Improving front-line care for people with dementia

Justine Schneider  Justine.Schneider@nottingham.ac.uk
Unregistered carers

- 70% of the hands-on staff in dementia assessment wards.
- 100% of the hands-on staff in many care homes
- Important work under way to promote registration and training standards.
Care Workers
Various (ongoing positions)

Do you think you have what it takes to make a difference? Help people live independently within their own homes and make a real difference. Various positions available in your local area for full & part time staff.

Previous experience advantageous, but not essential as full training and uniform will be provided.

We offer good rates of pay and excellent training opportunities including NVQ's and continual professional development opportunities.

Own transport preferred but not essential.

The successful applicant will be subject to an enhanced CRB check.
CALL 0115 8470015 now for an informal chat

Download application at: www.priorityhc.co.uk/jobs
Priority Homecare 5c Colwick Quays, Colwick, Nottingham, NG4 2JY
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PERSONAL ASSISTANT
for a disabled young man in Beeston.

To work 14.45 Saturday to 14.45 Sunday (24hrs)
£9.00+ per hr
References req and subject to enhanced CRB

Tel: 07828 220927

TEMP NURSES/ CARERS
Top up your income!!
Shifts available locally.
Nurses £14+ Carers £7+.
Flexi hours. 6 months exp req.

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<table>
<thead>
<tr>
<th>Wage ph</th>
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### UK Median salaries 2012

The average UK individual income is approximately £17,550 per year.

- **Care worker**: £15,000
- **Office administrator**: £15,000
- **Registered nurse**: £25,000
- **Office PA**: £25,000

These figures indicate the median salaries for various roles in 2012.
Clinical Support Worker Nursing (Hospital) Band 2: Job Description

• Moderate physical effort for several long periods during a shift, including manual handling of patients and equipment.
• Work patterns that are generally predictable; may occasionally be required to participate in unpredictable events dependent upon the fluctuating needs of the patient group.
• Frequent concentration.
• Incidents of verbal and physical aggression.
• Constant noise from patients and the environment.
• Frequent exposure to highly unpleasant working conditions.
• Regular exposure to distressing or emotional circumstances, such as physical illness and complex/challenging behaviours due to the nature of the mental health problems.
Promoting care quality

• Practitioners have tacit knowledge: they ‘just know’ some things without formally learning them
• One aim of education is to open up tacit knowledge to critical reflection, comparing it to evidence and exploring underlying values
• This is a two-way process, called ‘knowledge exchange’ or ‘knowledge mobilisation’
Knowledge mobilisation issues I

- Costs – especially backfill for people on courses
- Unsuitable content – focus on factual information not skills and feelings
- Ineffective delivery – e.g. people are left to do it on computers when they are not confident with IT
Knowledge ‘mobilisation’ issues II

In general, unregistered carers are:

• Not rewarded for improving their skills
• Seldom asked what they know
• Sometimes reluctant to be seen as ‘ambitious’, preferring to be accepted as one of the team
• Resistant to top-down initiatives
Examples of current work: 1

Inside Out of Mind

www.insideoutofmind.co.uk
Examples of current work: 2

Improving Dementia Education & Awareness
An online learning centre to improve the care and quality of life of people with dementia.
Needs

• Promote the self-esteem of unregistered carers
• Recognise and codify their tacit knowledge
• Improve public awareness of their importance
• De-stigmatise dementia care & carers
• Dispel the myth that any willing person can be an adequate carer for people with dementia
References

• http://vimeo.com/32860587