

The Detail asked all health and social care trusts the following questions (scroll down for their responses):

- In May 2014, the dementia strategy implementation group wrote to all integrated partnerships (made up of health trusts, GPs, etc.) to highlight the importance of an early diagnosis as also outlined in the dementia strategy. Their letter set a target of all trusts achieving a 75 per cent diagnosis rate. Can you explain why this has not been achieved nearly six years after the dementia strategy was launched?
 - What are you doing to improve diagnosis rates?
 - Why is it so important that people with dementia get an early diagnosis?
 - Are there any obstacles faced by trusts when it comes to dementia care and improving diagnosis rates? (E.g. Funding...)
 - Did you receive any funding to help implement the action points outlined in the 2011 dementia strategy? If so, please provide details (how much, where from, etc).
 - What do you think the dementia strategy has done for people living with dementia in Northern Ireland? What needs to happen next to make it better?
 - Do you think there is a need for a second dementia strategy? If so, what would you like to see in it?
 - Diagnosis rates are calculated by the Alzheimer's Society and are based on QOF data and population estimates. How confident are you that the information around the number of people with dementia and the number of people who have received a diagnosis is accurate? Why is it important that data of this kind is collected and is accurate?
 - Anything else you want to say on the dementia strategy / dementia diagnosis rates in Northern Ireland?
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Northern Trust Response

Implementation of the dementia strategy in the Northern Trust

The Northern Trust has been at the forefront of developing and improving care for people with dementia.

An Innovation for Ageing event was recently held which showcased innovation in health and social care services for older people and people living with a dementia.

Over 100 people were in attendance including healthcare professionals, community and voluntary organisations, service users, and statutory agencies. The trust will now be taking forward the feedback from the event to further develop services to best meet the health and social care needs of the ageing population. In recent years, the Northern Trust has shown the greatest increase in people diagnosed with dementia. Latest published figures show that the Northern Trust has more people diagnosed than any other trust in the region.

Assessment and diagnosis

Memory Service

The memory service has been established to address the increasing numbers of undiagnosed people with dementia in the community and in nursing homes, and aims to help people to live well with dementia through timely diagnosis and support.

A comprehensive service is offered to include pre-diagnostic support, timely comprehensive assessment, post diagnostic support and education.

The assessment can provide a number of outcomes; it can confirm if a person has dementia and, if so, the specific type of dementia. It can also confirm if someone does not have the condition and perhaps has a mild cognitive impairment.

The service also helps families by providing information about dementia and this helps to improve the interactions between the person and family members, thereby reducing the frustration that many people with dementia can experience.

Approximately 80-100 new assessments are completed each month and waiting times for an assessment have reduced.

Dementia Navigator

The Dementia Navigator has two main roles:

- Support people in preparation for a memory assessment.
- Offer post-diagnostic support for people newly diagnosed with dementia (who do not have/require a 'named worker' within a trust team).

There are three navigators working in the Northern Trust, they work alongside the 'Memory Link Worker' in their areas, and are all social work trained.

The navigator co-ordinates the pre-assessment and post-diagnosis visits undertaken by the memory link worker. They also maintain the dementia register which holds

information on all service users who have been referred to the memory service and those currently being followed up.

The navigator will also signpost the service user (their carer and family members) to appropriate services in the voluntary/community sector.

After a post-diagnosis visit, the navigator will review the service user again after 3 months and then 6 monthly after that. The service user and their family will have the contact number of the local memory link worker who can be contacted to answer questions and discuss concerns.

Due to the progressive nature of this condition, it is important to recognise and respond to any changes. The service user's carer, family or memory link worker will inform the navigator of any deterioration and the navigator can visit the service user and complete a needs assessment, and if necessary can refer people straight into the trust's Community Mental Health Team for Older People.

The aim is for people to feel supported and able to contact the navigator and / or memory link worker if they need additional support rather than wait until they feel unable to cope.

Rapid Assessment Interface and Discharge (RAID)

RAID, the 24-hour liaison psychiatry service in Antrim Area and Causeway Hospital, reduces the length of time that people who present with a mental health problem wait in emergency departments for mental health assessment.

