



Portsmouth Hospitals
University
NHS Trust



PORTSMOUTH HOSPITALS UNIVERSITY NHS TRUST

DEMENTIA STRATEGY

2022 to 2025

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FOREWARD BY OUR CHIEF NURSE

The number of people being diagnosed with dementia is rising within the United Kingdom and is set to increase to over 1,000,000 by 2025 and over 2,000,000 by 2035. As a result, we are continuing to see a high prevalence of patients with a diagnosis within our hospital and need to act now to ensure we have the systems, processes and workforce in place to meet their needs and improve their health and wellbeing outcomes.

This strategy provides a clear vision for the Trust in how we will work together, both within the acute trust and with our community partners, to deliver outstanding care to patients with dementia and their families, across their care trajectory. Every member of staff within Portsmouth Hospitals University Trust is committed to achieving this strategy and in doing so, working towards becoming a centre of excellence for dementia care.

We know that the communities we serve are continuously changing and we want to ensure that we are changing with them. We also know that dementia does not only affect the person with the diagnosis but also has an impact on those around them which is why supporting carers, family, friends, and the wider network around our patients is such a key theme within this document.

We know that we cannot achieve the aims set out within this document alone and are dedicated to working in partnership with other organisations within the Integrated Care System, as well as those who are receiving our care and their families to ensure we are continuously adapting and getting it right.



Liz Rix

Chief nurse

INTRODUCTION

At Portsmouth Hospitals University NHS Trust (PHU) we want to provide outstanding care to people living with dementia and their families. We are dedicated to becoming a centre of excellence of dementia care, working together within the Trust and our community teams, and continuously improving to do so. To ensure there is a clear vision and consistent approach to enable us to become a world-class provider of dementia services, we have created the PHU Dementia Strategy (2022-2025).

The strategy outlines the strategic vision for Dementia Care within PHU for the next three years. This document illustrates our commitments of care in relation to the seven domains identified in the Dementia Friendly Hospital Charter¹ and provides tangible objectives on how we will achieve them.

This document has been created following extensive consultation both internally and externally, particularly with people with dementia, their families, our staff and our community partner organisations. The scope of this strategy is extensive as we recognise that there is a need to support families facing dementia from peri-diagnosis through to post-bereavement, focusing not just on hospital experience but prior to admission and following discharge.

The strategy is aligned too and supported by PHU's four core values of working together for patients, with compassion, as one team and always improving. The strategy is the responsibility of all staff within the Trust, both clinical and non-clinical and is supported by the Trust Leadership Team.

The implementation of this strategy will be continuously monitored and reviewed through PHU's Dementia Steering Group which consists of both Trust staff and patient and public representation. The Dementia Steering Group will report monthly into our Quality and Performance committee and a quarterly report will be created which will be available to the public.

¹ https://www.dementiaaction.org.uk/assets/0003/9960/DEMENTIA-FRIENDLY_HOSPITAL_CHARTER_2018_FINAL.pdf

NATIONAL AND LOCAL CONTEXT

The number of people living with dementia in the UK is increasing. It is estimated that 850,000 people are living with a diagnosis, increasing to 1,000,000 by 2025 and 2,000,000 by 2050². Although dementia is most common in people over the age of 65, there is a growing prevalence of young onset dementia, with over 42,000 people estimated to be living with a diagnosis³. People with young onset dementia tend to have additional complexities, particularly regarding diagnosis and a lack of appropriate services.

As a result of the increasing number of people living with dementia and the estimation that people with a diagnosis have four comorbidities⁴, there is an increasing number of people with dementia being admitted to hospital. It is estimated that in any one time, 25 per cent⁵ of beds are occupied by someone living with dementia, increasing to 1 in 3 in specialist wards⁵. The research suggests that people with dementia tend to have poorer outcomes when admitted to hospital, including increased length of stay, increased readmission rate in increased discharge to difference residence⁵.

Dementia is now recognised as a worldwide health and social care priority⁶ with an ongoing focus on awareness, identification, high quality care, carer support, workforce training and research. There are many policies and guidelines informing the provision of care in which health and social care organisations must provide, all of which underpin this strategy document⁷⁸⁹.

PHU serves a vast population across the South East of Hampshire providing services to a local population of 675,000 people. It is estimated that over 2,000 people are living with a diagnosis within South Eastern Hampshire¹⁰, of whom would all use PHU for secondary care services.

