Enabling through education and training:
A strategy to support better care and better outcomes for people with dementia
Why this work matters

• 34020 people in Wessex have dementia (27494 living in the community, 11526 living in residential care).

• At some stage during their working lives each member of our workforce will be in contact with someone with dementia – a significant proportion will have a family member with dementia.

• Education and training is a central component of better quality care for people with dementia and plays a central part in achieving better outcomes and experiences for people with dementia.
Strategic Intent and Alignment

- The strategy is intended to support our partner organisations in the delivery of high quality, appropriately targeted education and training for health and care professionals, focused on improving the care and outcomes for people with dementia.

- It is aligned to:
  - The DH Mandate for Health Education England
  - The Implementation of the Core Common Principles for People with Dementia.
  - The Education Outcomes Framework
  - The Health Education Wessex ‘People for Patients’ Workforce Development Strategy.
Common Core Principles For Supporting People With Dementia
(Skills for Health, Skills for Care, DH – 2011)

1. Know the early signs of dementia
2. Early diagnosis of dementia helps people receive information, support and treatment at the earliest possible stage.
3. Communicate sensitively to support meaningful interaction.
4. Promote independence and encourage activity.
5. Recognise signs of distress resulting from confusion and respond by diffusing a person’s anxiety and supporting their understanding of the events they experience.
6. Family members are valued, respected and supported just like those they care for and are helped to gain access to dementia care and advice.
7. Managers need to take responsibility to ensure that members of their team are trained and well supported to meet the needs of people with dementia.
8. Work as part of a multi-agency team to support the person with dementia.
HEW Strategic Goals for Dementia

Ensuring that those members of our workforce who are involved in providing NHS care for people with dementia are, as a minimum, “Dementia Aware”

• HEW Survey of current provision –October 2013: 21% of workforce (10970 people) trained in Dementia Awareness

• Ensuring that a minimum of 50% of staff, across all grades and roles, have received Tier 1 (foundation level) training by March 31st 2014. Tier 1 is defined by HEE as ‘an introduction to dementia – understanding dementia, responsibilities, interventions, supporting people living with dementia. It will include basic signposting to dementia services. HEE e-learning can be accessed online: www.e-lfh.org.uk/projects/dementia
HEW Strategic Goals for Dementia

To support the implementation of the wider Health Education England education programme for Dementia.

• HEW will help to develop the programme content for Tier 2 (knowledge and understanding of signs of dementia and appropriate care approaches to support all clinical staff who are likely to provide interventions to people who have dementia) and Tier 3 (Higher level skills for members of the workforce who provide expert, dementia specific interventions).

• HEW is also developing a matrix of learning outcomes from the HEE programme, The Dementia UK Core Curriculum and the Skills for Health Quality Framework for Dementia – this will enable provider organisations to benchmark their current training and to establish how many of their staff have completed education or training at Tiers 2 and 3.
HEW Strategic Goals for Dementia

• To support the delivery of education and training in dementia within each of the 330 general practices in Wessex.

• Helping GPs to focus on timely diagnosis, access to support services and timely referrals to dementia services.

• Helping GPs to manage ongoing medical problems associated with dementia, including anticipatory advanced care planning and end of life care.
HEW Strategic Goals

• To support the workforce in all 9 acute provider services to deliver better care and outcomes for people with dementia.

• To support the workforce providing community care, including pharmacists, physiotherapists, occupational therapists and other Allied Health Professionals to ensure that their education and training enables them to help people with dementia live well in the community.
HEW Strategic Goals

• To work with our Local Authority (LA) and Voluntary Sector partners to support the education and training of the workforce providing care in care homes for people with dementia, to achieve Tier 1 and, where appropriate, Tier 2 training.

• Joint training opportunity currently being explored by UHS, Portsmouth CC, Hampshire CC, Solent and Southern Health.
HEW Strategic Goals

• To ensure quality of provision of education and training to improve outcomes for people with dementia.

• To make more effective use of existing resources to support education and training, especially the use of e-learning and simulation.

• To coordinate data and share data relating to uptake and impact of education and training to help identify and spread best practice.
HEW Strategic Goals for Dementia

• To champion user and carer led evaluation which will focus on the impact of education and training on outcomes for people with dementia their families and carers.

• Working with partners to develop evaluation methods that help people with dementia and their carers give feedback using the ‘I’ statements as a framework.
1. I was diagnosed early on / I was able to discuss my concerns about early signs of dementia.
2. Those looking after me are well supported / I feel well supported.
3. I can enjoy life.
4. I am helped to understand so that I can take part in making decisions about my future / I am supported to have a role in decision making.
5. I am treated with respect and dignity.
6. I feel part of a community.
7. I can access the treatment and support that is best for my dementia and my life / I understand the treatment and support that is being provided to the person with dementia that I’m caring for.
8. I know what I can do to help myself / I know how to support the person I’m caring for to help them to help themselves.
9. I feel confident that my end of life wishes will be respected / I am confident that the person I care for will have their end of life wishes respected.
HEW Strategic Goals

• To increase our presence and influence in the ‘Dementia Community” across Wessex and nationally (England).

• HEW influencing via:
  • Strategic Clinical Network
  • HEE Dementia Training Development Group
  • The Dementia Action Alliance
  • The Dementia Action and Research in Education group
Questions and comments on what you’ve heard so far...
Keep in touch....

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