The service integrates mental health professionals within the teams that work in the emergency departments. This results in a much faster assessment process and the appropriate management.

The RAID service has also improved the assessment process for inpatients in the wards. Through early intervention and detection of delirium and dementia, particularly experienced in old age, the team supports early recovery.

Support for living with dementia

CLEAR Dementia Care©

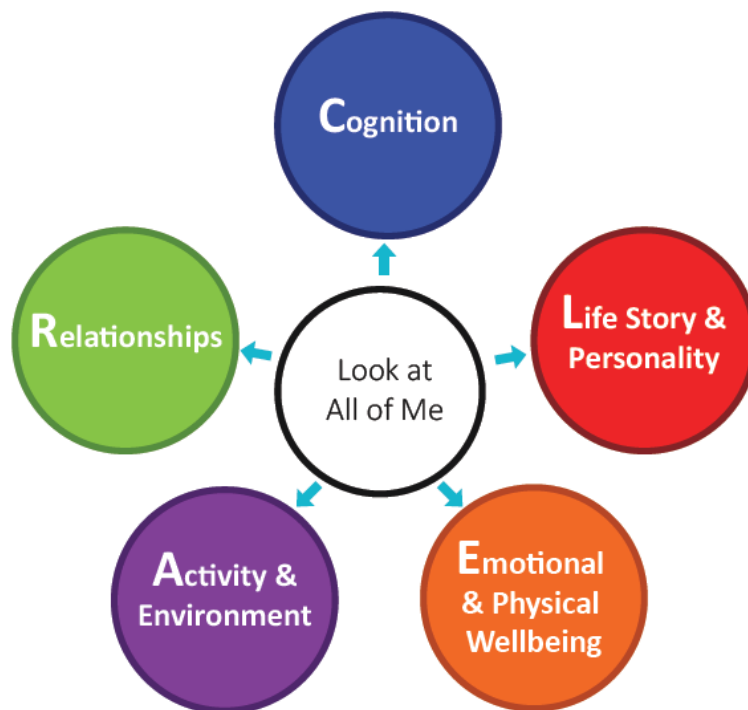
CLEAR Dementia Care© is a new model of assessment and intervention, designed by the Northern Trust's Dementia Home Support Team (DHST). It helps carers to understand behaviour in the context of the person and their environment, and identify unmet need. It aims to help carers to understand dementia from the perspective of the whole person with their unique life story.

Judgements about people living with dementia happen all the time, their life story can be lost and their behavior can be defined by their diagnosis. Failure to understand the behaviour can result in unnecessary breakdown in placement, unnecessary admission to hospital and increased distress for the person with

dementia. CLEAR Dementia Care © helps carers to see the whole person with dementia. When carers understand the whole story from the perspective of the person they can find ways to reduce distress. The outcome is better care and enhanced quality of life for the person with dementia.

Northern Trust staff will be delivering training to all trusts in Northern Ireland on CLEAR Dementia Care© which means it will be the regional model for work with people presenting with behaviour that carers find difficult to understand, which is in keeping with Bengoa recommendations. The model is currently being used in trusts in England and Northern Trust staff have presented at a number of conferences across the UK. CLEAR Dementia Care© won the Alzheimer Society Dementia Friendly innovation of the Year 2016.

CLEAR Dementia Care ©



Facts and figures:

Waiting times - Prior to CLEAR Dementia Care©, routine referrals had a waiting time of up to three months, this has now reduced to 9 days for routine referrals with urgent referrals being seen in three days

Clinical efficiency - There has been a 54% reduction of average length of episode and a 52% reduction in the average number of face to face contacts per episode.

In hospital

Developing Nursing Practice in Dementia Care

The NHSCT in September 2014 launched their developing nursing practice in dementia care strategy. The aim of this strategy was to provide focused training and development opportunities for nursing staff in the care of patients living with a dementia using facilitative and reflective learning approaches. The training was conducted at 2 levels; targeted training and general awareness training. Over the period 2014-2017 this strategy was delivered across the organisation and evaluated.

