

Promoting Excellence in Dementia Care Newsletter

Issue 1, June 2012



INSIDE THIS ISSUE:

100 New Dementia Champions Graduate!	1
Promoting Excellence in Dementia Care	2
Informed about Dementia—Improving Practice	3
Dementia Skilled—Improving Practice	3
Other Developments	3
Dementia MKN and Promoting Excellence	4
In focus in our next issue	4

NHS Education Scotland (NES) and the Scottish Social Services Council (SSSC) are undertaking a partnership project on behalf of the Scottish Government to support the delivery of the educational actions in the change programme outlined in Scotland's National Dementia Strategy.

This is the first of a series of newsletters which will keep you up to date with the developments. This work has been overseen by a Programme Board chaired by Henry Simmons, Chief Executive of Alzheimer Scotland.

WELCOME

Dear Colleagues

On behalf of the Dementia Programme Board it is a great pleasure to welcome you to this first edition of our new Newsletter. The Programme Board brings together partners from every sector and key professions. It also benefits from the immense commitment and personal experience of our colleagues from the Scottish Dementia Working Group.

There are 84,000 people in Scotland living with dementia. This figure will double in a generation and this means that in future we are all likely to know someone who has dementia or who cares for someone with dementia. We believe we can find solutions, though greater understanding and by making dementia the business of every health and so-

cial care professional. As you read on in this newsletter you will see just how much progress is being made in developing new learning resources, training materials and specific programmes that will ensure that our workforce can deliver first class interventions and dementia care.

It has been a real privilege to see the energy and enthusiasm of all the staff who have embraced the training opportunities and resources that have been created. Many of you have already stepped up to plate to lead a transformation in our Acute General Hospitals as Dementia Champions. We are making tremendous progress and there are inspirational leaders in every quarter and at every level in our care sector leading the van-

guard of change. This will ensure that at long last people with dementia and their families can step out from the shadows of stigma, inequality and injustice and be treated by a well trained, highly committed and highly skilled workforce



I hope you enjoy the newsletter and that you continue to do all that you can to help us to make sure that no one goes through this dementia on their own.

Henry Simmons
Chief Executive
Alzheimer Scotland

100 New Dementia Champions Graduate!

On 14th March 2012 the first cohort of Dementia Champions graduated at a ceremony at Dynamic Earth in Edinburgh. **Congratulated by Nicola Sturgeon, the Deputy First Minister and Cabinet Secretary**

for Health and Wellbeing, they are the first of 300 to be trained for an important role within acute hospitals. A highlight at the ceremony was a short film showing clips of some of the Champions describing the

programme, what they had learned from the experience and their plans for taking their learning forward and sharing it with colleagues.

► continued on page 2

100 New Dementia Champions graduate!

► *continued from page 1*

You can see some of their views at vimeo.com/38449657

These new champions will be 'change agents' who will work together with people with dementia, their families and carers and their staff teams to make sure that their experience in hospital is a positive one.

Evaluation of the course has shown, in general, an increase in participant's confidence to be able to deal with legal and ethical issues and to be able to recognise and respond to the impact of the physical, emotional, social and cultural environment in terms of ensuring the rights, choice, identity, and equity for people with dementia in acute hospital settings.

The University of the West of Scotland in partnership with Alzheimer's Scotland were commissioned to deliver this programme and will continue to provide this training to a further 200 Dementia Champions including staff from NHS acute general hospitals and social services staff. The first day of the new session for the second cohort was held at the University of the West of

Scotland in May 2012, with an action packed conference day featuring presentations from a range of speakers. The atmosphere was electric with anticipation and some new recruits described their feelings about the months ahead as "excited", and "inspired by the passion in the air today". The 3rd cohort will begin their training in October 2012.



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Promoting Excellence in Dementia Care

Phase 1 of the programme involved the development of **Promoting Excellence; A framework for all health and social services staff working with people with dementia, their families and carers** which was launched by the Cabinet Secretary Nicola Sturgeon alongside the 'Standards of Care for Dementia in Scotland' in June 2011.

At the heart of the framework is a drive to improve the quality of life for people with dementia and this is reflected in a number of *Quality of Life Outcome Indicators* which are mapped

against the 'Standards of Care for Dementia in Scotland'.

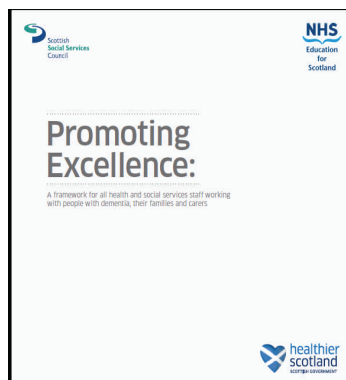
The Promoting Excellence Framework covers four levels of knowledge and skills for all health and social services staff, specific to the worker's

role in relation to dementia.

The framework also reflects the different knowledge and skills that staff should have throughout the stages of the journey for people with dementia and their families and carers.

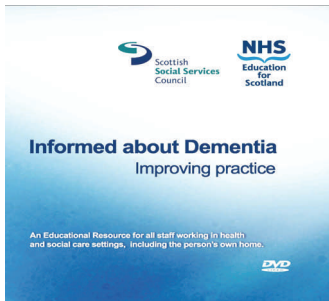
www.scotland.gov.uk/Publications/2011/05/31085332/0

The framework also informed the development a strategic *Dementia Workforce Development Plan*. This is being implemented during Phase 2 throughout 2012 and 2013 and involves development of a range of resources, activities and infrastructure.



