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## Effect of Staff Training on Nursing Home Residents' End-Of-Life Care : A Randomized Controlled Trial

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**Title: Effects of staff training on nursing home residents' end-of-life care – a randomized controlled trial**

# 1 Abstract

2 **Objectives:** This trial examines the effects of end-of-life training on long-term care facility  
3 (LTCF) residents' health-related quality of life (HRQoL) and use and costs of hospital  
4 services.

5 **Design:** A single-blind, cluster randomized (at facility level) controlled trial (RCT). Our  
6 training intervention included four small-group four-hour educational sessions on the  
7 principles of palliative and end-of-life care (advance care planning, adverse effects of  
8 hospitalizations, symptom management, communication, supporting proxies, challenging  
9 situations). Training was provided to all members of staff. Education was based on  
10 constructive learning methods and included resident cases, role plays, and small-group  
11 discussions.

12 **Setting and participants:** We recruited 324 residents with possible need for end-of-life care  
13 due to advanced illness from 20 LTCF wards in Helsinki.

14 **Methods:** Primary outcome measures were HRQoL and hospital inpatient days per person-  
15 year during a two-year follow-up. Secondary outcomes were number of emergency  
16 department visits and cost of all hospital services.

17 **Results:** HRQoL according to the 15D instrument declined in both groups, and no difference  
18 was present in the changes between the groups ( $p$  for group 0.75, adjusted for age, sex, do-  
19 not-resuscitate orders, need for help, and clustering). Neither the number of hospital inpatient  
20 days (1.87 vs. 0.81 per person-year) nor the number of emergency department visits differed  
21 significantly between intervention and control groups ( $p$  for group 0.41). The total hospital  
22 costs were similar in the intervention and control groups.

23 **Conclusions and Implications:** Our rigorous RCT on end-of-life care training intervention  
24 demonstrated no effects on residents' HRQoL or their use of hospitals. Unsupported training  
25 interventions alone might be insufficient to produce meaningful care quality improvements.

## 26 Introduction

27 Older people in long-term care facilities (LTCFs) are living the last years of their lives.<sup>1</sup> Staff  
28 in nursing homes (NHs) and assisted living facilities (ALFs) therefore have a prominent role  
29 in older people's palliative and end-of-life care.<sup>2</sup> LTCF staff with a lower educational level  
30 and high turn-over often have a need for training, which has been recognized in various  
31 development projects.<sup>3-5</sup>

32 Staff in LTCFs are required to master many competencies and practical skills to deliver good-  
33 quality end-of-life care. These include advance care planning (ACP), communication skills  
34 with residents and their proxies, and adequate symptom care. Staff should also be aware of  
35 the adverse effects of hospitalizations and have the necessary skills and resources to treat  
36 certain acute scenarios without hospitalization.<sup>6,7</sup> Admissions to hospitals may lead to  
37 functional decline, falls, use of restraints, delirium, infections, pressure ulcers, and decreased  
38 comfort without any survival benefit.<sup>8,9</sup> Furthermore, previous studies have shown that care  
39 transitions and hospitalizations towards the end of life are very common among residents and  
40 pose a major challenge for continuity and quality of care in LTCFs.<sup>10</sup>

41 Promoting ACP seems to decrease the need for hospital care and is associated with a  
42 reduction in emotional symptoms related to dying.<sup>11</sup> However, few studies have been  
43 conducted in LTCFs.<sup>3</sup> In some studies, educational interventions focusing on end-of-life care  
44 and ACP targeted at LTCF staff may enhance the completion of advance directives and  
45 discussions on end-of life care. However, most studies have reported on surrogate outcomes,  
46 such as improved staff knowledge, rather than resident-related outcomes.<sup>12</sup>

47 In recent years, several trials have explored the effects of staff training on residents'  
48 burdensome hospitalizations, showing no significant impact.<sup>7,13-15</sup> In addition, some trials

49 have reported no significant effects on residents' quality of life (QoL),<sup>14,16,17</sup> whereas others  
50 have found minor effects.<sup>18</sup> The mentioned trials include staff training as part of a  
51 multicomponent intervention but the role and type of training are mostly poorly  
52 characterized. To our knowledge, there have been no trials using constructivist learning  
53 theory and modern learner-centered training approaches to improve end-of-life care. Modern  
54 adult-learning theory considers active learning environments, where learners regulate their  
55 goals and set aims for development, to be critical to motivation and long-term learning.<sup>19</sup> This  
56 kind of self-regulation and competency development is unlikely if the goals of learning –  
57 adopting new care processes in the facilities – are predetermined by the research team.

58

59 We performed a cluster randomized controlled trial in LTCFs and investigated whether a  
60 learner-centered staff training in palliative and end-of-life care would benefit residents'  
61 health-related quality of life (HRQoL) or reduce their hospital days in a two-year follow-up.  
62 In addition, we counted and compared the emergency department visits and costs of all  
63 hospital use in both arms.

## 64 Methods

65 The Ethics Committee of Helsinki University Central Hospital approved the trial.  
66 Participating residents and their closest proxies gave their informed consent. In cases of  
67 moderate to severe dementia, a proxy gave consent on behalf of the resident. We registered  
68 the trial in the Australian New Zealand Clinical Trials Registry: ACTRN12617001040358.