A scoping exercise established that currently there are five Dementia Facilitators across the organisation and seventy Dementia Champions. These identified dementia champions/facilitators were the core focus of the targeted training.

Phase 1- Targeted Nursing Training for dementia facilitators and champions

- An initial workshop with facilitators and champions was facilitated within the trust. The purpose of the workshop was to establish roles and functions of the facilitators and champions and to establish their initial training and development needs.
- One hour focused 'reflective learning sessions were facilitated for facilitators and champions. These commenced in May 2014, and continue to be offered using a reflective and participative approach.
- The trust-based Montessori Trainer facilitated awareness sessions for the champions and facilitators in (June 2014, August 2015). This training was very positively evaluated.
- The Person-Centred Practice, Nursing Innovation and Development Team have developed a person-centred dementia care plan which focuses on the provision of dementia-specific support required to enhance inpatient care, promoting timely treatment and safe hospital discharge.
- Dementia awareness update training was regularly delivered throughout 2014 and 2016 by CEC and Practice Development staff to further develop the skills required to provide person-centred nursing care and re-energise their roles and functions.
- Dementia Facilitators who have completed the Best Practice in Dementia Care through Stirling University continue to cascade the training programme to staff in their areas.

Phase 2- General Awareness

General awareness training for all staff within the wards is facilitated by the dementia facilitators/champions. This is achieved in the following ways:

- Acute care wards have identified themselves as dementia-friendly wards. Display boards are appointed outside the entrance to these wards where patient and family information is displayed and the ward-based dementia champions and facilitators named.

- The Butterfly Scheme is used in the acute care wards and work is on-going to embed this further. In the wards all patients with a definitive diagnosis are informed of the scheme and their/families' consent sought to participate.
- Continued reflective learning is offered to enable staff to share knowledge, reflect on practice and offer peer support.
- Attendance at dementia courses delivered by CEC is encouraged such as:
 - Dementia Awareness – 1 day (basic course for all nursing staff)
 - Care of People with Dementia in the Acute Care Setting – 1 day (nursing staff who have not had facilitator/champion training)
 - Dementia – the Virtual World: Promoting Understanding & Compassion – 1 day (practical, interactive study day for all nursing staff, including facilitators and champions)
- Coaching of staff (including pre-registration nursing students) by facilitators/champions to improve long term dementia care delivery continues in all areas.
- The establishment of ward-based resources/packs has been created in some wards by the dementia champions and facilitators.
- Throughout 2014, staff were involved in the assessment of care delivery to patients with dementia through 'Observations of Practice'
- Following discussions with the Occupation Therapy Department Lead, inter-professional learning has been actively encouraged and OT colleagues have participated in the CEC delivered awareness sessions and the reflective learning sessions.
- Dementia awareness training has been incorporated in the 'First Steps for Health Care Assistants (HCA) Induction Programme' and reinforced further in the HCA annual mandatory training.
- The Hospital Chaplaincy service has received dementia awareness training from one of the ward based Dementia Facilitators. This awareness training has been very well received and evaluated.
- NHSCT Staff have been represented on the Regional Dementia Implementation Group and to date NHSCT staff from across the organisation have participated in the regional dementia champions training facilitated by Connected Health.

The Dementia Learning and Development Framework

The Dementia Learning and Development Framework is being utilised across the NHSCT in Mental Health Older People's Service, Learning Disability, Acute, Community Care Division and Training departments. The thematic subject areas, in conjunction with the self-assessment tool, assists managers, supervisors, staff and trainers to readily identify knowledge and skills which require development and to plan and deliver targeted training.

The framework and self-assessment tool are being used to identify strengths and gaps in knowledge and skills within induction, appraisal and personal development planning. The framework was used within this year's training needs analysis for Mental Health Older People's Service enabling a more standardised approach to identifying and delivery of developmental training.

In Mental Health Older People's Service the framework is used in collaborative working with independent providers where a gap(s) in knowledge of dementia is identified, for example in adult safeguarding and in dementia home support team CLEAR model of care.

