

Online Dementia Training for Acute Care Staff

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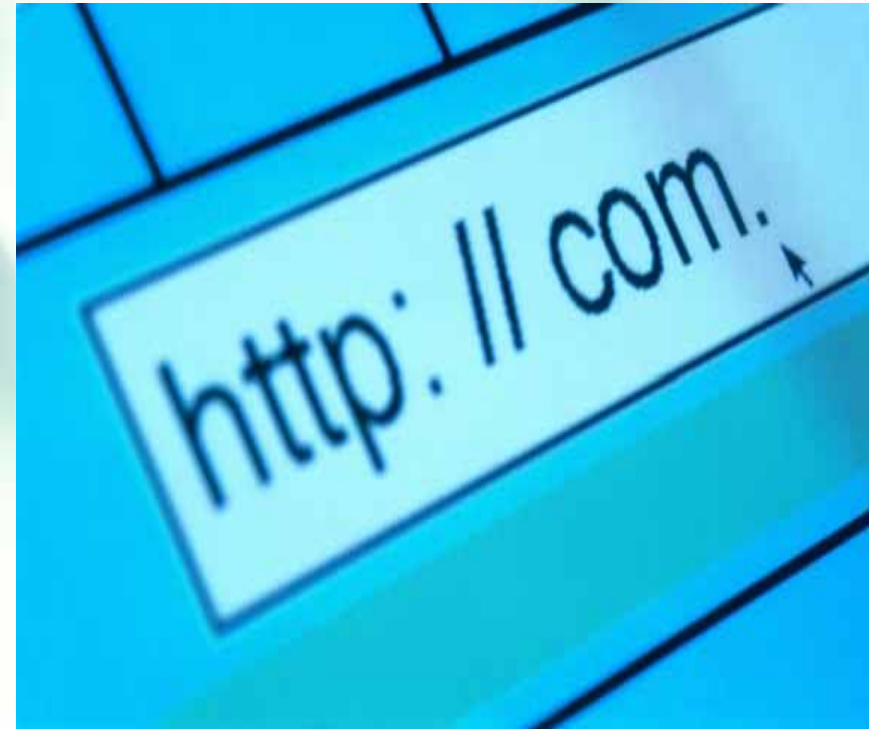
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Positive Approach To Care Of The Older Person

“ Among the motives for good work are the sense of strength that comes from being close to other people, the fulfillment that arises from giving freely, the pleasure of working for human betterment, the inner peace that accompanies integrity and the satisfaction of being committed to a cause that lies beyond oneself”

Kitwood (1997)

Why NCAHS commenced the program

- NCAHS has the highest proportion of people over the age of 65 (18%)
- Compared to NSW for the over 65 years (13%)
- NCAHS has the highest projected growth rate in the state for people over the age of 65
- Aged Care nurse specialists only in ACAT
- Only 3 Geriatricians in the NCAHS
- MPS beds - no acute aged care beds in NCAHS
- No ongoing professional development programs in aged care



teamwork

The Big Picture

- A 10 month program aimed at nursing staff
- Included 12 week e learning program
- Meeting the acute care needs of the ageing population in the NCAHS
- 30 participants including Registered and Enrolled Nurses
- Collaboration between NCAHS, SCU and NSW Institute or Rural Clinical Services and Teaching
- The course content was prepared by The University of Newcastle for the NSW Department of Health. The DoH further provided financial support to develop the online program

Aims of the Program

- Progress excellence in clinical service delivery to the the north coast community
- Establish a nursing workforce with mastery in aged care
- Develop stronger partnerships with academia & aged care providers
- Identify Aged Care Champions across NCAHS
- Establish new educational resources
- Shift focus to aged care
- Sustainable model of care delivery
- Promote excellence in rural and remote clinical practice

Support Network

“As I ‘ve worked through ‘positive approach’ and worked on my project I have come across some amazingly positive and enthusiastic people who have offered their time and expertise to help myself and Judy reach our goal of reducing distress in patients who are suffering from dementia or delirium in the acute care setting”.



