

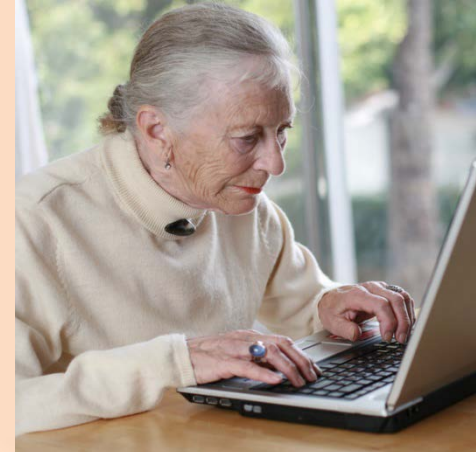
# Enhancing capabilities among BSL aged services clients

*Working with Sen's Capability Approach in BSL  
Retirement and Ageing Services*

Dr Helen Kimberley, Brotherhood of St Laurence

## AAG Forum

20 June 2013, Darebin Arts Centre



# Overview

- What is the Capabilities Approach (CA)?
- *Valuing Capabilities in Later Life* – research findings
- Enhancing Capabilities pilot project
- The pilot project and the pilot team
- The new thinking
- Tools in development
- Evaluation
- Implications for citizenship & participation

# What is the Capability Approach?

## Capabilities

- opportunities a person has to live a life they have reason to value
- opportunities to be and to do what makes life worthwhile and meaningful
- Agency
- Choice
- Opportunity

# The 10 Central Human Capabilities

1. *Life*. Being able to live to the end of a human life of normal length
2. *Bodily health ...*
3. *Bodily integrity*.
4. *Senses, imagination, thought*.
5. *Emotions*.
6. *Practical reason*.
7. *Affiliation*.
8. *Other species*.
9. *Play*.
10. *Control over one's environment*. (A)  
*Political*: . . . (B)  
*Material*:

# 4 kinds of capabilities

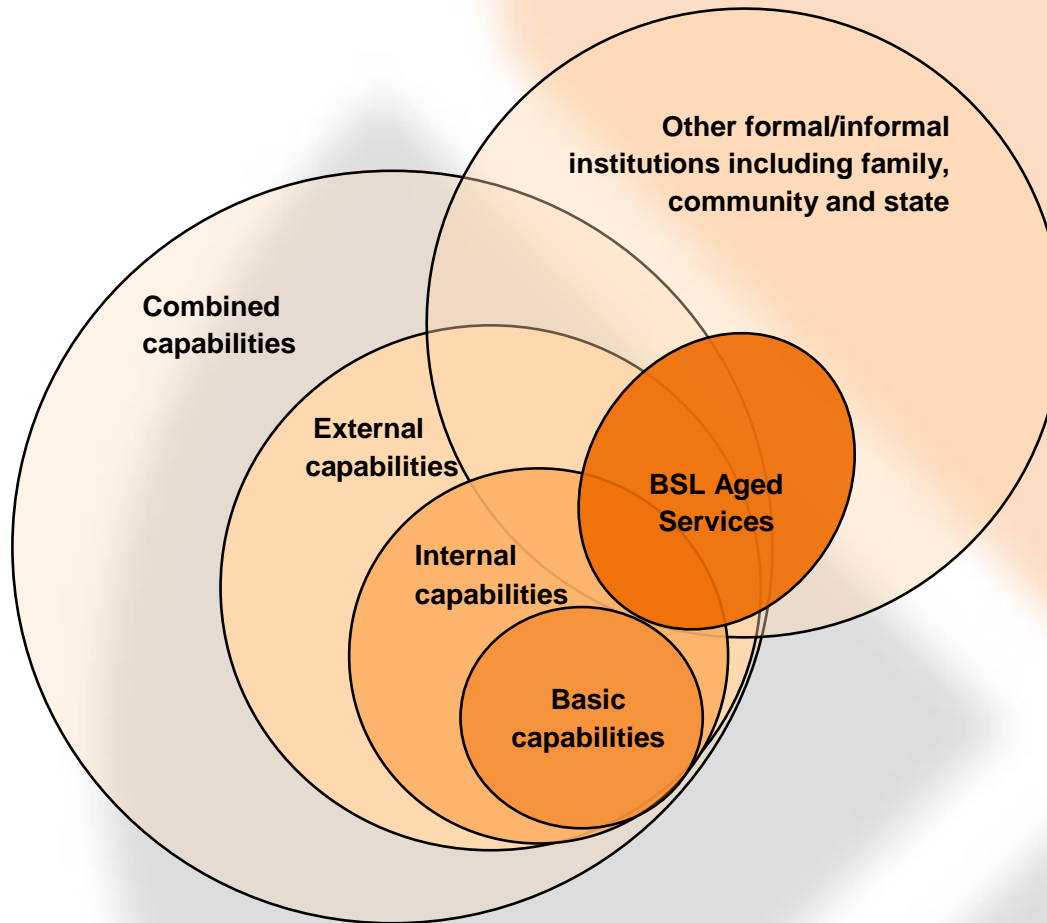
- **Basic capabilities**
  - the innate equipment of individuals
  - the foundation for developing more advanced capabilities
- **Internal capabilities**
  - The capabilities one develops through informal & formal education and community participation
- **External capabilities**
  - The freedoms or choices given or the constraints imposed by one's living environment
- **Combined capabilities**
  - The interplay between internal and external capabilities