The framework has proven to be an excellent resource and will continue to be embedded within practice and development.

Dementia Companions

The Northern Trust was the first in Northern Ireland to develop the role of the Dementia Companion. These staff were seconded from existing Northern Trust support services staff and funded by the Public Health Agency and HSCB in 2016 to explore and test this role. There are currently six companions who are based in the acute medical wards and emergency department at Antrim Area Hospital, and the initiative has just received extended funding until March 2018 to allow for further role evaluation.

The purpose of the role is to enhance the safety and experience for patients living with: a dementia; confusion; cognitive impairment or experiencing a delirium; who are admitted to an acute care ward, by creating ward environments that are both person-centred and dementia friendly.

Dementia companions engage with patients providing ongoing compassionate reassurance. They spend time befriending and chatting with patients. Patients say they love having someone to talk to during a long day, they like receiving the newspapers and looking at pictures (reminiscence folders), while families report their loved ones are often more settled and calm.

A bespoke compulsory training programme was developed for the dementia companions in line with tiers 1-2 of the Dementia Learning and Development Framework (2016). The dementia companions attended mandatory training on incremental days on Basic life Support, Infection Prevention and Control Procedures, Falls Awareness and Safe Patient Moving and Handling. As recommended in NICE guidelines (2006) a further tailored dementia awareness programme was delivered over two days in collaboration with dementia expertise from Clinical Education Centre education providers.

The programme applied PDSA cycles combined with practice development methodologies such as values and beliefs clarification on the role of the dementia companion to define and perfect the role. All dementia companions received a general orientation and induction to the various wards.

To continuously support this new role, reflective learning sessions were held on a 2-4 weekly basis with the companions. This was an opportunity for the dementia companions to raise any issues or concerns about the role and for the practice development facilitator to facilitate potential solutions.

These reflective sessions also identified the need to manage the health and wellbeing needs of the dementia companion as well as agreeing further training

needs so maintain patient safety such as in the area of dysphagia and safeguarding vulnerable adult training.

As this was a new role requiring embedding in practice, the reflective learning sessions facilitated peer support and an opportunity to inform their practice. Providing these sessions also gave the companions an opportunity to highlight any issues in relation to role development through experiential learning.

A robust evaluation and feedback has been very positive with some reduction in the patient falls rate and a reduction in episodes of their distressed behaviours in those wards.

The companions work across a variety of shifts dependant on patient needs and receive on-going training and development in relation to their new role.

Facts and figures:

- Jan 2016 cohort 1 – 2 dementia companions, 2 ward areas
- Nov 2016 cohort 2 – 6 dementia companions, 5 ward areas and ED
- Overall reduction of 71 falls across both cohort evaluation periods
- Overall reduction of 40-90% distressed behaviours in both cohorts over the evaluation period.

Dementia Friendly Environments

In 2013 the trust invested in 'Butterfly Training' on the Antrim Area Hospital and in Causeway Hospital in 2014. To date 350 staff members have been trained. All the acute care wards where 'Butterfly' is in use, display information regarding the scheme and eligible patients and their families and carers are invited to participate, consent is essential to enable participation. The relative/carer completes the "REACH out to me" booklet. This document captures the individuality of the patient living with a dementia by finding out some personalised information about them, and it can be used by the dementia companions to engage in conversation as well as all multidisciplinary staff in the everyday care interfaces with their patients, particularly in the area of communication.

The NHSCT chief executive advocated the introduction of John's Campaign into the organisation in 2017, which is an initiative to facilitate carers to remain with their loved one and access to car parking, outside visiting hours. The Dementia Companions along with the wider nursing team invite carers and relatives to participate in open visiting to further support a person-centred approach to their acute care experience.

Ward environmental enhancements such as signage and ward orientation have been installed in a number of acute wards in Antrim Area Hospital.

Brief focused dementia awareness sessions have been offered and facilitated for all multidisciplinary staff members in partnership with colleagues from the Clinical Education Centre.