² Prince, M et al (2014) Dementia UK: Update Second Edition report produced by King's College London and the London School of Economics for the Alzheimer's Society

³ <https://www.dementiauk.org/about-dementia/young-onset-dementia/about-young-onset-dementia/facts-and-figures/>

⁴ Poblador-Plou B et al (2014). Comorbidity of dementia: a cross-sectional study of primary care older patients. BMC Psychiatry. 2014;14:84. doi:10.1186/1471-244X-14-8

⁵ Lakey, L (2009) Counting the cost: Caring for people with dementia on hospital wards published by the Alzheimer's Society

⁶ https://www.who.int/mental_health/neurology/dementia/dementia_thematicbrief_executivesummary.pdf

⁷ <https://www.nice.org.uk/guidance/ng97>

⁸ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/507981/PM_Dementia-main_acc.pdf

⁹ <https://www.longtermplan.nhs.uk/wp-content/uploads/2019/08/nhs-long-term-plan-version-1.2.pdf>

¹⁰ <https://fingertips.phe.org.uk/profile-group/mental-health/profile/dementia/data#page/1/gid/1938133052/pat/15/ati/166/are/E38000154/iid/91891/age/27/sex/4/cat/-1/ctp/-1/yrr/1/cid/4/tbm/1>

OUR COMMITMENTS



Staff

- We will ensure that all staff will be provided with appropriate skills, knowledge and experience to provide high quality dementia care to patients and families affected by dementia.
- We will ensure that each ward and department will have appropriate leadership and guidance enabling them to provide high quality dementia care to patients and families affected by dementia.
- We will ensure that any enhanced complexed needs which cannot be supported on the wards and departments will be met by specialist teams who have the skills and knowledge to support patients and families affected by dementia.



Care

- We will ensure that all patients and families affected by dementia receive high quality, person centred, compassionate care that recognises their views and wishes and that of their families.
- We will ensure that we will not only support the biological needs of our patients but also the psychosocial needs of patients, recognising the importance and making adjustments to accommodate them.
- We will ensure that we are research active - promoting, influencing and leading on evidence base practice that enhances dementia care.



Partnerships

- We will ensure that the expertise and importance of carers and families will be recognised and valued throughout the journey of care from admission through to post-discharge.
- We will ensure that the individualised needs of carers of people with dementia will be recognised, identified, and supported before, during and after their admission.
- We will ensure that we work proactively with community organisations in the public, private and voluntary sector to improve the dementia pathway for patients and families from peri-diagnosis to post-bereavement.



Environment

- We will ensure that all areas within the hospital are conducive to high quality dementia care that meets the biopsychosocial needs of our patients.
- We will ensure that we are continuously reviewing and improving our environments to ensure they reflect principles of dementia friendly environments.
- We will ensure that patient receive continuity of care by limiting internal moves within the hospital.



Assessments

- We will ensure that all patients who present to hospital are provided with appropriate assessment/s regarding their biopsychosocial needs throughout their admission and on discharge.
- We will ensure that all families affected by dementia receive appropriate assessment/s regarding their biopsychosocial needs throughout their admission and on discharge.
- We will ensure that where assessments have taken place, subsequent actions will be put in place to ensure that needs identified are met.



Governance

- We will ensure that feedback from patients and families affected by dementia is routinely collected in a format this is suitable for this patient population.
- We will ensure that we are continuously reviewing and improving the care for patients and families affected by dementia.
- We will ensure that there is accountability across the Trust with regards to dementia and dementia care provision.



Volunteers

- We will ensure we have provision of dementia volunteers to provide enhanced care to patients with dementia across the Trust.
- We will ensure that our volunteers have the appropriate skills, knowledge and experience to undertake their role within the acute setting.
- We will ensure that the role of volunteers is clearly defined and understood by staff, people living with dementia and their families.