Nussbaum 1999

# What BSL Clients value in life

- My health
- Making my own decisions
- The place where I live
- My independence
- My family
- My friends
- Feeling respected
- Being well-informed
- Being active
- Achieving my goals
- Being with other people
- Being safe
- The natural environment
- Learning new things
- Helping the community
- Helping others

# A Capability Framework for BSL Aged Services



# Enhancing Capabilities Pilot Project

## Project Purpose

- Testing the impact of implementing a capability approach to aged service provision on enhancing the capabilities of BSL aged service clients.



# Enhancing Capabilities Pilot Project

## Project Aims

- To shift aspirations of BSL clients and staff from adequate functioning to maximum capability
- To enhance capabilities of clients and staff
- To design, develop, test and evaluate a capability model of service delivery

# Enhancing Capabilities Pilot Project

## The program logic - short term outcomes

- Increased understanding of connection between services and capabilities among BSL aged services staff
- A process and tools to implement the capability approach to aged services
- Use of capabilities enhanced service delivery model by pilot aged services staff & clients
- Client progress to achieving/ enhancing capabilities

# Enhancing Capabilities Pilot Project

The program logic – medium term outcomes

- Evaluation of pilot program
- Aligning the CA with Consumer Directed Care
- Development & implementation of a plan for organisation wide implementation of capabilities approach to aged services delivery
- New/ existing clients achieving/enhancing chosen capabilities
- Increased staff enthusiasm and commitment

# Enhancing Capabilities Pilot Project

The program logic – long term outcomes/impact

- All BSL aged services are using the capabilities enhanced delivery model
- All BSL aged services clients achieving new or enhancing existing capabilities.
- Communication of capabilities model to wider community