69 *Study design and participants*

70 The design, recruitment of participants, intervention, outcome measures, and baseline  
71 findings have been presented in detail previously.<sup>20</sup> Briefly, this is a single-blinded cluster  
72 randomized trial in which LTCFs in Helsinki were randomized into two groups; the staff in  
73 the intervention group received training in palliative and end-of-life care over four  
74 afternoons, whereas for the staff in the control wards the same training was provided after the  
75 trial.

76 ALFs in Finland are similar in their case-mix to NHs. Both LTCFs provide round-the-clock  
77 care with a registered nurse being in charge of the ward. Most direct care work in the  
78 facilities is carried out by licensed practical nurses (2-3 years of nursing education) and  
79 registered nurses (3-4 years nursing education). Physicians mainly act in a consulting role.  
80 ALFs are more home-like and often provide service for people with dementia needing more  
81 assistance in ADL.<sup>21</sup> Both settings typically take care of their residents until death. Both  
82 ALFs and NHs can utilize local hospital-at-home type services for more intensive care needs.

83 *Randomization*

84 NH and ALF wards were assessed using RAI (Resident Assessment Instrument)  
85 measurement data from MDS (Minimum Data Set). The RAI is an internationally widely  
86 used assessment tool. It is mandatory to be completed at regular intervals for all residents in  
87 our settings.<sup>22</sup> The following items from MDS data were used for pair-matching of wards:  
88 sex, age, any degenerative brain disease, cancer, CPS = 5-6 (poor cognition), ADLh = 5-6  
89 (major difficulties in Activities of Daily Living), CHESS > 0 (instability of health  
90 indicators), proportion of hospitalized and with emergency department visits without  
91 hospitalization within three months. Entire facilities with wards of a similar case-mix were  
92 paired and then one was randomly assigned to the intervention group and the other to the

93 control group. One pair was formed of two smaller NHs against one large NH. We used  
94 computer-generated randomization numbers received by telephone from a randomization  
95 center.

#### 96 *Participants*

97 We aimed to include residents with poor prognosis most likely to benefit from avoidance of  
98 hospitalizations. Inclusion criteria for participation were as follows:

- 99 1) Being a permanent resident in a LTCF managed by the City of Helsinki.
- 100 2) Having a severe disease or condition that was likely to have a prognosis of less than 12  
101 months (severe dementia, cancer, heart failure, COPD, renal failure, severe disability, or  
102 other terminal disease).
- 103 3) Being Finnish-speaking.

#### 104 *Intervention*

105 The intervention training was designed and modified according to a training-needs survey  
106 from intervention wards. In line with adult learning theories, we assumed that the participants  
107 would be best motivated if they felt that the topics were relevant to them and were based on  
108 their experiences.<sup>23,24</sup> Registered nurses, licensed practical nurses, and physicians in the  
109 intervention group took part in four afternoon training sessions in small groups. The session  
110 topics covered the basics of good palliative care, advance care planning and discussing these  
111 issues with residents and their relatives, good symptom management, adverse effects of  
112 hospitalizations, communication skills, tailoring end-of-life care, supporting relatives, and  
113 confronting challenging situations in end-of-life care.<sup>25,26</sup> The sessions included plenty of  
114 learners' own cases and problems related to care. Training applied learning methodology  
115 from constructive learning theory, learner-centered learning and reflective learning,<sup>27</sup>  
116 particularly resident cases, role plays, reflections, and small-group discussions.<sup>24</sup> The



117 constructivist learning theory states that groups of learners should face complex, ill-defined  
118 questions and set their own aims and goals for building knowledge and skills.<sup>19</sup> We aimed to  
119 provide learners with new competencies rather than mere knowledge.<sup>28</sup> Thus, unlike most  
120 previous interventions, our training did not define precise new practices or tools to be  
121 implemented in the facilities, although many possible tools, practices, and attitudes were  
122 handled in the sessions. A geriatrician (KP, ML, JL, or HF) with long experience working  
123 and conducting research in both LTCFs and palliative care led each session.

#### 124 *Measures*

125 Trained research nurses were responsible for all assessments. They were blind to the group  
126 allocation.

127 Demographic data (age, sex, and education), diagnoses, and medication use were retrieved  
128 from medical records. Charlson comorbidity index was computed from active diagnoses as  
129 described elsewhere.<sup>29</sup> The number of regularly used medications was counted and  
130 medications used for pain (opioids (ATC:N02A), paracetamol (N02BE01), selective and  
131 nonselective nonsteroidal anti-inflammatory drugs (M01A)) were registered.<sup>30</sup> The probable  
132 prognosis for the residents was assessed according to the diagnoses, malnutrition, and  
133 disability. We evaluated the most severe terminal condition for each participating resident.  
134 Severe dementia was determined as a score of 3 in the Clinical Dementia Rating (CDR) scale  
135 <sup>31</sup> and a score of <11 points in the Mini-Mental State Examination (MMSE)<sup>32</sup>. Nutritional  
136 status was assessed with the Mini Nutritional Assessment (MNA), with <17 points indicating  
137 malnutrition, 17-23.5 points at-risk of malnutrition, and >23.5 points well-nourished.<sup>33</sup>  
138 Needing assistance in activities of daily living was defined as CDR scale ‘personal care’  
139 score  $\geq 2$ . Advance directives (ADs), such as “Do-not-resuscitate” (DNR) orders, and

140 documented ACP discussions were retrieved from medical records at baseline and at follow-  
141 up assessments.

