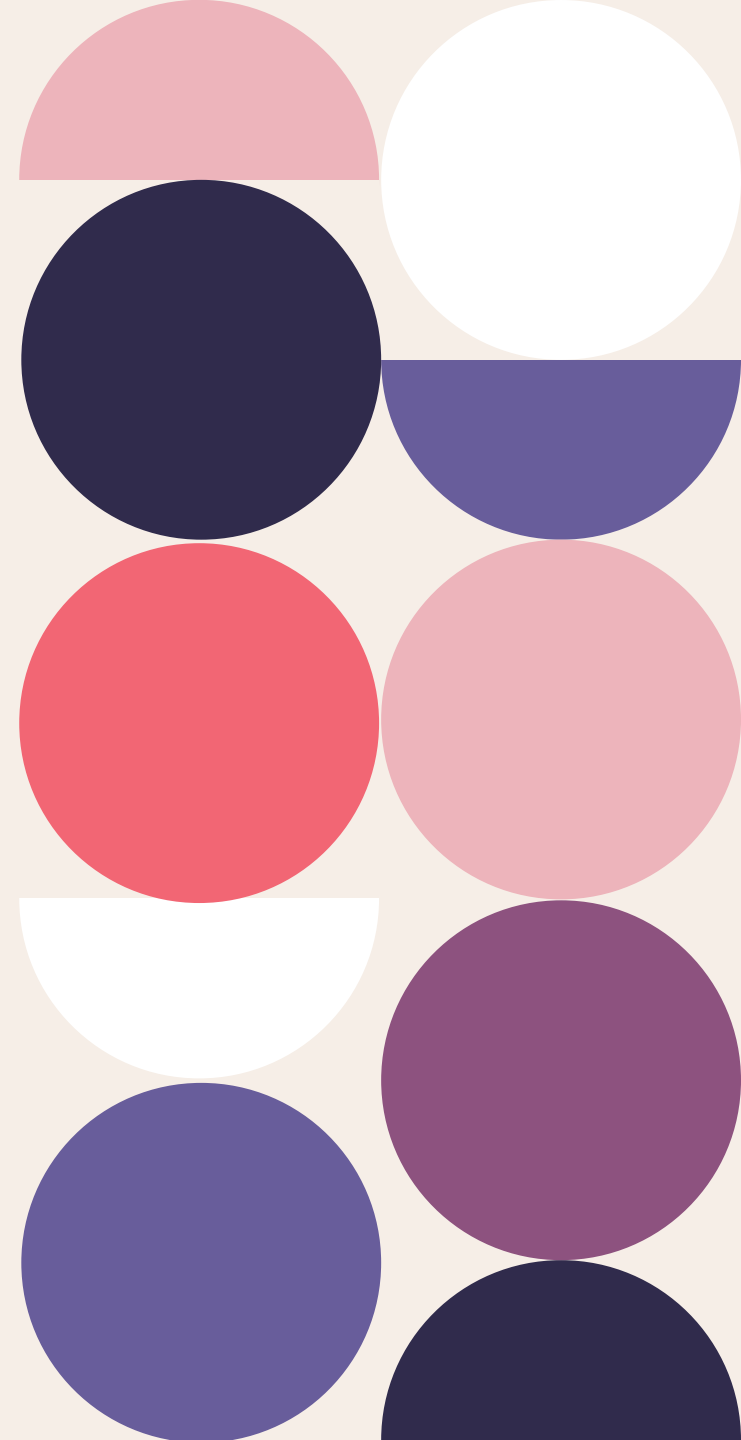




# Enabling knowledge translation in the aged care workforce

Professor Sue Gordon



# Acknowledgement of Country



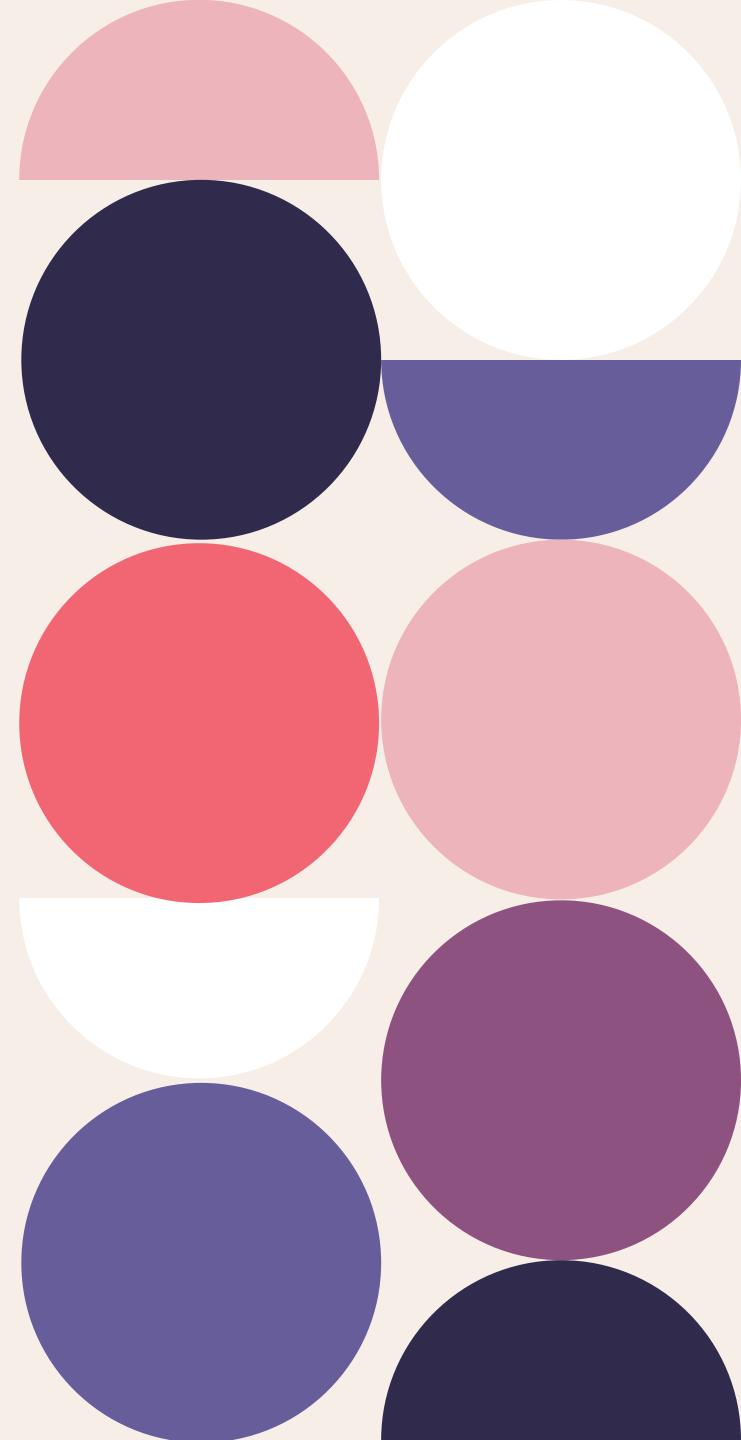
Image: *Long Way Home – A celebration of 21 years of Yunggorendi First Nations Centre (2011)*