# The Pilot Project & the Pilot Team

## Methodology – Action research

### The pilot team

- 10 staff from residential care, community care, day program

### Monthly Meetings

- Planning & implementation
- Reflective practice

### The Participants

- 28 pilot group
- 12 comparison group

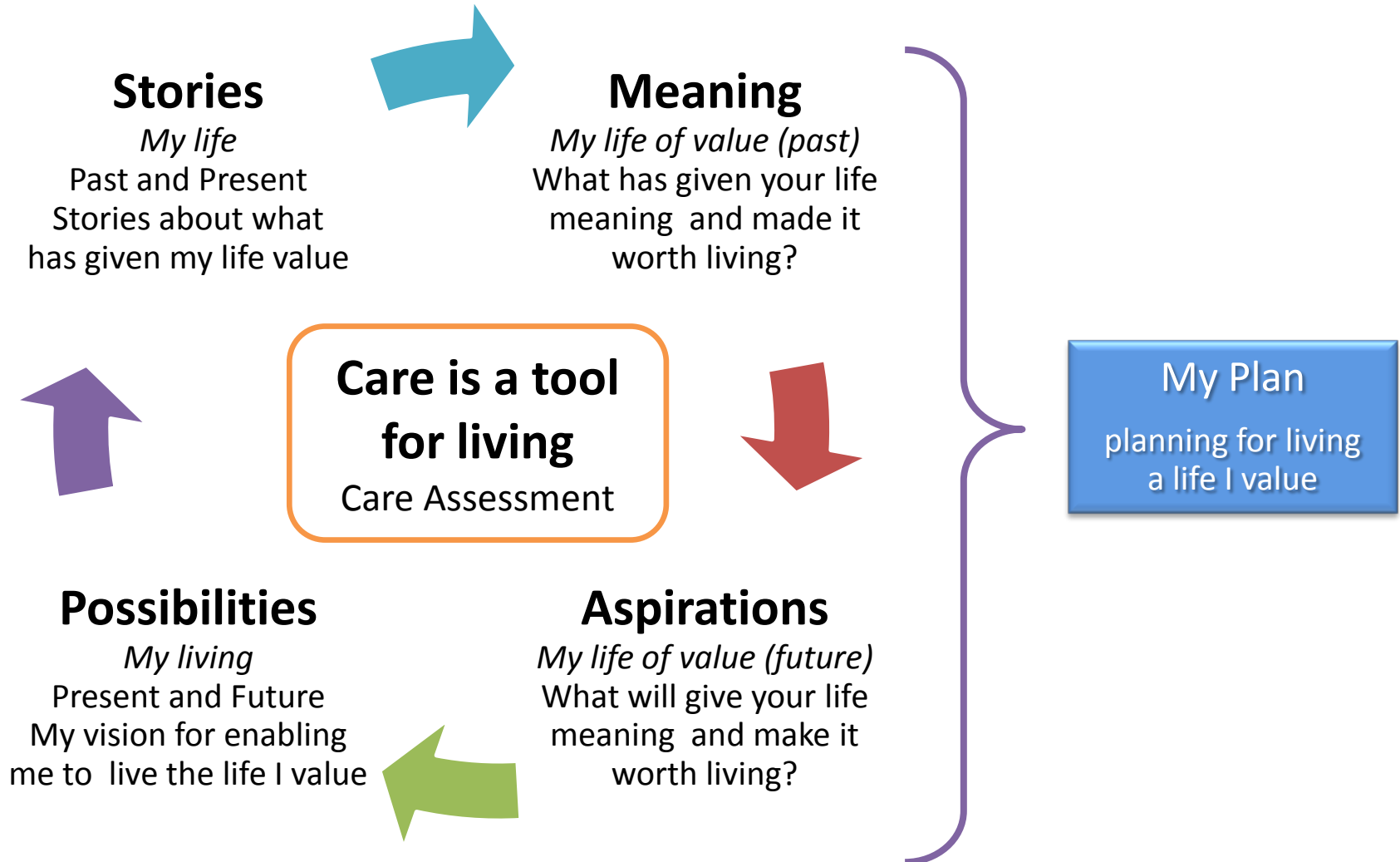


# The New Thinking



# The New Model

## *Seeing Abilities and Possibilities*



# The Model in Practice

Marilyn: a case study.

- Story
- Meaning
- Aspirations
- Possibilities

What implications  
does this have for  
developing care  
and a care plan?



# Our journey in the pilot group

## Some questions we consider

- What excites us the most about this approach?
- What are our greatest anxieties and how do we resolve them?
- What are we learning? How is our practice changing?
- What are our clients gaining? What's changing for them?
- How do we integrate consumer directed care?
- What tools and support are needed into the future?

# Tools & resources in development

- The Practice Guide
- The Practice Handbook
- Tools for practice
- The training program
- The online resource

# The evaluation

- Monitoring pilot meetings
  - Recording, documenting, reflecting and analysing
- The client sample
  - 40 clients across 3 services
- The Enhancing Capabilities survey instrument
  - Based on ASCOT
  - Administered by Project Manager – beginning & end of pilot
  - Comparison group established

# Progress to date

- Survey administered to 40 clients
- Analysis begun
- Implementation of new practice in progress
- Regular group reflection on new practice continue
- Regular group planning & implementation meetings continue
- First draft of Practice Guide
- Practice seminar attended by 50 BSL aged services staff
- Elements incorporated into current CDC staff training

# Where to from here?

- Pilot program - action research evaluation
  - Survey data analysis
  - Most Significant Change workshops
  - Evaluation report
- Finalising the training model
- Finalising tools and resources
- 2014 → implementation across BSL retirement & ageing services



# Implications for ageing, citizenship & participation

## My Plan – Staff

- Reconceptualises the meaning of ‘care’
- Redirects focus to ‘living a life I value’
- Incorporates mandatory care plans
- Care becomes a tool rather than the focus
- KPIs include
  - Client assessments of the value of the life they are living
  - Attention to the 10 central human capabilities

# Implications for ageing, citizenship & participation

## MyPlan – Clients

- Enables clients' perceptions of a life of value to lead planning and determine care
- Integrates the four kinds of capabilities – basic, internal, external, combined
- Enhances capabilities in all 10 dimensions
- Addresses interrelationships among capabilities to overcome barriers
- Opens new possibilities and opportunities for citizenship and participation

# Questions & Discussion



# Key References

Nussbaum, M 2000, *Women and human development: the capabilities approach*, Chicago University Press, New York

Sen, A 1999, *Development as freedom*, Oxford University Press, Oxford

Thank you

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