142 We used the 15D instrument to measure health-related quality of life (HRQoL).<sup>34</sup> It evaluates  
143 15 different dimensions of HRQoL to construct an index between 0 and 1, with larger values  
144 representing better HRQoL. The dimensions include mobility, sight, hearing, breathing,  
145 sleeping, eating, excretion, usual activities, mental function, discomfort and symptoms,  
146 anxiety, depression, vitality, and sexual activity. The dimension sexual activity had numerous  
147 missing values. Therefore, we imputed all of them by the lowest value. 15D can be used both  
148 as a profile measure and as a single index.<sup>31</sup> It has a good discriminatory validity and  
149 excellent reliability. It also correlates well with other HRQoL instruments such as SF-36, EQ-  
150 5, and HUI. It has also shown good sensitivity to change in response to interventions in older  
151 populations.<sup>1</sup> 15D can be either reported by the resident or completed by proxy.<sup>34</sup> Since most  
152 of our residents suffered from moderate-severe dementia, about four in five 15Ds were  
153 completed by proxy. The instrument is sensitive to change in NH settings.<sup>1</sup> The follow-up  
154 assessments for 15D were performed at 6, 12, and 24 months from the intervention.

155 Participants were followed up prospectively for two years or until death regarding emergency  
156 department (ED) visits, hospital inpatient days, and hospital-at-home service use. Service use  
157 was retrieved from medical records. Service costs were determined at their mean unit costs  
158 according to the national cost registers from 2011,<sup>35</sup> with an appropriate correction for  
159 inflation rate. All costs were calculated in Euros (€) and transformed to 2020 rates.

#### 160 *Primary and secondary outcome measures*

161 The primary outcome measures were change in HRQoL according to the 15D instrument and  
162 the number of hospital days during 24 months from baseline or until participant's death.

163 Secondary outcome measures included the number of ED admissions and total hospital costs

164 during the 24-month follow-up. We also report how the number of residents with documented  
165 DNR orders and ACP discussions changed during the follow-up.

### 166 *Statistical analysis*

167 The power calculation was based on the 15D measure (HRQoL). The sample size was  
168 calculated with the assumption of detecting a clinically significant difference of 0.04 in 15D  
169 scores between the intervention and control groups. With an estimated standard deviation of  
170 0.01, a type I error of 0.05, and power of 80%, 120 residents were needed in each group. Our  
171 power calculation hypothesized a 20% drop-out, and therefore, we aimed to recruit at least  
172 150 participants in each group.

173 We used the t-test, Chi-square test, or Fischer exact test to make statistical comparisons  
174 between the groups. In cases of violation of the assumptions (e.g. non-normality), we used a  
175 bootstrap-type test. Repeated measures of the changes in primary outcomes were compared  
176 between the intervention and control groups with multilevel mixed-effects generalized linear  
177 models with appropriate distribution and link function, assuming data were missing at  
178 random. Fixed effects included the group, time and group x time interactions.

179 Because cost and hospital days data were skewed, we used a bootstrap-type method (10 000  
180 replications) to estimate standard error; confidence intervals (CIs) were obtained by bias-  
181 corrected bootstrapping. The models accounted for clustered data by random effect modeling  
182 with an unstructured covariance pattern. Secondary outcome measures included the number  
183 of emergency department admissions analyzed by using Poisson's model with cluster-robust  
184 standard errors. Cost analyses were performed using a generalized linear regression model  
185 with log link and gamma variance functions. The variance function was selected based on the  
186 Park test and Akaike's information criterion. Survival in the groups was computed using the  
187 Kaplan-Meier method and compared using the log-rank test. Normal distributions were

188 evaluated graphically and with the Shapiro–Wilk W-test. All analyses were performed with  
189 Stata 16.1 (StataCorp LP; College Station, TX, USA).

## 190 Results

191 There were 494 residents in all LTCFs at the start of the recruitment process on 1 September  
192 2017. Baseline information for both study groups, altogether 340 potential participants, was  
193 assessed in fall 2018. After randomization, our intervention group consisted of 159 residents  
194 and the control group 181 residents living in 20 NHs and ALF wards. Altogether 16 residents  
195 were deceased before completion of the intervention on 15 November 2018 in NH wards and  
196 on 15 January 2019 in ALF wards and were therefore excluded from analyses. More details  
197 are provided in *Appendix 1*.

### 198 *Baseline findings*

199 The mean age of residents was 84 years and 75% were women. There were no significant  
200 differences between the two groups in educational background, burden of comorbidities,  
201 proportions of inclusion criteria terminal conditions, mean number of medications, use of  
202 pain medications, MMSE scores, CDR or MNA. However, at baseline there were more  
203 residents with a DNR order in their medical charts in the control group than in the  
204 intervention group (95% vs. 68%,  $p < 0.001$ ). Furthermore, those in the control group were  
205 slightly more dependent in their ADL functioning (“need for help”) than those in the  
206 intervention group, see *Table 1*.