Dementia Intensive Care Unit

The Dementia Intensive Care Unit has recently signed up to John's Campaign and was the first facility in Northern Ireland to do so. This is an initiative which welcomes carers to remain actively involved in a shared caring role and to work collaboratively with staff during the period of hospitalisation.

Living with dementia in the community

Dementia friendly communities

The Northern Trust is working in partnership with other agencies, to raise awareness of dementia and what it means to be diagnosed and living with dementia.

Part of this work involves the creation of dementia friendly communities and, to date, Coleraine, Ballycastle, Ballymoney, Bushmills and Limavady communities, including the local council and businesses, have all worked to make their towns dementia friendly. This includes training and sign up of local businesses/facilities.

The Dementia Learning and Development Framework (above) also involves and incorporates people living with dementia at home and community based dementia services.

Western Trust Response

Dementia Services in the Western Trust

A spokesperson for the Western Health and Social Care Trust (Western Trust) said:

“The Western Trust appointed a Dementia Service Improvement Lead and established a multi-agency project board in 2012 to implement the recommendations from the Northern Ireland Dementia Strategy and to drive forward reform and modernisation within its dementia services. A service improvement plan is developed and implemented annually.

“A memory service was established in October 2014 within the southern sector of the Western Trust and the existing memory service in the northern sector was expanded. This service won an international dementia award in 2015. A range of information booklets, resources and videos have also been produced for people with dementia and their carers post diagnosis.

“In addition, two new services were introduced trust wide for people with dementia, cognitive rehabilitation and a dementia navigator service.”

The spokesperson continued: “The Western Trust has and continues to deliver a wide range of dementia training to staff in the statutory, voluntary, community and

independent sectors. Funded through the dementia strategy, the Western trust has piloted training and short breaks for carers.

“A number of dementia friendly projects are underway within various settings in Altnagelvin and South West Acute Hospitals, GP practices and community groups. The Western Trust has signed up to the national Johns Campaign which supports the rights of carers to stay with patients with dementia in hospital and care homes.

“Within the Western Trust dementia services, a number of reforms have taken place in keeping with the recommendations of the Northern Ireland dementia strategy e.g. redesign of inpatient services including the development of therapeutic hubs to provide activities and therapeutic interventions for patients.”

Belfast Trust Response

Summary of implementation of the NI Dementia Strategy in Belfast Trust

The Belfast Trust has undertaken a range of service developments to support implementation of the Northern Ireland Dementia Strategy in the Belfast Trust across all service areas.

Community Services

The trust introduced a Single Point of Referral in June 2015 for all referrals to Psychiatry of Old Age and Community Mental Health Team for Older People (CMHTOP). A Consultant Psychiatrist and a Senior Practitioner in the CMHTOP triage the referrals.

A communication strategy was undertaken with GPs to promote the implementation of Single Point of Referral (SPR). Information posters and leaflets promoting the role of the CMHTOP were developed and circulated to all GPs and Integrated Care Teams in the Belfast Trust area. Workshops on the service developments were facilitated with carers and key stakeholders within the Elderly Care Programme.

To enable all data for people with dementia to be centrally managed all records for Psychiatry of Old Age and Community Mental Health Services for Older People have been migrated onto the trust's Paris system. Timely diagnosis allows people with dementia and their families to understand the reason for the changes that are happening to them, access available treatments, information and supports and to plan for the future

The trust introduced a navigator function into the CMHTOP in 2015 to enhance its post diagnostic support to people with dementia and their carers. The navigator function offers people with dementia and their carers a follow-up telephone call

within three weeks of receiving a diagnosis. An extension of the working hours of the team was introduced to enable the service to provide telephone advice, information and signposting on designated evening and weekends to people living with dementia and their carers.

The trust has enhanced its post diagnostic support to people with dementia and their carers through the development of a range of information resources focused on supporting a better understanding of the condition and behaviours associated with the condition. The service has also developed a directory of local community service information to support signposting of individuals to services, which meet the assessed needs of the person with dementia or their carer.

The staffing resource within the CMHTOP was expanded to include Occupational Therapy and Psychology. A service improvement manager and senior dementia nurse specialist were appointed.