DELIVERY PLAN

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Staff				
We will ensure that all staff will be provided with appropriate skills, knowledge and experience to provide high quality dementia care to patients and families affected by dementia	All staff (both clinical and non-clinical), as well as volunteers, will be trained in-line with Tier 1 standards within two months of appointment			
	All clinical staff regularly working with people living with dementia will be trained in-line with Tier 2 standards within six months of appointment			
	A Masters module in-line with Tier 3 standards will be created for specialist staff (older persons mental health and leader in older persons medicine)			
	Monthly de-escalation training will be in place for all staff			
	All training will be reported on monthly to the Dementia Steering Group			
We will ensure that each ward and department will have appropriate leadership and guidance enabling them to provide high quality dementia care to patients and families affected by dementia	At least one representative from each ward and department will join the Dementia Champion Network			
	Dementia Champions will be allocated time within their rota to share learning and information from the champion meetings and work on quality improvement projects			
	Leaders (sisters and senior sisters) within our older person medicine wards will attend Tier 3 training			
We will ensure that any enhanced complex needs which can't be supported on the wards and departments will be met by specialist teams who have the skills and knowledge to support patients and families affected by dementia	An admiral nurse will be recruited within the hospital to support during and post admission with existing funding streams			
	Two additional dementia case workers will be employed to further support patients with dementia with increased needs across the hospital site			
	A weekly virtual ward will be developed in which the Dementia team (dementia lead nurse, admiral nurse and case workers), older persons mental health liaison, discharge planners and community partners for patients will review patients who have more complex needs			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Partnership				
We will ensure that the expertise and importance of carers and families will be recognised and valued throughout the journey of care from admission through to post-discharge	All staff will receive training on the principles of triangle of care outlined by NHS England as part of the mandatory training matrix			
	The Trust will sign up to and ensure the principles of John's Campaign are in place across the organisation. Carers will be provided with flexible visiting times and will be offered opportunities to support with mealtimes and personal care			
We will ensure that the individualised needs of carers of people with dementia will be recognised, identified, and supported before, during and after their admission	A carer's policy and carer's passport will be created which will focus on recognition, identification and support			
	All relatives will be asked on admission whether they are a carer and will be informed about a carer's assessment			
	A carer support pack will be developed by the lead nurse for dementia and community partners which provides information regarding dementia and signposting onto agencies in the community			
	A weekly support group for carers will be held to provide advice and signposting for carers of people with dementia			
	A monthly support group for carers of people with young onset dementia will be developed in collaboration with our community partners			
We will ensure that we work proactively with community organisations in the public, private and voluntary sector to improve the dementia pathway for patients and families from peri-diagnosis to post-bereavement	A monthly meeting with our community partners will be held in which the current pathway from diagnosis to post-bereavement will be reviewed and improved			
	A care plan document will be developed which can be shared across transitions of care to improve information handover and enhance provision of care			
	The Dementia team will attend community MDT rounds and virtual wards to improve transitions of care from the community to acute hospital and vice-versa			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Assessments				
<p>We will ensure that all patients who present to hospital are provided with appropriate assessment/s regarding their biopsychosocial needs throughout their admission and on discharge</p>	<p>Everyone over the age of 75, who is admitted for over 72-hours, will receive a dementia screening. Anyone who has a suspected diagnosis under 75 will also receive a screening.</p>			
	<p>Everyone over 75-years-old, who is admitted for over 72-hours, will receive a delirium screening</p>			
	<p>Every patient who is admitted for over 72-hours over the age of 70 will receive a frailty assessment</p>			
	<p>All patients with dementia will have an Abbey Pain Scale within their care plans to assess pain</p>			
<p>We will ensure that all families affected by dementia receive appropriate assessment/s regarding their biopsychosocial needs throughout their admission and on discharge</p>	<p>Everyone identified as a carer will be informed about a carers assessment</p>			
	<p>All carers (where appropriate) will be involved in discharge planning and will be asked about their own needs</p>			
<p>We will ensure that where assessments have taken place, subsequent actions will be put in place to ensure that needs identified are met</p>	<p>Outcomes of assessments will auto-populate into care planning documentation and discharge summaries when certain outcomes are triggered</p>			
	<p>A pathway will be developed in collaboration with older persons mental health community teams and GP surgeries to ensure that appropriate actions have taken place post-discharge based on assessment outcomes</p>			
	<p>A pathway will be developed in collaboration with our carer services within the community to ensure that appropriate actions are taking place post-discharge with regards to carers assessments and support</p>			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Care				
<p>We will ensure that all patients and families affected by dementia receive high quality, person centred, compassionate care that recognises their views and wishes and that of their families</p>	<p>Each patient identified as having dementia will have a "This Is Me" form completed as part of the care planning process</p>			
	<p>A care plan will be developed that focuses specifically on dementia in collaboration with carers and people with dementia that outlines their specific needs and preferences, including cultural, spiritual, sexuality and language needs</p>			
	<p>A pathway will be developed in collaboration with our Palliative Care team to ensure we are providing high quality care at the end of life, considering deprescribing, treatment escalation plans and advance care planning</p>			
<p>We will ensure that we will not only support the biological needs of our patients but also the psychosocial needs of patients, recognising the importance and making adjustments to accommodate them</p>	<p>Each ward will have a designated activities trolley created for people living with dementia</p>			
	<p>All staff will receive training in how to support the psychosocial needs of people with dementia as part of their Tier 2 training</p>			
	<p>An activity coordinator will be recruited, whose role will be to provide biopsychosocial support to our patients within our older persons medicine wards</p>			
<p>We will ensure that we are research active – developing relationships with universities, promoting, influencing and leading on evidence base practice that enhances dementia care</p>	<p>All patients and families will be informed about the Join Dementia Research campaign and be made aware of studies related to dementia within the Trust</p>			
	<p>Updates regarding dementia research relevant to clinical practice will be sent out to all staff in a monthly update</p>			
	<p>The Trust will publish an annual journal paper regarding a quality improvement (QI) or research project relating to and enhancing dementia care</p>			
	<p>The lead nurse for dementia will lead on a research study in the field of dementia in collaboration with local universities</p>			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Environment				
We will ensure that all areas within the hospital are conducive to high quality dementia care that meets the biopsychosocial needs of our patients	Any new additions to the hospital will be created in-line with Section 5.0 [Dementia Friendly Environment] of the Patient Led Assessment of the Care Environments (PLACE) audits			
	Any life-cycle work within the hospital will be created in-line with Section 5.0 [Dementia Friendly Environment] of the PLACE audits			
We will ensure that we are continuously reviewing and improving our environments to ensure they reflect principles of dementia friendly environments	The hospital will undertake a PLACE audit each year with action plans given to specific areas where we are not compliant with regards to dementia care			
	The action plans will be reviewed at the Dementia Steering Group (DSG) and compliance monitored			
We will ensure that patients receive continuity of care by limiting internal moves within the hospital	A policy will be developed regarding the movement of patients with dementia within the Trust, particularly during night time to limit internal patient moves where possible			
	Any concerns regarding the movement of patients with dementia internally will be reviewed within the steering group and address any concerns and disseminate learning			
Governance				
We will ensure that feedback from patients and families affected by dementia is routinely collected in a format this is suitable for this patient population	A feedback process will be developed that is appropriate for both patients with dementia and their families			
	An information sharing process will be developed in which the Patient Advice and Liaison service share plaudits and complaints regarding dementia (where appropriate) to the steering group			
	Plaudits and complaints will be reviewed monthly in line with the Friends and Family Test data within each ward and actions taking forward within departments			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
	Patient and public representatives will be included within the steering group to advise and review our actions			
	A patient story will be shared at the steering group quarterly to highlight where things have worked well and where things could have been done better to highlight areas of improvement			
We will ensure that we are continuously reviewing and improving the care for patients and families affected by dementia	A bi-monthly Dementia Steering Group will be held that will lead on and review the implementation of the strategy			
	The Dementia Steering Group will be attended by a representative from each division, as well as subject matter experts related to dementia (falls, nutrition, older persons mental health and the Frailty Interface team)			
	The National Audit of Dementia will be completed each year and action plans created for ward areas based on the results			
	Standards for dementia care will be created and each division will report on this monthly to the Dementia Steering Group			
	Standards for dementia care will be included in the ward accreditation process			
	Monthly updates will be shared to professional board and the Trust Leadership Team with regards to dementia care			
We will ensure staff who are carers of people with dementia or who are living with dementia are supported and empowered to continue their role	Our staff carers policies will be reviewed annually to ensure it reflects the support needed of those living as a carer			
	We will host a monthly staff drop in to provide advice, signposting and support should they be caring for, living with or concerned about someone with dementia			

