The Powys Dementia Plan
2016-2019
Foreword

In anticipation of the significant growing number of people with dementia that are predicted not only in Wales, the UK but worldwide, Powys Teaching Health Board have been working collaboratively with Powys County Council, Powys Association of Voluntary Organisations, the Alzheimer’s Society and Dementia Friendly Communities, particularly Brecon and Hay, to strengthen the previously produced Dementia Plan, which was a sub-part of the Powys ‘Hearts and Minds Together for Mental Health’ Strategy.

We should not underestimate the scale of the challenge that dementia presents for our rural community over the next three years, and beyond. Our Dementia Plan builds upon past achievements, which are many, and includes the new priorities identified by Welsh Government (April 2015) but, importantly, it remains focused on firming foundations and ensuring fundamentals are in place. Dementia is one of the foremost public health challenges worldwide. As a consequence of improved healthcare and better standards of living more people are living for longer. This presents a number of challenges, most directly for the people who develop dementia and their families and carers, but also for the statutory and voluntary sector services who provide care and support. Over time we expect that a greater proportion of health and social care expenditure will focus on dementia, and there is evidence of that change already. There are no easy solutions and transformation will take time. This Plan sets out what we will collectively do, in the next three years, to secure improvements and a shift in attitude.

A diagnosis of dementia has a huge impact on individuals and families, therefore timely and sensitive diagnosis, backed by effective and holistic post-diagnostic support, is vital in helping people build their knowledge of dementia and maintain their personal resilience to enable a good quality of life at home, for as long as possible. There is a national commitment to improved post-diagnostic support. There are, of course, many people who have been successfully living with dementia in our communities and they will need good quality services as their symptoms advance and more intensive support is required. Our plan has a focus on the action that is required to improve services for people with a diagnosis of dementia and their families and carers.

There are significant challenges for us to ensure that people with dementia are not admitted to hospital unnecessarily but, if an admission is required, people should expect to receive effective and dignified care. We will continue to maximise workforce initiatives, such as Dementia Champions, to enhance hospital-based care, whilst also striving to improve the environments of care within hospital, embracing the Butterfly principles.

Statutory bodies will continue to work closely with PAVO and the Alzheimer’s Society to ensure that funding is maximised and utilised appropriately, with attention to the growth of more dementia-friendly local communities, like Brecon, to tackle the isolation and depression often felt by people with dementia and help people remain connected to their friends and neighbours.

Much of this activity is aligned to the Welsh Government vision to enable all people, including those with dementia, to live well for longer at home or in a homely setting.

The key outcomes for the Powys multi-agency dementia plan (2016 – 2019), which have emerged from the Ministerial priorities for dementia, are:

- more people with dementia living a good quality life at home for longer;
- dementia-friendly and dementia-supportive local communities, that contribute to greater awareness of dementia and reduce stigma;
- timely, accurate diagnosis of dementia;
• better post-diagnostic support for people with dementia and their families;

• better promotion of rights in all settings, together with improved compliance with the legal requirements in respect of treatment;

• people with dementia in hospitals or other institutional settings always being treated with dignity and respect;

• more people with dementia and their families and carers being involved as equal partners in care throughout the journey of the illness;

The above outcomes are encapsulated in 6 pledges for action with a three year timeframe. Progress will be reported through the Mental Health Joint Partnership Board. I would like to give recognition to everyone who has contributed to the refresh of the Plan and its new focus. We will continue to work collectively to produce the local delivery plans, identifying key leads, with the goal of tangibly improving people’s experiences.

Rhiannon Jones
Director of Nursing, Powys Teaching Health Board
Executive Lead for Dementia

The Powys Dementia Plan has been developed in partnership with key stakeholders and the following organisations have been key contributors

The following are key strategies influencing the content of the plan
**Pledge 1**

To raise public awareness in relation to dementia, improving the lived experience

**What are we going to do?**

- PAVO will set up a Dementia Network for Powys where people diagnosed with dementia, families, local community friendly organisations and groups, care homes, and staff can come together to share best practice and challenges, learn about new innovations and provide support to each other.
- Dementia friendly and supportive Communities will be supported by Statutory Organisations.
- Statutory Organisations and PAVO will work with people diagnosed with dementia and carers to produce a library of patient stories.
- Statutory Organisations and PAVO will have a dedicated dementia webpage, which is accessible to members of the public, where key information, patient stories and partnership organisations are signposted.
- Statutory Organisations in Powys will be accredited as working towards Dementia Friendly Organisation status
- PAVO will undertake “mapping and gapping” research into current services/locations offered in support of people with dementia and those in caring roles.
- PAVO will bring together “Befriending” organisations and services from across Powys to ensure consistency of support for carers and people diagnosed with dementia.
- PAVO will lead the “Voice” project which will enable people with dementia to directly influence service development
- PAVO will be the “Third Sector Broker for Dementia” through the use of ICF funding.
- Links with the Alzheimer’s Society will be strengthened in the exploration of “Rural Dementia Networks” across Wales.
- Care Pathways for people with learning disabilities who have dementia will be developed and implemented.
- The use of Assistive Technologies to support people with dementia will be increased.

