

## Dementia Awareness competencies – DRAFT v1

Name:	Role:
Base:	Date initial training completed:

### Competency Statement:

The participant demonstrates knowledge and skill in dementia awareness (level 3 - see level descriptors). Assessment in practice must be by a Registered Nurse who can demonstrate competence at level 4 or above.

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
<b>The Participant will be able to:</b>				
<b>1. Promote health and social wellbeing</b>				
a) Communicate with individuals about promoting their health and wellbeing & maintaining cognitive and mental wellbeing				
b) Promote an information culture				
<b>2. Demonstrate an awareness of the early signs of dementia</b>				
a) Understand and be able to describe dementia				
b) Understand key features of the theoretical models of dementia				
c) Know the most common types of dementia and their causes				
d) Understand factors relating to an individual's experience of dementia.				
e) Introductory awareness of models of disability				
<b>3. Demonstrate an awareness of assessment and diagnosis to help people receive early information, support and treatment</b>				
a) Support individuals to access and use information				
b) Provide information and support for individuals with long term conditions				
c) Work in collaboration with carers in the caring role				

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
<b>4. Demonstrate ability to communicate sensitively to support meaningful interaction</b>				
a) Recognised that dementia may affect an personas ability to communicate and others may need to adapt				
b) Understand the factors that can influence communication and interaction with individuals who have dementia				
c) Support individuals with communication and interaction difficulties				
d) Communicate effectively in a healthcare environment				
e) Understand how a person-centred approach may be used to influence positive communication				
<b>5. Demonstrate ability to promote independence and encourage activity for those living with dementia</b>				
a) Assist the practitioner to implement healthcare activities				
b) Understand and implement a person centred approach to the care and support of individuals				
c) Provide information and advice to support individuals in undertaking desired occupational and non-occupational activities				
d) Develop practices which promote choice, wellbeing and protection of all individuals				
e) Support individuals to identify and promote their own health and social well-being				
f) Support individuals in their daily living				
g) Contribute to supporting group care activities				
h) Contribute to support of positive risk taking in everyday life				
<b>6. Demonstrate the ability to respond to unmet needs and signs of stress resulting from confusion</b>				
a) Demonstrate the ability to diffuse a person's anxiety and support their understanding of the events they experience				

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
b)Promote effective communication and relationships with people who are troubled or distressed				
c)Contribute to working in collaboration with carers in the caring role				
d)Understand how to respond to behaviours that can challenge those supporting through person centred approaches				
<b>7. Demonstrate the ability to respect, value and support family members and other carers and help them to gain access to dementia care advise</b>				
a)Enable carers to access and assess support networks and respite services				
b)Work in collaboration with carers in the caring role				
c)Encourage family and friends to participate in shared activities with person with dementia				
<b>8. Demonstrate the ability to work as part of a multi agency team to support the person with dementia</b>				
a)Awareness of other agencies providing support				
<b>9. Demonstrate an understanding of the context of care and support for people with dementia and their families and carers</b>				
a)Contribute to promoting a culture that values and respects the diversity of individuals				
b)Understand key legislation (Mental Capacity Act, Deprivation of liberty) and agreed ways of working that ensure the fulfilment of rights and choices of individuals with dementia while minimising risk of harm				
c)Contribute to the protection of individuals from harm and abuse				
d)Understand safeguarding				
e)Ensure your own actions support the equality, diversity, rights and responsibilities of individuals				
f)Comply with legal requirements for maintaining confidentiality in healthcare				

Performance Criteria	Assessment Method	Level achieved	Date	Assessor/self assessed
<b>10. Demonstrate understanding of end of life care for those with dementia and their families and carers</b>				
a) Demonstrate an understanding that end of life care maybe needed for those with dementia				

Source: South West Dementia Partnership: Dementia Competencies  
[www.southwestdementiapartnership.org.uk/workforce-development/](http://www.southwestdementiapartnership.org.uk/workforce-development/)

Date all elements of Competency Tool completed to level 3 \_\_\_\_\_

Name \_\_\_\_\_ Signature \_\_\_\_\_ Status \_\_\_\_\_ Date \_\_\_\_\_

I confirm that I have assessed the above named individual and can verify that he/she demonstrates competency in dementia care

Assessor \_\_\_\_\_ Signature \_\_\_\_\_ Status \_\_\_\_\_ Date \_\_\_\_\_

**Levels of competency Rating Scale**

	Level of achievement	Level
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Novice	Cannot perform this activity satisfactorily to the level required in order to participate in the clinical environment	0
↓	Can perform this activity but not without constant supervision and assistance	1
	Can perform this activity with a basic understanding of theory and practice principles, but requires some supervision and assistance	2
<b>Competent Practitioner</b>	Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision	3
↓	<p>Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice</p> <p>At this level competence will have been maintained for at least 6 months and/or is used frequently (2-3 times /week) The practitioner will demonstrate confidence and proficiency and show fluency and dexterity in practice  <b>This is the minimum level required to be able to assess practitioners as competent</b></p>	4
	<p>Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice.</p> <p>At this level the practitioner will be able to adapt knowledge and skill to special/ novel situations where there maybe increased levels of complexity and/or risk</p>	5
Expert	<p>Can perform this activity with understanding of theory and practice principles without assistance and/or direct supervision, at an appropriate pace and adhering to evidence based practice.</p> <p>Demonstrate initiative and adaptability to special problem situations, and can lead others in performing this activity</p> <p>At this level the practitioner is able to co-ordinate, lead and assess others who are assessing competence. Ideally they will have a teaching and /or mentor qualification</p>	6

Adapted from: Herman GD, Kenyon RJ (1987) Competency-Based Vocational Education. A Case Study, Shaftsbury, FEU, Blackmore Press, cited in Fearon, M. (1998) Assessment and measurement of competence in practice, *Nursing Standard* 12(22), pp43-47.