### 207 *Intervention effects*

208 HRQoL measured by the 15D instrument declined in both groups and no intervention effects  
209 were observed between the groups during the 24 months ( $p$  for time  $< 0.001$ , group 0.42,  
210 interaction 0.41; adjusted for age, sex, DNR order, need for help, and clustering) (*Figure 1*).  
211 Hospital inpatient days did not differ between the groups. Intervention group mean was 1.87

212 days/person/year (SE 0.09) vs. control group mean 0.81 days/person/year (SE 0.06), resulting  
213 in an incidence rate ratio (IRR) of 2.01 (95% CI 0.75 to 5.44, adjusted for age, sex, DNR  
214 order, need for help, and clustering). There was no difference in the mean number of ED  
215 visits: intervention group 0.72 visits/person/year (SE 0.06) and control group 0.56  
216 visits/person/year (SE 0.05), IRR 1.27 (95% CI 0.39 to 4.14, adjusted for age, sex, DNR  
217 order, need for help, and clustering). See *Table 2*.

218 The mean total service costs in the intervention group (including specialized hospital days,  
219 rehabilitation hospital days, ambulatory visits to hospitals, and ED visits) were 1748  
220 €/person/year compared with 941€/person/year in the control group (ratio 1.74; 95% CI 0.86  
221 to 3.15, adjusted for age, sex, DNR order, need for help, and clustering). The costs of  
222 hospital-at-home were 314.7€ (SE 89.6) in the intervention group and 129.1€ (SE 38.4) in the  
223 control group (mean ratio 3.83; 95% CI 0.88 to 8.30, adjusted for age, sex, DNR order, need  
224 for help, and clustering).

225 Of intervention participants, 72% had undergone ACP discussions at baseline, whereas the  
226 corresponding figure for the control participants was 78%. At 12 months, 99% of the  
227 intervention participants and 92 % of controls had had an ACP discussion. The proportion of  
228 residents with DNR orders in the control group was already very high (95%) at baseline and  
229 it increased to 100% at 12 months. The corresponding figures for the intervention group were  
230 68% and 94%.

231 No difference in mortality existed between the groups. Of the intervention participants, 48%  
232 were alive at two years compared with 53% in the control group ( $p=0.23$ , log rank test).  
233 Since there was a trend that the intervention arm had more use of hospital services and higher  
234 costs, we further explored the hospital costs across different sites. One intervention site  
235 differed significantly in hospital use from other sites (*Figure 2*).

## 236 Discussion

237 Our intervention showed no effects on HRQoL in the intervention group compared with the  
238 control group. Nor were differences present in hospital days or emergency department visits  
239 between the intervention and control arms. The total hospital costs were also similar in the  
240 intervention and control arms. One study site in the intervention arm had higher costs than the  
241 others.

242 Our study has several strengths. It was a rigorous, single-blind randomized controlled trial  
243 with a typical LTCF population and a long-term follow-up. Education concerning palliative  
244 and end-of-life care issues is urgently needed in LTCFs. However, few previous educational  
245 trials report resident-related outcomes. Furthermore, economic analyses are rare in these  
246 trials. Our outcomes are valid and the collection of hospital-related outcomes was 100%  
247 complete. The intervention was clear, well described,<sup>20</sup> and based on modern and theoretical  
248 learning methods.<sup>24</sup> To our knowledge, this is the first educational trial consciously using  
249 constructive learning theory and adult education theory to improve end-of-life care in this  
250 setting. This approach, including learner-centered training, activating learning methods and  
251 reflection, has been shown to result in effective learning in adult education in the medical  
252 field.<sup>1,24</sup> Lack of specified implementation aims allowed the staff members to set their own  
253 learning aims for quality improvement and care process change, enabling better motivation  
254 and deeper learning. We managed to train 74% of the staff and all physicians in our  
255 intervention wards. Most participated in all sessions. The training raised enthusiasm and  
256 awareness among the trainees.<sup>20</sup> Decision-making in NHs on end-of-life care has been shown  
257 to be based only to some extent on factual knowledge and to be strongly based on the  
258 attitudes and the culture of the working environment.<sup>36-38</sup> Therefore, the trial included  
259 emotion-evoking components and participants' reflection in the training. To prevent

260 contamination of the intervention, we randomized the participants in facility clusters. This  
261 design allowed us to pair-match the wards according to case-mix. Two thoroughly trained  
262 and experienced research nurses blinded to the group assignment gathered the data to ensure  
263 reliability.

264 Some limitations also warrant mention. The number of clusters in our trial was small. Even  
265 though we pair-matched all wards, there were differences between the intervention and  
266 control groups. We adjusted for these in our analyses. An increase has occurred in  
267 development projects in palliative care and advance care planning in Finnish LTCFs. At least  
268 one ALF in the control arm had been involved in another palliative care project with goals  
269 similar to ours. This may have diluted the effect of our intervention and caused some of the  
270 unbalanced baseline findings. Thus, the difference in DNR orders between the intervention  
271 and control groups could well reflect previous educational interventions. High staff turnover  
272 likely had a diluting effect on our intervention. It is possible that the chosen learner-centered  
273 approach was too demanding in this short intervention. While we allowed freedom for  
274 learners to choose the care process changes, implementing these changes might have  
275 benefitted from re-enforcement during follow-up. Furthermore, we emphasized measuring  
276 resident-related outcomes. However, a qualitative study examining the changes in staff's  
277 attitudes and competencies might have given more insight into the learning processes and  
278 attitude changes.