**Pledge 2**

To reduce risk, ensure timely diagnosis and improve dementia diagnosis rate

**What are we going to do?**

- Promote the Welsh Governments "6 steps to reduce your risk of Dementia” across Powys.
- Raise awareness of the dementia priorities and targets within primary care and improve referral rates for dementia diagnosis by GPs.
- Review current Memory Assessment Service resources in Powys and identify gaps.
- Take part in the Welsh National Audit for Memory Assessment Services and implement recommendations.
- Join the Memory Services National Accreditation Programme, as an associate member.
- Conduct cognitive assessments in Welsh when needed.
- Improve dementia diagnosis rates in Care Homes.
- To raise awareness of the difference between delirium and dementia
- Publish compliance rates, promoting transparency and ownership.
Pledge 3
To ensure appropriate post diagnostic interventions are in place

What are we going to do?
- Run awareness sessions for GPs across Powys, through CPD
- Ensure GP’s, care homes and service staff who deliver care to people diagnosed with dementia and their carers have access to universal Third Sector services and/or specific support services.
- Undertake Carers’ Assessments, to ensure carers are supported and their well being promoted.
- Develop a post diagnostic intervention pack that is available to people newly diagnosed at Memory Assessment Services.
- Appoint Dementia Support Workers, funded by Welsh Government, who will have a key coordination and sign posting role for people with dementia and their carers.
  - Provide Cognitive Stimulation Therapy (CST) for people diagnosed with dementia.
  - Offer CrISP training to carers of people diagnosed with dementia.

Pledge 4
To ensure people with dementia are treated with dignity and respect by staff who are skilled and competent

What are we going to do?
- Ensure designated staff have dementia awareness training, which is delivered on a multi-agency basis as far as possible.
- Run a twice yearly programme “Care of the person with Dementia in a Care setting” in collaboration with University of South Wales.
- Participate in Social Services Improvement Agency initiative to train Reablement staff.
- Extend the Social Services Improvement Agency initiative training to all domiciliary care providers.
- Embed organisational Values and Behaviours Frameworks.
- Review job descriptions and ensure strong statements about always providing dignified care.

Pledge 5
To improve the care of people with dementia in general hospital settings

What are we going to do?
- Ensure that the Butterfly Scheme is embedded in all Community Hospitals across Powys.
- Improve all wards environments as outlined by the Kings Fund and use their Audit to assess compliance to dementia friendly environments.
- Ensure that failure free, meaningful activity is available on all wards.
- Ensure that Community Hospital staff have access to specialist advice when necessary.
- Ensure that RAID schemes are commissioned at District General Hospitals and performance monitored.
- Ensure that all Powys Community Hospitals have implemented the Dementia and Delirium care pathways.
- Consider commissioning responsibilities in terms of dementia-friendly provision of care in commissioned services.

Pledge 6
Support care homes in Powys to deliver person centred care for people with dementia

What are we going to do?
- Deliver Dementia Awareness Sessions to all Care Homes.
- Undertake regular reviews and audits of psychotropic prescribing for people with dementia.
- Promote the Kings fund Audit for creating a Dementia Friendly Care Home.
- Encourage Care homes to embrace meaningful activities e.g. mydementia, using “this is me”
They meet in the appointed room.
Lap-tops, brief-cases, suits.
Meet bi-monthly,
Promptly, religiously,
Unless, of course, it’s cancelled
and nothing happens.

They bring their minutes,
their memos,
their own agendas.
Protect their kingdoms,
cover their backsides,
and nothing happens.

They have a bright idea.
It’s brilliant, workable,
Inexpensive.
Then it’s - ‘maternity leave’
or a ‘change of post’,
and nothing happens.

‘Care in the community’ means ‘keep them at home’.
Poorly trained care-workers; different each day,
With eyes on the clock, pens on the paperwork and minimum pay.
Promises of improvement
But nothing happens.

A brand new ward! An assessment ward!
Retitled, - ‘assessment and continuing care’.
Queues grow deeper, waiting lists longer.
Does it really matter?
The outcomes are the same.
So nothing happens.

They close a ward; its soul has flown.
A dementia ward now filled with ghosts.
In general wards they cannot sleep.
“Those damned dementia patients!
Why can’t they just shut up!”
And nothing happens.

Tories blame the socialists.
Socialists the Tories. Lib-Dem, UKIP, Plaid add their two-penneth too.

Oh where is the one who can wield
excaliber or hold aloft good merlin’s wand?
A bold magician who would over-ride us all
And...
Make It Happen!

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This poem was written by Jill who cared for her husband, who had dementia, and it relates to her experiences of working with statutory bodies. It perhaps epitomises the reasons why we need a multi-agency Dementia Plan...