the Ministerial Committee on Ageing was established
  - In 2015, they announced an Action Plan for Successful Ageing
- In 2018, a portion of the national budget was allocated to better integrate health and social support services for seniors in the community
  - The Community Networks for Seniors (CNS) was expanded nationwide
  - Formation of Silver Generation Office (SGO) as part of AIC, which is the reincarnation of the Pioneer Generation Office that was formed in 2014
  - MOH took over the oversight of Senior Cluster Networks from MSF

# Community Psychogeriatric Programme (CPGP)

## CPGP team

- Multidisciplinary Community Mental Health Team supporting the East since 2007 that is dedicated to improving the mental health of older persons living in the community
  - Doctors (Psychiatrists)
  - Nurses
  - Medical Social Workers
  - Occupational Therapists
  - Psychologists
  - Physiotherapist
  - Administrative staff



## CPGP Scope

- **Empowerment of primary care physicians and community eldercare agencies**
- **Build partnerships with eldercare agencies**
- **Clinical Services**

# What challenges are we facing as care providers?



## Current gaps in care delivery

- Patients get lost in the system when transiting from one care setting to another
- Limited resources in the acute care setting, coupled with lack of awareness about resources in the community setting
- Effective communication between various care stakeholders, further impaired by restrictions due to PDPA



# How do we address some of these challenges?

# Strategies to improve care

- Communication
  - We strive to build partnerships with various healthcare providers and eldercare agencies
    - Within CGH we are strengthening our working relationships with other community teams namely Community Nursing & Neighbors (H2H)
- Right siting of care
  - Referring to community partners where necessary eg referring to community based counseling services vs hospital based psychotherapy
- Adopting a transdisciplinary approach
  - Various AHP can teach the same training modules



# FUTURE READY WORKFORCE

An AHP Perspective

# 3 Key Messages



Focus on  
empowerment



Thriving through  
change



Readiness to venture  
beyond

# 1. Focus on Empowerment

- There is a lot of potential for the various roles of AHP in various settings
- But we can't do it all alone
- Part of CPGP work involves providing consultancy services to our community partners, which aims to equip them with skills and resources
  - E.g. OT consultancy service to SingHealth polyclinics
- This might be an effective strategy for a sustainable workforce, to prevent draining of resources, work burnout etc.



*Rather than catching a fish for someone, teach him to fish instead*



## 2. Thriving through Change

- Change is constant
  - New challenges e.g. COVID19
  - New generations of AHPs joining the workforce
  - New generations of patients
- Need to be adaptable in the face of changes
  - Remain up to date in knowledge and skills
  - Awareness of resources and services available
  - Remain relevant in interacting with future generations of colleagues and patients
  - Ready to adapt our mode of work, e.g. using technology



# 3. Readiness to Venture Beyond

- Be ready to expand scope of practice
- Sharing of lived experience of being part of CPGP
- Important to remain grounded
- Close collaboration with members of MDT