279 Another limitation is that the intervention did not provide the facilities with any additional  
280 resources. We wanted the intervention to be feasible and transferable into practice in real-life  
281 settings. However, this might have compromised its effectiveness. Interventionists were not  
282 present in the wards after the initial training. Thus, the trial did not include possibilities to re-  
283 train the staff or to support cultural changes that might have had an impact on resident



284 outcomes. All intervention sessions included non-formal audits by a second study team  
285 member to assess fidelity to the learner-centered approach. We observed occasional  
286 difficulties in assuring all participants' active participation in the discussions and some need  
287 for additional facilitation through role-plays to overcome initial resistance. It is not possible  
288 to clarify whether inadequacies in training contents, the chosen learner-centered approach,  
289 lack of support for implementation or the exclusion of other important intervention  
290 components are the reason for the lack of effect. Finally, participants in trials tend to have  
291 better functioning and prognosis than real-life populations,<sup>14,39</sup> and it is also likely that  
292 residents and families with difficult relationships with the staff in LTCFs were more prone to  
293 decline participation.

294 Apparently, the caring culture and attitudes of staff are very difficult to change.<sup>40</sup> This was  
295 also seen in our trial, where one ALF was many times more likely to admit residents to  
296 hospitals. The resident characteristics at baseline according to MDS were similar with respect  
297 to hospitalizations, but we were not prepared for the fact that the caring culture differed  
298 between the facilities. We noted in our training sessions that the staff in this particular ALF  
299 was reluctant to care for acute situations. In their small-group discussions, it was stated that  
300 the staff cannot take responsibility for a resident dying in the ALF, whereas most staff  
301 members in other study sites viewed death as a natural part of residents' life course. In the  
302 limited scope of these training sessions, these beliefs and attitudes could not be sufficiently  
303 challenged. Previous research suggest that staff are more likely to favor hospitalization if  
304 there is inadequate possibilities for physician consultation or when fear of legal consequences  
305 drives actions.<sup>37</sup>

306 Our findings are in line with previous trials.<sup>41</sup> According to many educational intervention  
307 trials, it is difficult to affect quality of life,<sup>14,16</sup> change the practice of admitting long-term

308 residents to the emergency department<sup>7,13,15,42</sup> or reduce hospital inpatient days.<sup>43</sup>  
309 Summarizing earlier evidence<sup>20</sup>, there might be two promising ways to reduce burdensome  
310 hospitalizations: promoting ACP<sup>44,45</sup> and providing specialist palliative care support to  
311 facilities<sup>46</sup>. Successful ACP promotion has been achieved by employing a nurse especially for  
312 this purpose<sup>45</sup> or with the help of a ACP video decision-aide together with formalized  
313 conversion instructions to staff<sup>44</sup>. ACP discussion activity was high in both our intervention  
314 and control arms, and it markedly increased during the follow-up year. However, this did not  
315 have an impact on hospital use. External palliative specialist nurse consulting on selected  
316 residents might reduce hospitalizations and improve quality of dying.<sup>46</sup> Therefore, future  
317 training interventions should provide also residents and families with information about ACP  
318 and equip facilities with the possibility for palliative care specialist consultation.<sup>18,44,46</sup>

319 Our trial, although not attaining its original goals, suggests some considerations for future  
320 interventions. Firstly, if only the residents with the shortest prognosis and greatest needs for  
321 EOL care are targeted, the inclusion criteria should be developed further. The mean length of  
322 stay before death among residents in these settings was known to be only two years, and the  
323 inclusion criteria in our study were set such that only those with the poorest prognosis were  
324 included. Unexpectedly, only one in four residents died during the first follow-up year. Other  
325 trials have had similar surprises.<sup>14</sup> Furthermore, the training should note the different learning  
326 needs of different occupational groups such as physicians who have an important role in  
327 decisions about hospitalization and symptom management. The intervention could benefit  
328 from emphasizing components with the strongest evidence e.g. promoting ACP discussions  
329 and involving residents and families in shared decision-making.<sup>41,44,45</sup> Concepts such as “end-  
330 of-life” should be discussed thoroughly with the staff to reach a consensus on their meanings.  
331 Finally, the choice of QoL measure should be suited to this frail population. While the 15D  
332 has shown sensitivity to change in response to interventions in previous studies,<sup>1</sup> it might not

333 be suitable for this very frail, cognitively impaired population. Moreover, such dimensions as  
334 mobility, speech, vision, or hearing are not likely to be modified by any kind of EOL care  
335 intervention. The use of dementia-specific QoL indicators or palliative care quality measures  
336 should be considered in future studies.

337 Many LTCFs suffer from high staff and management turnover rates, hindering long-term  
338 development efforts. There are competing practical and economic interests in developing care  
339 quality. Low organizational support, high training attrition rates, and poor resources to  
340 organize care were often seen in larger high-quality trials.<sup>7,17</sup> Alongside skills training and  
341 quality initiatives, more political will to ensure proper financial and staff resources is  
342 paramount in achieving quality care for LTCF residents. Thus, education is important but not  
343 in itself sufficient to change care practices.

