

Systematic policy and evidence review:
How is dementia education and training best delivered in the social care workforce?

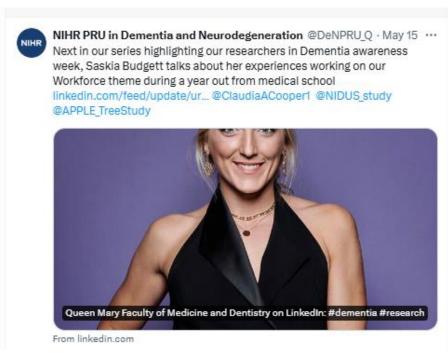






Saskia Delray, Sube Banerjee, Sedigheh Zabihi, Madeline Walpert, Karen Harrison-Dening, Charlotte Kenten, Yvonne Birks, Clarissa Giebel, Mohammed Akhlak Rauf, Sally Reynolds, Claudia Cooper

on behalf of DeNPRU-Queen Mary





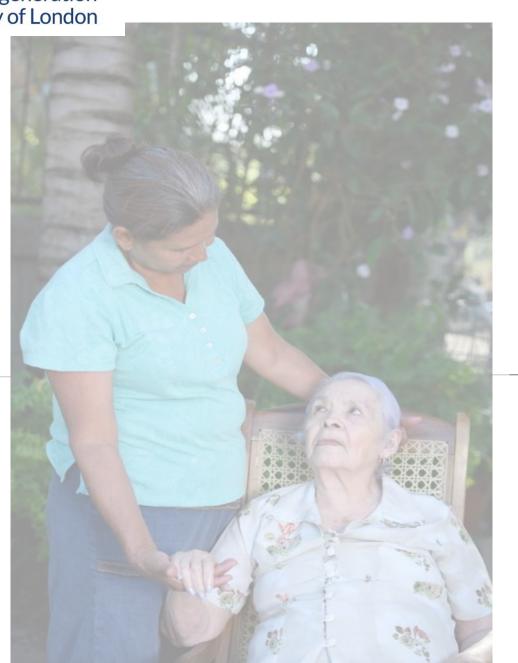
SOCIAL CARE WORKERS



A crucial role in community care



Help the person with dementia stay at home





Improve quality of life and promote independence



Reduce stress for family carers

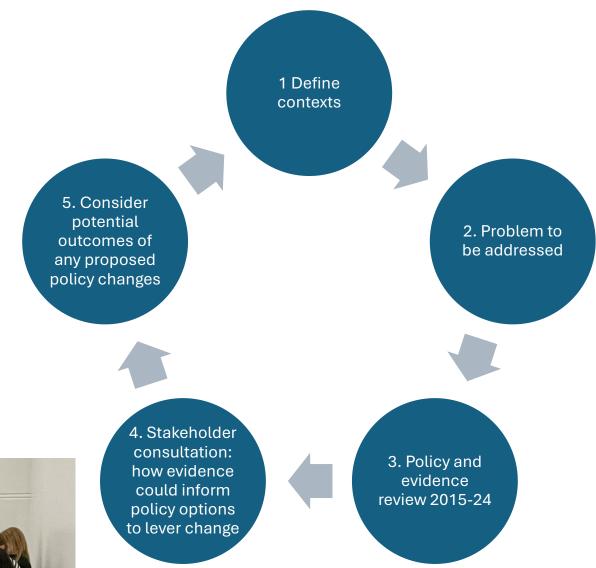


Research questions

- 1. What is the social and policy context determining how dementia training is delivered to social care workers in England?
- 2. What is the current evidence on how dementia training is best delivered to improve care quality and care worker wellbeing?
- 3. How do stakeholders consider current evidence might inform future policies to positively change social care workforce training?



Five step policy review







Summary of good quality evidence

Home Care evidence (6 studies)

- Two days of group, expert training, client behaviour monitoring and monthly case conferences were better than case conferences alone at reducing neuropsychiatric symptoms;
- Six hours of group training with an expert trainer improved staff sense of competence, attitude, knowledge and empathy in dementia care.



Summary of high priority Care home evidence (50 studies)

- Three studies: training in person-centred care approaches reduced resident agitation and neuropsychiatric symptoms and improved quality of life.
- Methods to embed learning in team meetings and care: staff champions,
 video-call case conferences with project experts, project coordinator visits.
- One study: WHELD cost £8,627 more than usual training; but was costeffective from a health and social services perspective.
- Two studies: interventions comprising initial training, then video-conference case-based discussions reduced antipsychotic prescribing.



27 policies and related documents:

4. Policy options and potential 3. Evidence 1. Social and 2. Problem outcomes policy contexts Few care workers receive Clinically and cost-Mandatory dementia Need for high quality training recommended by effective dementia training training culturally competent, NICE dementia guidelines interventions in care personalised dementia Enhanced leadership homes reduce residence support and training care agitation and A third do not engage with Opportunities for care neuropsychiatric Dementia Core Skills the care certificate worker training in extended symptoms and **Education and Training** roles antipsychotic prescribing & Lack of career structure Framework improve quality of life and leadership training for Increasing care worker pay Care certificate, level 2 to enhance recruitment managers qualification and retention Smaller evidence base in Care workforce pathway Compensating agencies for home care shown to Marked care (and training delivering training or **CQC** inspections improve staff-perceived opportunity) inequalities increasing tariff for local care competence, Digitisation authority clients attitudes and knowledge Care integration agenda Lack of training portability Providers as businesses, facing recruitment and retention challenges Care inequalities



Findings

• Dementia training interventions in care homes that engaged staff "champions" to integrate practice-based learning reduced agitation, neuropsychiatric symptoms and antipsychotic prescribing and improved life quality of residents with dementia.

• In home care, evidence was limited; group training was valued, and improved staff sense of dementia care competence in one

study.



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Contact details: denpru@qmul.ac.uk
Website www.denpru-qmul.nihr.ac.uk



The Future Dementia Workforce

When: Tuesday 21st January 2-4pm

Where: The Guildhall York

Join us and an expert panel, chaired by Professor Yvonne Birks, to discuss how dementia training and education can best be delivered across health and social care sectors in the coming years, and to consider how policy could be developed to increase the quality of training provided in these sectors.

Panel members include:

- Dr Zena Aldridge, Regional Clinical Lead for Dementia, NHS England
- Prof Sube Banerjee, Pro-Vice Chancellor & Professor of Dementia, University of Nottingham
- Sarah Gribbin, Head of Learning and Development, Home Instead.
- Mark Macdonald, Associate Director of Advocacy and System Change, Alzheimer's Society
- Dr Mohammed Akhlak Rauf, Founder and Director of Meri Yaadain

Registration via Eventbrite









Thank you