Course Syllabus

- Program launch in February - Expert in Aged Care
- Face to face workshops on assessment of the older person and influencing change in the workplace
- A written evaluation of the current workplace identifying issues relevant to aged care
- A 12 week e learning program – Dementia assessment & management
- A 2 day clinical exchange relevant to aged care
- A clinical practice improvement project in the workplace (identify an issue, literature review, project outcomes)
- A formal evaluation of the program
- End of program celebration

Features of the online dementia program

- 12 week self directed program
- Developed on the moodle platform
- All participants had access from work and home
- 4 facilitators and 4 study groups
- Out of hours on line tutorials
- Each participant had their own individual profile on the site- most included a photo

Content of the online learning program

Weekly modules including topics on

- Person centred care
- Understanding how dementia is diagnosed
- Differentiation of dementia and delirium
- Understanding and managing pain
- Restraint, mobility, falls, and nutrition
- Continence and swallowing difficulties

Content of the online learning program

3 general discussion forums on line

1. Making positive change happen (a forum for sharing inspiration and clinical practice)
2. News forum for posting current articles, research and policy documents
3. Social forum for posting personal experiences, recipes, jokes and good news stories
4. Links to other websites of interest

Online assessment activities

There were 4 out of hours online structured tutorials with participants expected to

- Contribution to all of the forums
- Complete the lessons
- Complete the online quizzes
- Complete wikki
- Contribute resources & post online

Online tutorials

- Facilitated and structured
- Based on the previous week's learning modules
- Participants were expected to actively contribute to the discussions
- Update of progress on their clinical practice improvement projects- any obstacles/ hurdles
- We had participants log on from Austria, Melbourne and Sydney

Demonstrate program

<http://int.ncahs.nsw.gov.au/learning/online>

<http://elearning.ncahs.health.nsw.gov.au>



New Resources

“What about developing NCAHS “Positive Approach to Care of the Older Person WEBSITE”.

We could put info we find and contact each other for ongoing support, with links to research and evidence. We could post our assignments on it for every one to read. I would like to read about all the great work we have been doing.

Comments from participants about the online course

“I loved the lessons, you can go through them a number of times in your pj’s you couldn’t if you were in a lecture theatre.”

“The online program allowed for learning to be attended when staff member has the time to attend to it – program easily navigated”.

Personal experience and benefits of the online program

- Convenient and self directed
- Easy to navigate
- Readily available and accessible resources
- Encouraged interaction and sharing of ideas
- Fun and stimulating
- Established a sustainable network amongst the clinicians
- No need to travel to attend tutorials

Commitment

So I see our job is to keep chipping away slowly - it is like painting the Sistine Chapel - eventually an image appears and a difference is made.

So we cannot give up their lives depends on us



Program outcomes

- 30 champions in aged care
- Sustainable network of experts in aged care
- 22 clinical practice improvement projects implemented
- Developed new resources and cultural change
- Developed a state wide e learning tool on dementia
- Financial recognition of this learning
- Participants have enrolled in masters in aged care
- Consolidate partnerships with SCU, Department of Health and the NSW Institute of Rural Clinical Services and Teaching

Future application

- The NSW Department of Health in collaboration with NCAHS have now made the online dementia program available state wide on the NSW health intranet site
- The state wide dementia CNCs will facilitate the course in each area health service
- In north coast the participants who have completed the program will now be able to facilitate the program within their local workplace



A Special Poem

Abra, ca dabra, Ali ca zam

I 'll bring you change whenever I can

A brand new Dementia wing with gardens abound.

All trained staff with time to spare

Never again will you sit and stare

Not a minute will you have to spare

All your days filled with joy and laughter

Never alone because we all do care

Everyday a new dawn begins.

Applicability

- All settings but excellent for rural / regional staff - distances reduced
- Could link specialist centers with isolated staff
- Monitor learners progress - provide direction and cues along the way
- Learning at individuals pace and environment
- Value for money



THANK
YOU

Frances &
Anne