Commitment	Objectives	2022-2023	2023-2024	2024-2025
Volunteers				
We will ensure we have provision of dementia volunteers to provide enhanced care to patients with dementia across the Trust	15 dementia volunteers will be recruited who will provide support to patients with dementia across the Trust in collaboration with Voluntary Services			
	Each ward and department within Older Persons Medicine and wards with a high population of patients will have an allocated dementia volunteer			
We will ensure that our volunteers have the appropriate skills, knowledge and experience to undertake their role within the acute setting	All volunteers will be trained to Tier 2 standards as outlined by Health Education England Dementia Standards Training Framework			
	All volunteers will receive monthly training and supervision to enhance their skills and knowledge			
We will ensure that the role of volunteers is clearly defined and understood by ward staff, people living with dementia and their families	A Standard Operating Procedure will be created which outlines the role of volunteers			
	An education programme within each ward will take place prior to the deployment of volunteers so their role is understood			



REVIEW AND MONITORING

The strategy will be continuously reviewed via performance metrics aligned to the seven domains of care. The performance metrics will be reviewed at the internal monthly dementia steering group which is attended by Trust staff and patient representatives. This steering group will feed into the Quality, Safety and Patient Experience panel which will then report into the Quality and Performance Committee as outlined in the figure below:



A quarterly report on the progress of the strategy will also be created and available for public access.