## 344 Conclusions and Implications

345 An intervention based on constructive learner-centered methods, adult education, and  
346 reflective learning did not produce significant changes in practice in LTCFs. HRQoL,  
347 hospital days, emergency department visits, and costs of hospital care did not differ between  
348 the intervention and control wards. Educational interventions in end-of-life care are important  
349 in LTCFs but unsupported might be insufficient to produce clinically meaningful changes in  
350 care practices.

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Table 1. Residents' characteristics at baseline.

Baseline characteristic	Control (N=173)	Intervention (N=151)	P-value
Mean age, (SD)	84 (8)	83 (8)	0.15
Women, n (%)	130 (75)	115 (76)	0.87
Education <8 years, n (%)	91 (53)	73 (49)	0.52
Main terminal condition, n (%)			0.96
Severe dementia	112 (65)	91 (60)	
Cancer	10 (6)	11 (7)	
Heart failure	19 (11)	21 (14)	
COPD	1 (1)	0 (0)	
Renal failure	2 (1)	2 (1)	
Severe disability	23 (13)	21 (14)	
Other terminal condition	6 (3)	5 (3)	
Charlson comorbidity index <sup>29</sup> , mean (SD)	2.7 (1.8)	2.9 (1.5)	0.47
CDR, n (%)			0.57
0.5-1	35 (20)	38 (25)	
2	44 (25)	33 (22)	
3	94 (54)	80 (53)	
MMSE, mean (SD), [0 – 30]	8.5 (9.0)	10.2 (9.5)	0.10
Number of medications, mean (SD)	9.2 (3.7)	9.9 (3.9)	0.073
Pain medications*, n (%)	118 (68)	97 (64)	0.45
MNA, n (%)			0.58
Malnourished <17	31 (18)	22 (15)	
At risk of malnutrition 17-23.5	119 (69)	109 (72)	
Well-nourished >23.5	23 (13)	20 (13)	
Need for help <sup>†</sup> , n (%)	157 (91)	125 (83)	0.033
Do-not-resuscitate order in medical records, n (%)	164 (95)	102 (68)	<0.001
ACP discussion <sup>‡</sup> , n (%)	135 (78)	109 (72)	0.22
15D, mean (SD), [0 – 1]	0.577 (0.103)	0.600 (0.097)	0.043

\* = Including opioids N02A, paracetamol (N02BE01) selective and nonselective nonsteroidal anti-inflammatory drugs (M01A)<sup>30</sup>; † = “Personal care” ≥2 points in CDR; ‡ Documentation of ACP discussion in medical records

15D = 15-dimensional health-related quality-of-life instrument<sup>34</sup>, ACP=Advance care planning, CDR = Clinical Dementia Rating<sup>31</sup>, COPD = Chronic obstructive pulmonary disease, MMSE = Mini-Mental State Examination<sup>32</sup>, MNA = Mini Nutritional Assessment<sup>33</sup>, SD = standard deviation



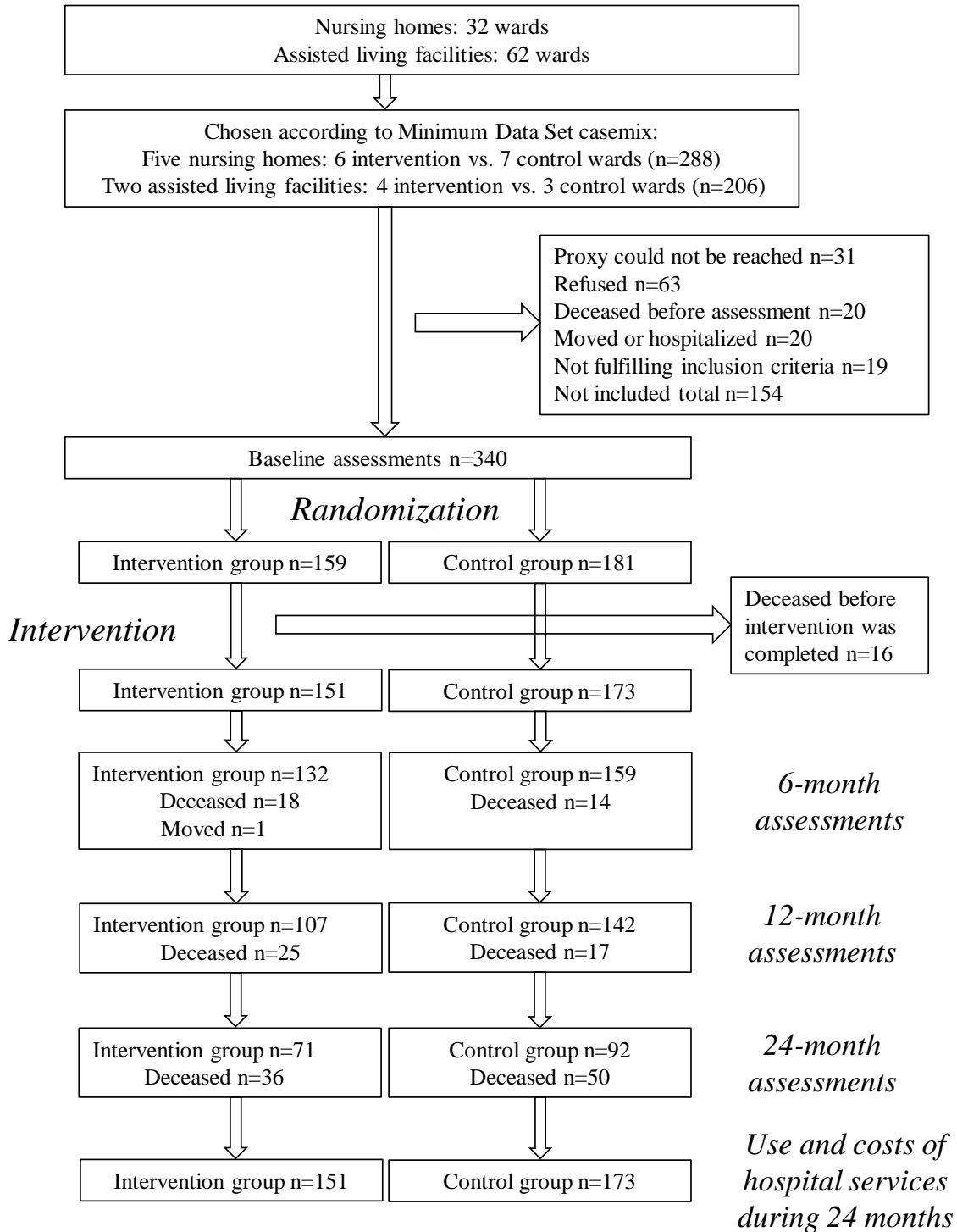
Table 2. Participants' hospital service use and costs of these services.

