

Dementia Competencies Provider Self Assessment Template

This self assessment is intended to help service providers to assess their readiness to meet contractual standards and implement best practice in relation to workforce development and dementia.

Providers are encouraged to complete the template as an aid to assess current performance, and to provide a 'snapshot' that can be used to support contract monitoring meetings. It should be used alongside the NYCC *Dementia: Guidance for Providers in Meeting Workforce Development Standards* which includes wide ranging information about dementia and workforce development.

Provider name:		Provider e-mail:	
Address:		Postcode:	
Assessment completed by:		Date of self assessment:	

Note:

- For each standard, circle which quality statements you meet, and then calculate your total score at the end. The maximum score you can achieve is 80.
- If you are unsure of any terminology, or what constitutes person centred dementia care, refer to the NYCC *Guidance for Providers in Meeting Workforce Development Standards*. The Skills For Care resource listed within this '*Supporting Dementia Workers*' is a good place to start.
- If you have referred to the *Guidance for Providers* and are still unclear about these levels of attainment contact NYCC Workforce Development for further information.

Standard 1	Where are you now?	Yes	No	Comments / evidence
A training plan which includes dementia is in place for the whole workforce	There is a workforce training plan that includes dementia	5	0	
	A workforce development plan, addressing dementia, is reviewed at least annually .	5	0	
	There is a comprehensive workforce training plan in place, which includes dementia related expectations for all staff , including those who do not deliver direct care.	5	0	
Standard 2	Where are you now?	Yes	No	Comments / evidence
All staff are supported to build their skills and	Staff have opportunities to build their skills and awareness in providing person centred dementia care.	5	0	

awareness in providing person centred dementia care	Staff are regularly provided with information about best practice/evidence based practice, in relation to dementia care.	5	0	
	Staff are provided with opportunities to discuss and share creative approaches to dementia care (eg. through supervision/team meetings/mentoring)	5	0	
Standard 3	Where are you now?	Yes	No	Comments / evidence
Managers have a good understanding of the competency levels of their staff in relation to dementia	Managers are aware of the current competency levels of their staff in relation to dementia.	5	0	
	There is a named manager identified with responsibility for ensuring that all staff have undertaken appropriate training in relation to supporting people with dementia.	5	0	
	Managers regularly observe and record staff supporting people with dementia.	5	0	
	An appraisal system is in operation with explicit expectations of competencies relating to dementia.	5	0	
Standard 4	Where are you now?	Yes	No	Comments / evidence
There is a culture of respect and warmth, with a focus on the importance of relationships and person centred care	The team has a clear shared set of positive values about person centred dementia care and individual members of the team can articulate this.	5	0	
	There is a plan for using person centred tools in practice , and of developing staff awareness around using these with people with dementia	5	0	
	Staff are knowledgeable and confident about person-centre approaches with people with dementia, and apply this in practice. Staff appreciate the importance of developing relationships with people with dementia.	5	0	
Standard 5	Where are you now?	Yes	No	Comments / evidence
All staff receive training on dementia at an appropriate level for their role (use the supplementary table and competencies framework below to help complete this section)	All staff (including ancillary staff) have at least basic dementia awareness training	5	0	
	Staff induction specifically addresses dementia awareness	5	0	
	Additional training on dementia is available for staff who directly deliver services to people who have dementia, appropriate to their role	5	0	

TOTAL SELF ASSESSMENT SCORE:

<p><i>Your total score indicates your provider self assessment dementia competencies rating. This will give an indication of the amount of work you need to do in order to meet the expectations of commissioners of service.</i></p> <p><i>A - you have a good dementia workforce plan where you may need to address any shortfalls/make continuous improvements.</i></p> <p><i>B - review your workforce plan in relation to specific areas of dementia</i></p> <p><i>C - urgent action to address shortfalls</i></p> <p><i>D - immediate remedial action required</i></p> <p>Use the NYCC Guidance for Providers in Meeting Workforce Development Standards to help you make improvements</p>	Score	Level	Achieved (✓)
	70-80	A	
	50-65	B	
	25-45	C	
	0-20	D	

Supplementary Information

This information will be helpful for providers to assess themselves.

Staff profile	Numbers	Comments
How many staff are there in total? (including ancillary staff)		
How many supervisors/senior staff/managers are there?		
How many staff have undertaken basic dementia awareness training? (including ancillary staff)		
How many staff have undertaken dementia level 2 award?		
How many staff have undertaken dementia level 2 certificate?		
How many staff have undertaken dementia level 3 award?		
How many staff have undertaken dementia level 3 certificate?		