

Bitesize Skills Development

Stepping back from stepping in

# What and why of wellness and reablement

Facilitators Guide



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Every opportunity matters



For more resources and support on wellness and reablement, visit: [keepable.com.au](https://keepable.com.au)

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# What and why of wellness and reablement

## Facilitators Guide

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### What and why of wellness and reablement

#### Session Plan

Time	Content	Resource
1 minute	Welcome (introductions if required) Acknowledgement of Country	PPP (slide 1)
2 minutes	Session objectives	PPP (slide 2)
1 minute	What does wellness and reablement mean?	PPP (slide 3)
2 minutes	First...What is wellbeing?	Small group discussion - feedback to group - PPP (slide 4)
4 minutes	Factors that influence wellbeing	PPP (slide 5)
2 minutes	What is a 'wellness' approach?	PPP (slide 6)
2 minutes	OK, what is 'reablement' then?	PPP (slide 7)
1 minute	Wellness and reablement. Same but different.	PPP (slide 8)
2 minutes	5 ways to improve independence	PPP (slide 9)
2 minutes	Times are changing	PPP (slide 10)
2 minutes	Why wellness and reablement?	PPP (slide 11)
1 minute	It supports the Human Rights of older adults	PPP (slide 12)
1 minute	Achieving excellence in wellness and reablement...	PPP (slide 13)
3 minutes	Do you work in aged care because you...	PPP (slide 14)
1 minute	Thoughts can influence outcomes	PPP (slide 15)
2 minutes	Re-think to Re-able	PPP (slide 16)
4 minutes	Learning activity	Small group discussion - Client scenarios and feedback to group - PPP (slide 17)
1 minute	Summary	PPP (slide 18)
5 minutes	Questions and feedback	Evaluation questionnaire

## Slide 1 – Welcome and Introduction



### Welcome

Introductions (if required)

### Acknowledgement of Country

We pay our respect to Aboriginal and Torres Strait Islander cultures, to Elders past, present and emerging, and to all Aboriginal and Torres Strait Islander peoples including members of the Stolen Generation.

(or substitute with your organisation's local profile of Country and Nation)

### About the session

This Bitesize session is the first in a series that promotes wellness and reablement practices in aged care services.

## Slide 2 – Session Objectives

**Session objectives**

**Participants will:**

- Define** wellness and reablement
- Understand** why wellness and reablement is embedded in all aged care services
- Understand** how wellness and reablement approaches differ from traditional home care services
- Reflect** upon their own practices when working with older adults

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**Presenter:** “Today’s session will address these objectives:”

**Click:** to reveal each of the 4 objectives

- **Define Wellness and Reablement.**

**Presenter:** “Today’s session will address these objectives.”

“As a matter of interest, how many people here feel confident that they understand what the terms wellness and reablement mean?”

Acknowledge that the terms are commonly confused. That is why we are here!

- **Understand why Wellness and Reablement is embedded in all aged care services.**
- **Understand how wellness and reablement approaches differ from traditional home care services.**
- **Reflect upon own attitudes and practices when working with older adults.**

### Slide 3 – What does wellness and reablement mean?



**Presenter:** Review opening slide content

#### **Click**

Reablement is an unfamiliar word to many people. Also, although wellness and reablement concepts are different, they are also similar in some ways. It can be hard to understand each concept separately.

## Slide 4 – First, what is wellbeing?

**First...What is wellbeing?**

"How you feel about yourself and your life"  
betterhealth.gov.au

- ✓ Physically
- ✓ Mentally
- ✓ Cognitively
- ✓ Socially

### Opening slide – Title only

**Presenter:** "Before diving into the definitions of wellness and reablement, it is helpful to first think about the concept of wellbeing".

#### **Click**

Review the wellbeing definition.

#### **Click** (list appears)

Presenter: "Wellbeing occurs when a person has good physical abilities, mental health, cognitive (thinking) skills and social participation. When we experience "wellbeing," we are satisfied with life. Having strong wellbeing also makes us resilient and able to cope with challenging times. Wellness and reablement approaches support the wellbeing of older people".

## Slide 5 – Factors that influence wellbeing



**Presenter:** “These are examples of factors that support wellbeing. Are many of them important to your wellbeing?” (Allow participants time to read)

**Discussion:** “Do you think any of these wellbeing factors could be impacted by getting older? If yes, which ones?” Ask participants to identify some.

**Presenter:** “Ageing can impact well-being factors positively and negatively. Negative changes in wellbeing can occur slowly over time and often go unnoticed. Sometimes, they are simply accepted as a normal part of ageing. If a person’s wellbeing declines, so does their quality of life and independence.

Wellness and reablement supports these wellbeing factors. Interventions can support a person physically, emotionally, cognitively and/ or socially”.



## Slide 6 – What is a ‘wellness’ approach?



**What is a ‘wellness’ approach?**

“...assessment, planning and delivery of support that builds on individuals’ strengths, capacity, and goals and encourages actions that promote independence in daily living tasks, as well as reducing risks to living safely at home”.

