





Developing the role of Dementia Champions in the homecare sector

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About the study



- ☐ Funded by NIHR School for Social Care Research
- ☐ 18-month study
- ☐ Start date: July 2022
- End date: December 2023

Disclaimer

This presentation summarises independent research funded by the National Institute for Health and Care Research School for Social Care Research. The views expressed are those of the author(s) and not necessarily those of the NIHR SSCR, the NIHR or the Department of Health and Social Care.







Research team

Based in NIHR Policy Research Unit in Health & Social Care Workforce, King's College London



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Christina Newton
Research Involvement Lead







Advisory groups

- ☐ Two linked advisory groups
 - Partnership group
 - Steering group
- ☐ Three online meetings
- ☐ Reviewing study documents and our approach to the study
- ☐ Advice with recruitment and dissemination







Study background

Increasing need for dementia specialist care

- □ ~90,000 older people living at home with dementia receive paid social care support.
- ☐ Prime Minister's Challenge on Dementia 2020 anticipated a rise in the number of people living with dementia being able to live at home through

"...greater provision of innovative and high-quality dementia care provided at home, suitable to the individual needs of the person with dementia, their carers and families..."







Study background

Challenges for homecare staff

- ☐ Low pay
- ☐ Zero hours contracts
- ☐ Minimal support
- ☐ Few opportunities for progression or specialisation
- ☐ Minimal training (particularly around dementia)

Challenges for people living with dementia and family carers

- Discontinuity of care High staff turnover

Needs not understood







Dementia champions

A member of staff who works in health or social care, who has a special interest and experience in dementia care







Study background

Alzheimer's Society's "Dementia Friends"

- Voluntary
- ☐ Focus on raising awareness
- ☐ No focus on care provision, planning, or coordination

Models of Dementia Champions in Health and Social Care

- NHS Trusts
- □ WHELD study
- ☐ The University of West Scotland + Scottish Government
- ☐ International models in Sweden and Japan







Study aim

To define, refine and evolve the role of Dementia Champions in the homecare sector

Objectives

- ☐ To conceptualise what a 'Dementia Champion' is and how the role is implemented in practice across health and social care settings.
- ☐ To identify what components of the DC role already exist in homecare.
- ☐ To co-produce a model of the DC role within the homecare sector.
- ☐ To understand how the DC role might be implemented in the homecare sector.
- ☐ To understand the strengths and limitations of the DC role in the homecare sector.







Study phases and methods



Phase 2

Phase 3

Phase 4

Narrative review and job description analysis to:

- conceptualise and describe the DC role
- understand how the DC role is implemented in various health and social care settings
- meta-analyse studies assessing outcomes of having DCs

Semi-structured interviews, n=40 (with stakeholders from UK services with DCs) to:

- further conceptualise and describe the DC role
- understand what works for who, in what settings, and how
- develop an initial model of the DC role (using findings from phase 1 and 2)

Co-production workshop to:

- refine and evolve the DC model for the homecare sector
- visually scribe discussions and produce an illustration of the model using a science illustrator

Semi-structured interviews, n=30 (with stakeholders from homecare services <u>without</u> DCs) to:

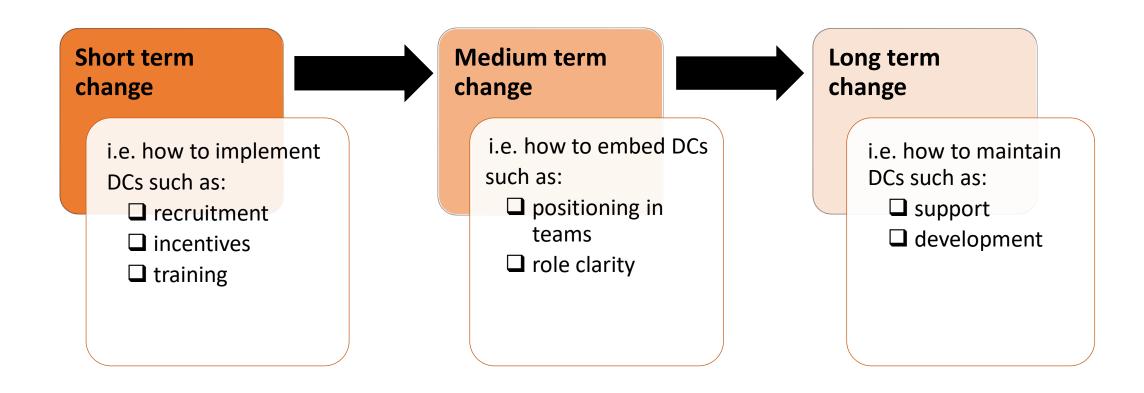
- gain perspectives on our DC model for the homecare sector
- understand the barriers and facilitators to implementing, embedding, and maintaining it
- develop and refine the DC in homecare role