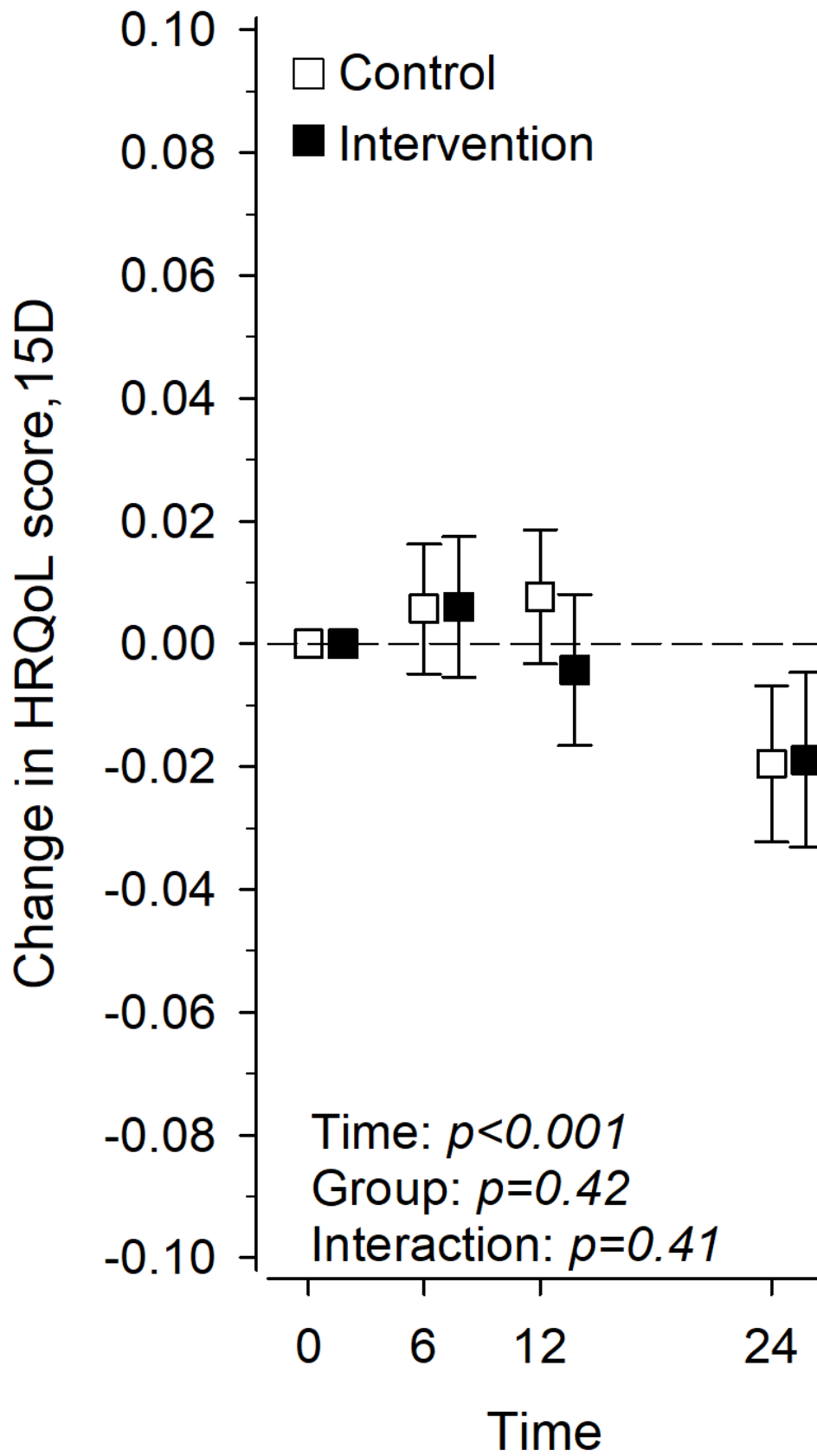
	Visits or days/person/year			Cost estimate €/person/year		RATIO (95% CI)
	Control (N=173), mean (SE)	Intervention (N=151), mean (SE)	IRR (95% CI)	Control (N=173), mean (SE)	Intervention (N=151), mean (SE)	
Emergency department visits	0.56 (0.08)	0.72 (0.10)	1.28 (0.37 - 4.41)	254.2 (61.7)	336.0 (58.6)	
Specialized hospital days	0.22 (0.06)	0.67 (0.19)	2.03 (0.67 - 6.15)	415.3 (180.8)	783.8 (223.7)	
Subacute / rehabilitation hospital days	0.59 (0.17)	1.20 (0.31)	2.12 (0.65 - 6.92)	151.7 (42.6)	532.3 (184.2)	
Ambulatory hospital visits	0.35 (0.06)	0.35 (0.06)	0.85 (0.29 - 2.53)	119.3 (39.1)	95.9 (17.7)	
<b>TOTAL</b>				941 (248)	1748 (334)	1.74 (0.86 - 3.15)