Living well at home: CHSP Good Practice Guide  
Department of Health and Aged Care (2015)

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### Click (title only)

**Presenter:** “So, we just discussed that wellbeing is how a person feels about themselves and their life. It is a personal and unique experience. Wellness sounds similar, but it refers to the way services are provided”.

### Click

Review the definition of the wellness approach from Dept of Health and Aged Care.

**Presenter:** “The definition may sound complicated, but the wellness approach is simply a way of working with older people. When we use a wellness approach, the older person’s wellbeing factors, strengths and potential are always identified and supported. The wellness approach encourages older people to use all their skills and abilities and discourages other people from taking over if it’s not necessary.

This is the key to older people having an independent, meaningful life”.

## Slide 7 – OK, what is ‘reablement’ then?

**OK, what is ‘reablement’ then?**

“...short-term or time-limited interventions that target a person's specific goal or desired outcome to adapt to some functional loss or regain confidence and capacity to resume activities”.

Living well at home: CHSP Good Practice Guide  
Department of Health and Aged Care (2015)

Reablement → Independence, Achievement, Participation → Improved wellbeing

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**Presenter:** “Think about all the wellness approach principles we just discussed. It’s an approach to working with older people that:

- Is individualised
- Builds capacity/abilities
- Supports independence”

Reablement includes all those ideas, but it is a higher intensity, short term intervention. It focuses on achieving specific goals that are important to the client, in an identified time frame”.

**Click**

**Review** the definition (from the Department of Health and Aged Care) on the slide.

**Presenter:** “You can simply think of reablement as giving a client a short-term boost to improve their abilities and meet their wellbeing needs”.

**Click to show image.**

**Presenter:** “Reablement improves independence, achievement of goals, and participation in life activities, which contributes to wellbeing”.

## Slide 8 – Wellness and reablement; Same but different.

Wellness and reablement. Same but different.		
Principles	Wellness	Reablement
Encourages independence	✓	✓
Builds on strengths and abilities	✓	✓
Avoids “doing for” and encourages “doing with”	✓	✓
Focuses on what the person <b>can</b> do and <b>potentially</b> do	✓	✓
Identifies and addresses what the person <b>wants</b> to do	✓	✓
Aims to minimize the need for services	✓	✓
No time limitation	✓	✗
Time limited (up to 12 weeks)	✗	✓
Interventions generally more intensive	✗	✓

**Presenter:** “This slide simply demonstrates the similarities and differences between the approaches. You can see they are seeking to achieve the same outcomes. The only significant differences (refer to the crosses) are the:

- length of interventions (wellness is an ongoing approach, and reablement is time restricted) and
- intensity (reablement is highly goal-directed and more intensive)”

## Slide 9 – 5 ways to improve independence

### 5 ways to improve independence

- ✓ **Building capacity to improve abilities**  
(e.g. improve balance)
- ✓ **Modifying the environment**  
(e.g. installing grab rails)
- ✓ **Modifying tasks**  
(e.g. sitting down to prepare vegetables)
- ✓ **Providing assistive technology**  
(e.g. jar opener)
- ✓ **Providing helpful information**  
(e.g. falls prevention)

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**Presenter:** “When implementing we provide wellness and reablement, there are 5 main strategies that can help improve the independence of older people”.

**Review** the key points on the slide (Check that participants understand the term “assistive technology” when addressing the 4th point).

**Discussion point:** Ask the participants if they have ever used these strategies. Encourage sharing of some examples.

**Presenter:**

These strategies can be used for both wellbeing and reablement approaches. Don’t forget, ‘Reablement’ simply means the interventions are provided with higher intensity for a time-limited period (up to 12 weeks) to achieve identified goals”.

## Slide 10: Times are changing

**Times are changing**

**In the past...**  
Home **Care** services = Doing **for** clients

**Now...**  
Home **Support** services = Doing **with** clients

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**Presenter:** “Now that we have explored what wellness and reablement is, let’s explore why it is so important.

### **Click**

**In the past**, providers completely took over tasks for clients. It made the clients less active and more dependent upon others. This caused a faster decline in the person’s abilities and quality of life.

### **Click**

**Now**, with wellness and reablement approaches, clients are **supported** to continue doing a wide range of tasks in the home and community. Where possible, we do tasks **with** clients and assistance is provided **only when needed**. The person’s remaining strengths are maintained, or even improved. This supports safety, independence and quality of life.

This shift can be challenging for providers, clients and family/support networks. Receiving aged care services at home is **not the same** as ‘getting a cleaner’. Expectations of home support need to change”.

## Slide 11 – Why wellness and reablement?

### Why wellness and reablement?

- Budget and Human Resources pressures
- Royal Commission into Aged Care recommendations
- It works!
- It's respectful

**And most importantly...**



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**Review** the slide content using the information below.

- Budget and Human Resources pressures

By 2025, the number of people aged 65+ years will overtake the number of children aged 0 to 14 years

By 2050, around one quarter of all Australians will be aged 65+ years

As our population gets older and the birthrate drops, where will the workforce come from to provide older adult services?

(Ref: 2023 Intergenerational Report, Australian Government)

- Royal Commission into Aged Care recommendations

The final recommendations of the Royal Commission identified that “Reablement and rehabilitation need to be a central focus of aged care”.