Theory of Change







Phase 1 - narrative review & job description analysis

Methods

Narrative review

Search terms: "Dementia Champion*"

Date range: 2010 - 2022

Exclude: \(\sum DC\) in non-professional capacity

⊠Conference abstracts and protocols

☑Not relevant to research questions

28 eligible

- 19 peer-reviewed journal articles
- 3 peer-reviewed magazine articles
- 3 newspaper articles
- 3 research programme reports

Job description analysis Search terms: "Dementia Champion"

"Dementia Specialist"

Date range: 1^{st} Sept -1^{st} Dec

Exclude: Non-specialist role

13 eligible

 \circ Indeed.com (n = 11)

LinkedIn jobs (n = 1)

 \circ Guardian jobs (n = 0)

Google search (n = 1)





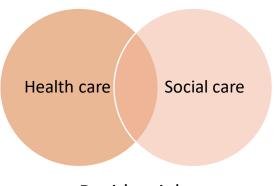
Phase 1 - narrative review & job description analysis

Emerging findings

Hospitals (incl. acute wards)

- Community services
- Primary care
- Mental health services

Settings



Residential care facilities

- Care homes
- Day services

Country (review only)

- UK (England, Scotland, Wales)
- Ireland
- Australia



Tasks & Responsibilities

- Training staff
- Advisor to colleagues "dementia expert"
- Promote/model best practice
- Advocate for high standards of care
- Service evaluation
- Co-ordinate with other DCs across departments
- Support family carers
- 'Agents of change'
- Leadership





Phase 2 – qualitative interviews

Demographics (so far)

Type of staff	N (total = 25)
Dementia Champions	14
Staff who work alongside Dementia Champions	7
Third sector staff working in dementia fields	4

Sector	N (total = 25)
Healthcare	8
Social care	10
Across both	7





Phase 2 – qualitative interviews (emerging ideas)

Role of all DCs Advocate for people living with dementia "Go to" person for staff and families Has additional knowledge of dementia and shares this with colleagues **Role of some DCs** Training other staff Help with specific issues Mental capacity experts Develop care plans Develop families' group Training and supervision

How	Approached by managers Expressed interest Developed role themselves
Who	
	Senior care workers
	Special interest in dementia
Why	
	Special interest in dementia
	"Natural person" for role
	Career progression
	A





Phase 1 & 2 combined – Emerging theory of change model

SHORT-TERM

Implement

Recruitment

- Passion
- Leadership

Career development & training

- Upskilling
- Training to support

MEDIUM-TERM

MECHANISMS OF ACTION

Embed

Role clarity

- Job description
- Role known to staff & service users

Protected DC time

Embedded

LONG-TERM

Maintain

Recognition

Feeling valued

Renumeration

• Value - seniority

Ongoing support & training

To create change





Phase 3 - Co-production Workshop – June 2023

Objectives

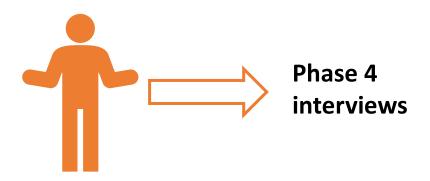
- To discuss how findings from Phase 1 & 2 can apply to homecare
- To develop model of Dementia Champion role for homecare sector

Methods

- Facilitated by researchers, presenting initial findings
- Collaborative discussion amongst homecare staff, people living with dementia and family carers
- Science Illustrator 'live scribing'

Outputs

- Visual scribe of workshop discussion
- Illustration of Dementia Champion in homecare role







Phase 4 – qualitative interviews in homecare

Objectives

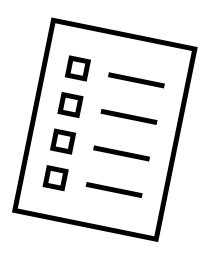
 To understand how the Dementia Champions role might be implemented in homecare

Methods

- Semi-structured interviews (n = 30) with people from home care services that do not have dementia champions
 - Home care workers
 - Managers
 - People living with dementia
 - Family carers

Outputs

- Refined model of DCs for homecare
- Job description to facilitate recruitment of DCs in homecare









Planned outputs & dissemination activities



Dementia Champion Illustration



Dementia Champion job description



Peer-reviewed papers



Reports (e.g. NIHR School for Social Care Research)



National and international conferences (e.g. BSG Jul '23)



YouTube short video



Webinars



Close working with policy leads and third sector organisations







Thank you for listening

Any questions

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