'Informed about Dementia- Improving Practice'

'Informed about Dementia: improving practice' is an educational DVD for the



entire health and social services workforce in Scotland. It will support staff to develop the knowledge and skills described in the *Dementia Informed* level of Promoting Excellence. It has been fully endorsed by **Alzheimer Scotland** and the **Scottish Dementia Working Group**, the national campaigning group run for and by people with dementia.

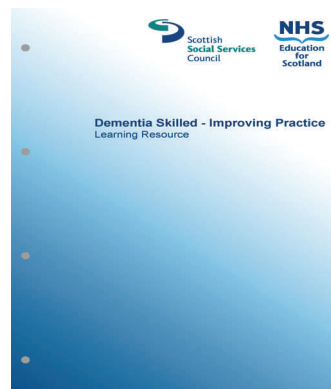
The DVD contains a number of chapters covering a range of topics which are addressed through scenarios and film clips of people with dementia talking about their experiences. It also includes opportunities for viewers to engage in learning activities.

Both these learning resources are available in hard copy or online at www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/mental-health-and-learning-disabilities/publications-and-resources.aspx

'Dementia Skilled – Improving Practice'

This learning resource has been developed for people who work directly with people with dementia, their families and carers. It will support staff to develop the knowledge and skills set out at the *Dementia Skilled* Level of Promoting Excellence. The resource is designed

particularly for the health and social services workforce, but may be valuable to other groups working in related services or organisations. It can be used for individual learning, learning as a group or team, in a facilitated learning event or in a mixture of all of these approaches.



As '**Dementia Skilled- Improving Practice**' is particularly relevant to key groups of social care staff in care homes, care at home and adult day care, an associated guidance pack has also been developed. The pack will support assessors, educators, trainers and managers to use the resource to maximum effect. The guidance identifies the alignment between the Dementia Skilled resource and current National Occupational Standards (NOS) in Health and Social Care, the Professional Development Award in Dementia Skilled Practice and the Continuous Learning Framework. You can access this at: <http://www.nes.scot.nhs.uk/media/857095/guidance.pdf>

Scotland's Dementia Awards provide an opportunity for professionals and communities, who are committed to enhancing the health, well being and experience of people with dementia and their families, to have their work recognised and promoted.

Entries Close:
13 July 2012

dementiascotland.org/scotlands-dementia-awards/

Celebrating World Alzheimer's Day

OTHER DEVELOPMENTS

Dementia Leaders across Scotland

Alzheimer Scotland Dementia Nurse Consultants and Specialists are to be appointed to every Health Board across Scotland. Alzheimer Scotland and the Scottish Government have also supported Allied Health Professional Dementia Consultant posts. These leaders will provide expert strategic

and operational leadership, consultancy, direction and guidance to all partners involved in the design, development and delivery of services and support for people with dementia. To support them in their role, a NES development programme, **Promoting Excellence in Dementia Leadership** began in February 2012 and will be completed in January 2013.

Other training initiatives

- 74 staff attended a **Palliative Care in Dementia** Training for Trainers Programme
- 37 staff trained in **Post Diagnostic Support**.

Dementia Managed Knowledge Network (MKN) and Promoting Excellence Website

The Dementia MKN is a virtual network of people involved in improving the care, support and quality of life of people with dementia. Within the network there are a number of communities of practice focusing on dementia. NES Knowledge Services continue to lead the on-going development of the Dementia

MKN, providing an opportunity for health and social services staff to share knowledge and experience and support each other in the shared goal to promote excellence in dementia support and care. The Dementia MKN can be accessed at

www.knowledge.scot.nhs.uk/dementia.aspx



Making use of technology to support staff

The **Promoting Excellence website** has now been launched. This is where all the information and related resources that staff need to support the implementation of the framework can be found. The website can be accessed at:

www.knowledge.scot.nhs.uk/home/portals-and-topics/dementia-promoting-excellence-framework.aspx

In focus in our next issue:

Psychological support for people with dementia and their families and carers

The emotional and psychological impact of a diagnosis of dementia can be profound. As part of the aim to improve quality of life for people with dementia and their families and carers the work programme includes initiatives that can help staff to develop their skills in promoting emotional and psychological well being.

Training has included:

- 116 health, social services and third sector staff trained in **Cognitive Stimulation Therapy**
- 18 qualified psychological therapists trained

in **Acceptance and Commitment Therapy** for carers of people with dementia

- 16 health and social services staff completed Training for Trainers in **Psychological Interventions for Stress and Distress**

Developments in Social Services

The size, scale and diversity of the social services sector present particular challenges to implementing the Dementia Workforce Development Plan and embedding Promoting Excellence. In order to ensure wide reach and build capacity within the workforce 50 half day workshops were held across Scotland during February and March

2012, reaching almost 800 participants from the public, private and third sector. The purpose of these workshops was to engage with local service providers; raise awareness of and provide an overview of Promoting Excellence; and to harness existing national and local networks. 100 Ambassadors have also been recruited within Social services to take this work forward.

NHS Education for Scotland

Hanover Buildings
66 Rose Street
Edinburgh
EH2 2NN

Phone: +44 (0) 131 225 4365
E-mail: mental.health@nes.scot.nhs.uk
Website: www.nes.scot.nhs.uk

Scottish Social Services Council

Compass House
11 Riverside Drive
Dundee
DD1 4NY

Phone: 0845 60 30 891
E-mail: enquiries@sssc.uk.com
Website: www.sssc.uk.com