The trust has appointed two community dementia navigators on a two-year fixed contract (as part of a regional project). The community dementia navigator's primary role is to provide information, sign-posting and support to people with dementia and their carers, as well as promote an understanding of dementia in local communities with the aim of reducing the stigma and social isolation associated with the condition. The navigators are aligned to the Community Care Hubs in Belfast Trust and moving forward will work with GPs to strengthen the trust's response to people with dementia and their carers at primary care.

The trust is currently developing its fourth supported housing scheme for people with dementia in partnership with their housing partner.

To support best practice in service delivery and the development of staff working with people with dementia in social care settings the trust has a dementia training programme.

NISAT

The trust has implemented Northern Ireland Single Assessment Tool (NISAT) across Older People's Services. All people referred to CMHTOP have a specialist NISAT assessment completed and a care plan and risk assessment developed based on this assessment. All carers will be offered a carers' assessment.

Inpatient Care

Inpatient care for people with dementia has been modernised in line with recommendations in the strategy. The dementia inpatient service offers a 20-bedded assessment and treatment model based on best practice for people with dementia experiencing acute behaviour disturbance associated with their condition. The modernisation of this service was supported by the development of a Multi-

disciplinary Team (MDT) which offers MDT assessment to inpatients and outreach support to nursing homes with the aim of preventing admission through the assessment and treatment of the person within their home environment.

Commissioned Services

All services the trust has commissioned from Alzheimer's Society and Age NI are operational and have a quality monitoring process in place. These services work in partnership with the CMHTOP to promote independence, develop and nurture personal resilience to support the person and their carer to live well with dementia and to have access to information and support both on an individual and peer level in a timely manner within their local community. These services focus on advocacy, befriending, and offering recreational respite.

Palliative and End of Life Care

Mental Health Services for Older People has worked in partnership with the Palliative Care Lead to implement the Palliative and End of Life Strategy across dementia services. The trust is working in partnership with NI hospice to support the implementation of a Dementia Palliative Care project currently in North and West Belfast. The trust is represented on the both the project steering and delivery groups and was involved in the recruitment process for the project worker.

Dementia services is represented on the internal trust steering group for the End of Life Strategy, and partnership working has been promoted between the trust palliative care teams and dementia services through the facilitation of training by respective team aimed at enhancing the skills and knowledge of practitioner working in these specialist area.

Acute Sector

The trust participated in the regional audit of dementia care in the Acute Sector

The trust has established an Older People's Coordination Group chaired by the Director of Nursing which is focused on service development and improvement in care of Older People across the acute sector.

The Psychiatry of Old Age (POA) Liaison service has worked to influence practice development in the Acute Sector through the embedding and promotion of their role. In recognition of the need for support at ward level POA Liaison Nurse will offer advice and guidance to nursing colleagues on the management of behavioural disturbance. Information leaflets on the service and posters promoting the service have been developed and circulated.

A delirium information leaflet for patients has also been developed, and the trust has developed a Delirium Tool Kit to support best practice in the assessment, diagnosis

and treatment of delirium. This is available on the trust hub and includes an aide memoir and a communication aid to support assessment, care planning and care delivery.

The service has facilitated awareness sessions on the role and function of the liaison service and awareness training on dementia and delirium across to a wide range of teams and disciplines working across the acute sector. A three-hour dementia awareness session is standard item on the Band 5 Nurse and Healthcare Assistant induction programme and the Mandatory Band 5 training programme for nurse working in the Acute Hospital Sector in the Trust.

The trust has representation on regional project supporting the development of a delirium care bundle and has two pilot wards participating in this project. This project has facilitated service improvements through staff training and provision of funding for distraction aids on the participating wards.