(Ref: Summary of Final Report, Aged Care Royal Commission)

- It works

Wellness and reablement maximises a person’s functional, mental and cognitive capacity. This supports people to keep participating in life and live better for longer.

- It's respectful

The older person is empowered to identify their needs and pursue their aspirations

The relationship between clients and service providers is collaborative. That is, they work in partnership. Developing partnerships with clients is a key outcome in the current and proposed aged care standards.

**Click** – Review slide content

## Slide 12 - It supports the Human Rights of older adults.

**It supports the Human Rights of older adults.**

Older persons should have access to health care to help them to maintain or regain the optimum level of physical, mental and emotional well-being and to prevent or delay the onset of illness"

(United Nations Principles for Older Persons)

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**Review** the slide content.

**Presenter:** Older persons have the fundamental rights to:

- be able to reside at home for as long as possible
- remain integrated in society
- be able to pursue opportunities for the full development of their potential

Wellness and reablement approaches support these rights.

## Slide 13 – Achieving excellence in wellness and reablement...

Achieving excellence in wellness and reablement...

...may require you to re-think ageing  
and how you work with older people.



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**Presenter:** Review the slide content.



## Slide 14 – Do you work in aged care because you...

**Do you work in aged care because you...**

Feel sorry for older people?

Want to “look after” older people?

Want to keep older people safe?

Want to make their lives easier because it is difficult being old?

OR

Want older people to maintain and/or improve their skills and abilities?

Want to work in partnership with older people so they can do the things that are important to them?

Want to support older people to be independent?

Partner with older adults so they lead fulfilling lives as valued members of the community?

**Presenter:** This activity will get you thinking about why you work in aged care and what your expectations of older people are.

**Click**

“Do you think these are common reasons for people to work in aged care?”

**Click**

“Here are some other reasons for working in aged care:

**Review** the points,

**Discussion:**

Which ideas do you think would be more appealing to the **older person**?

Which ideas would make you feel more satisfied with your work? Discuss why.)

**Presenter:**

The first box shows low expectations about the abilities and potential of older adults. The ideas are kind, but they encourage the older person to be dependent upon others.

The second box reflects the principles of wellness and reablement. Older people should be “supported”, rather than “looked after”. They should be respected to make choices about how to live their lives with meaning and should have the opportunity to maintain or improve their abilities.

## Slide 15 – Thoughts can influence outcomes

Thoughts can influence outcomes

The success of wellness and reablement depends upon employees and society recognising the **knowledge, skills, abilities** and **potential** of older people.



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**Presenter:** Review slide content.

This is the approach that our organisation should embrace when working with our clients.

## Slide 16: Re-think to Re-able

### Re-think to Re-able

- ✔ Ask yourself, am I supporting the older person's human rights to health, wellbeing and independence?
- ✔ Remember! 75% of a person's ageing experience is influenced by lifestyle factors, not genetics.
- ✔ It's never too early and almost never too late to make lifestyle changes.
- ✔ Help clients be physically active at home and in the community. Movement is medicine!
- ✔ Encourage older people to try new things.



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**Presenter:** Supplement each point with these comments: :

- Don't make assumptions about what a person can do, based on their age. Look for the strengths, abilities and potential of every person, no matter how old.
- This is good news, because many lifestyle factors can be controlled. Share this information with clients so they can make informed choices that can give them "more good years".
- Lifestyle changes don't have to be dramatic to make a difference. Find small, easy ways to be a little more active each day and boost their confidence. Small, but significant changes are often achievable at any stage of life.
- Being physically active doesn't mean a person needs to lift weights and go running! There are many health and wellbeing benefits in the things we do everyday. Simply encourage your clients to do a wide range of activities around the house and in the community.
- Have you ever heard the saying "You can't teach an old dog new tricks?". It's not true! Most older people are interested AND capable of learning new things. This is makes life stimulating and can prevent or slow down cognitive decline.

## Slide 17: Learning activity

**Learning activity**

**Identifying strengths**

- Think of a client or older person that you know.
- Use the worksheet provided to identify their strengths (rather than focusing on their problems).

**Discussion**

- Share at least one of your observations with the group.
- Group discusses how this strength can support a person's wellbeing and participation in life.

**Presenter task:** Provide activity sheets and review the instructions on the slide.

**Review** “Identifying strengths” instructions.

Participants can work on their own or in pairs. Give them 1 minute to identify 2 strengths. The worksheet will give some ideas for them to consider.

**Facilitate:** “Discussion” as described on the slide.

## Slide 18: Summary

### Summary

- ✓ **Wellness and reablement** approaches are required at all levels of aged care services because they support healthy ageing.
- ✓ **Wellness** is an overall approach that supports older adults to have meaningful, fulfilling lives and promotes independence.
- ✓ **Reablement** services are more intensive, time limited and goal-focused.
- ✓ **Healthy ageing** is achieved by participating in all aspects of household, family and community life.
- ✓ Healthy ageing is a **human right** and you can support it!



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Review slide content

**Slide 19: Any questions?**



**Presenter:** Review per the slide