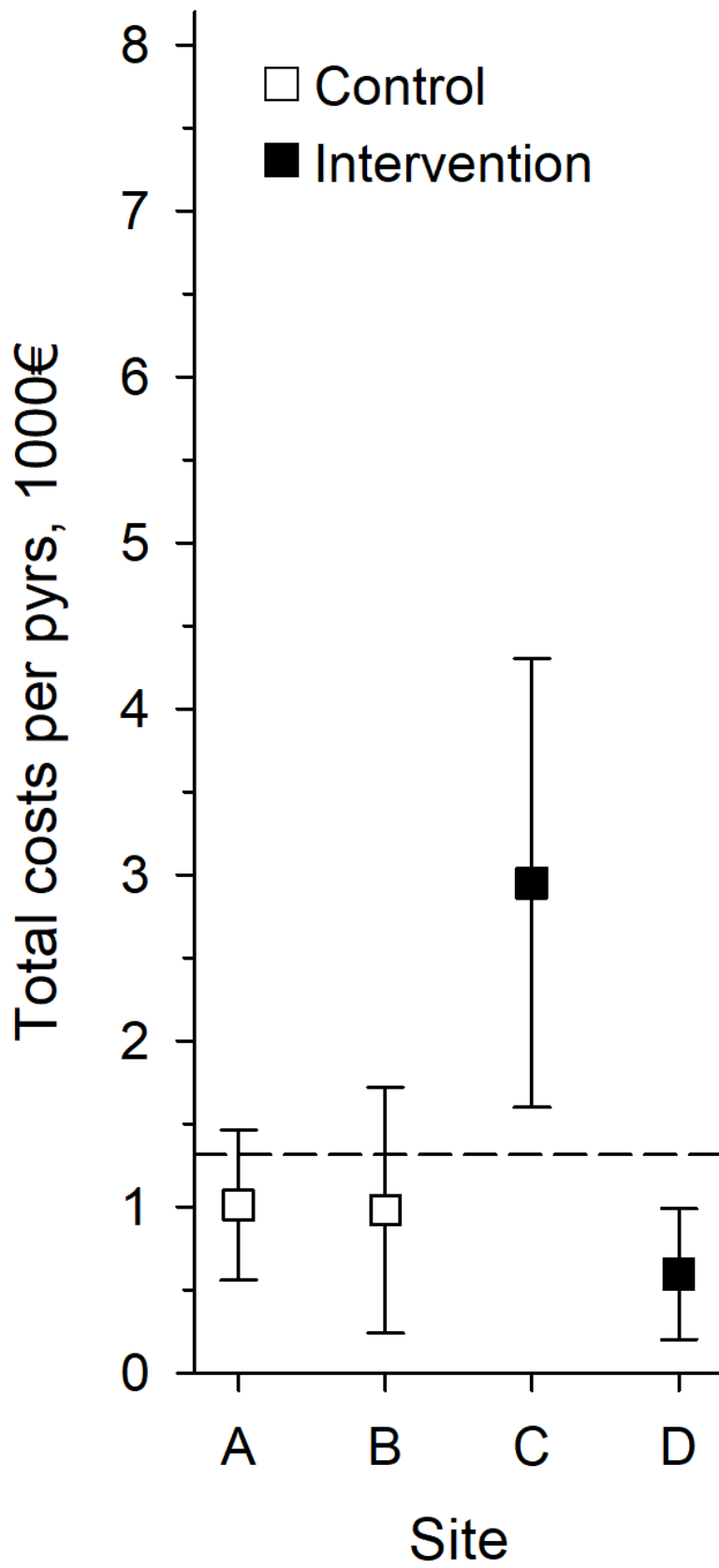
All results adjusted for sex, age, DNR, need for help, and clustering

95% CI = 95% confidence interval, IRR = Incidence rate ratio, SE = standard error

Appendix 1







## Legends for figures

Figure 1. Change in health-related quality of life according to 15D in the intervention and control groups during the 24-month follow-up.

Figure 2. Residents' costs of hospital services according to clusters. A and C represent assisted living facilities, B and D nursing homes.