Regional Work

The trust has had representation on all regional groups associated with the Implementation of the Dementia Strategy including:

- The NI Dementia Strategy Implementation Group
- The NI Dementia Strategy Cross Trust Group
- The Dementia Collaborative
- The Dementia Pathway Working Group.
- The Dementia Innovation Lab, which was hosted in a trust-managed Supported Housing Scheme
- The Dementia Informatics Sub Group
- The Regional Delirium Group.
- The Development of a Knowledge and Skills Framework for NI
- Dementia Champions Working Groups
- Acute Sector Working Group

The trust has released staff to take part in the regional Dementia Champions training programme and supported implementation of regional initiative including the appointment of Community Dementia Navigators, the Short Breaks Project and the Carers Training Programme.

Moving forward in 2017/2018 the trust has been supported by the Public Health Agency/ Health and Social Care Board to take part in a range of service improvement project including:-

- Piloting Dementia Companion on two acute hospital wards
 - Training for relevant teams on Clear Model
 - Delivery of Virtual Dementia Training across trust services
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Southern Trust Response

Within the Southern Trust, memory services are delivered by a dedicated multidisciplinary memory services team based over three geographical localities.

The service includes assessment clinics, three core community dementia teams and a specialised inpatient unit. Presently all new referrals for memory assessment are being assessed at screening clinic within a 9 week timeframe.

There are currently four dementia navigators in post and in the year 1st April 2016 to 31st March 2017 there have been 367 referrals to the Dementia Navigator Service in total.

The Learning and Development framework was launched in September 2016 and all the staff members of the memory services team are currently using it as a self-assessment tool to identify learning needs for their Personal Development Plans.

Discussions are taking place with local education providers to develop appropriate courses to meet identified learning needs.

South Eastern Trust Response

The implementation process of the dementia strategy has provided a framework to allow many quality initiatives introduced around Northern Ireland to be supported and replicated to benefit people living with dementia and their families regionally.

The South Eastern Trust (SET) now has a further two dementia navigators which has provided equity of this service across the entire trust for people living with dementia. This is supporting people who have received a diagnosis of dementia to find services and support in a way that is most beneficial to them.

The South Eastern Trust dementia champions who have trained over the past 12 months came from both the trust and from the independent sector as partners within dementia care. Not only have they undertaken quality change projects in each facility, they have come together as a single dementia champion group and will continue to network together, share good practice and a dementia champions workshop is planned for October to further support these relationships, the first initiative of its kind. They will be joined by other staff who have undertaken dementia courses and who 'champion' dementia on a daily basis.

The Dementia Assessment Unit in the Downe Hospital was the first ward in Northern Ireland to join Johns Campaign and won the Dementia Alzheimer's Friendly Society Health and Social Care Organisation of the Year Award for innovative practices.

Two pilot wards have implemented a delirium assessment tool carried out on admission to hospital. The aim is to screen, detect and manage delirium in the acute hospital setting. The introduction of distraction therapy within the clinical environment has allowed staff an alternative approach to management untimely reducing the use of medication in behaviour management. The delirium awareness sessions have made all bands of staff confident in recognition and management of this condition in the acute hospital setting.

The CLEAR Model of dementia is being introduced to the South Eastern Trust Mental Health Services for Older People multi-disciplinary teams in June this year with 1-2 days training. This will provide an evidenced based methodology for staff working with people with dementia who have complex needs and will be provided across the entire trust. Individualised support will then be developed 'where the person is residing' and will minimise the need for many people with dementia to come into hospital for care.

To ensure the South Eastern Trust has a knowledgeable workforce, the Dementia Learning and Development Framework is in the process of being rolled out across the trust for every staff member at the level required for their role. Self-assessment booklets have been devised from the framework to allow staff individual ownership of their development with a variety of suggested methods of learning, many of which are found in our communities. The delirium pilot has helped increase awareness of the importance of delirium prevention and management with high levels of training being undertaken and innovative practices being trialled at present. In addition training has taken place for 21 new Sonas Licenced Practitioners across the South Eastern Trust which will provide many opportunities for people with dementia to communicate through the senses in therapeutic 1:1 interactions and groups.

Many carers have been provided with the opportunity to have a short break and training sessions held across all areas of the South Eastern Trust. Booklets have been distributed to our facilities and clinics on a range of topics to give guidance and support to people living with dementia and their families.