Aged Care Research  
& Industry Innovation  
Australia

What is ARIIA's role in enabling knowledge translation in aged care?

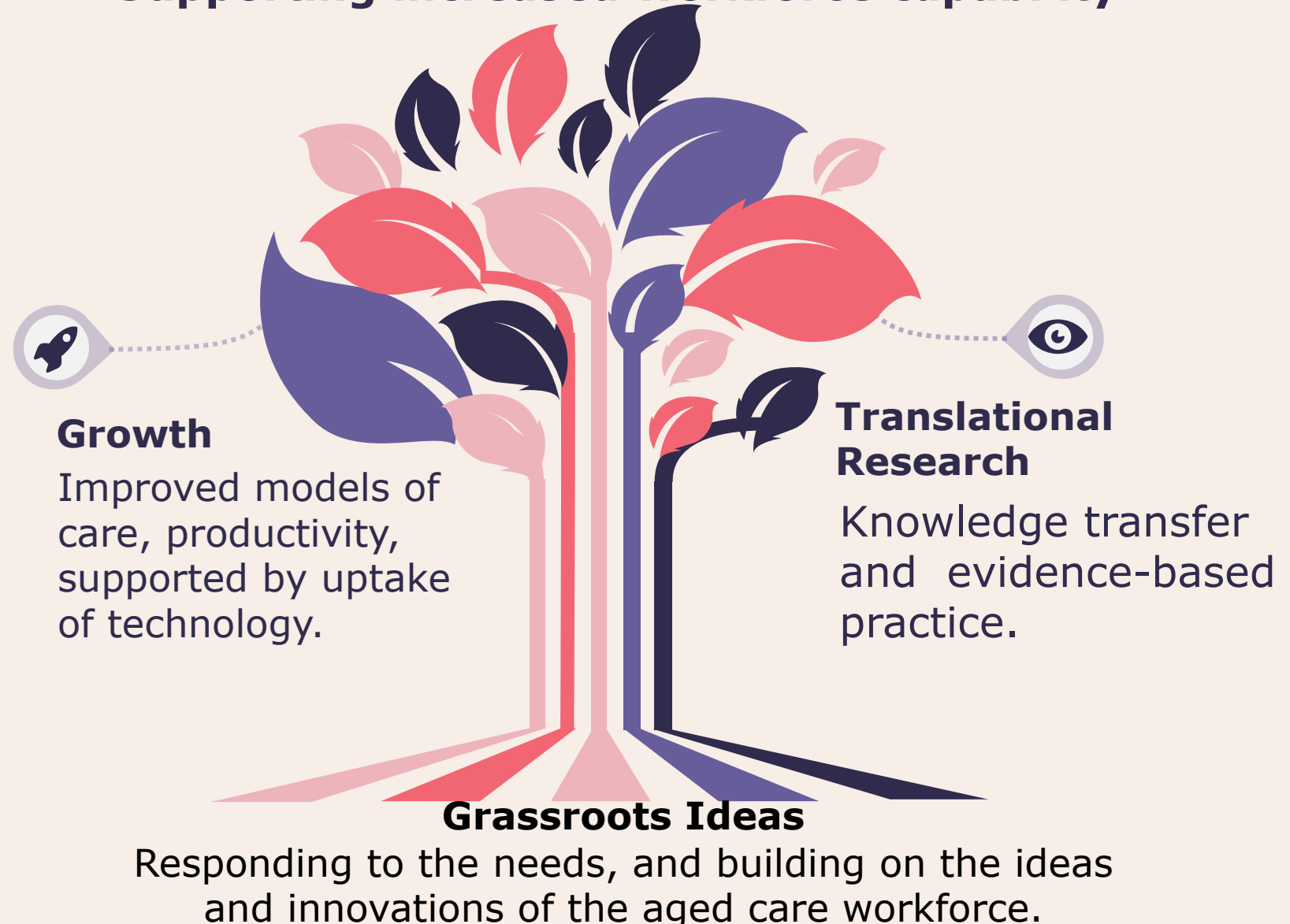
What have we learnt about enabling knowledge translation in the aged care workforce from the ARIIA innovator training program?





# Role of ARIIA

Supporting increased workforce capability





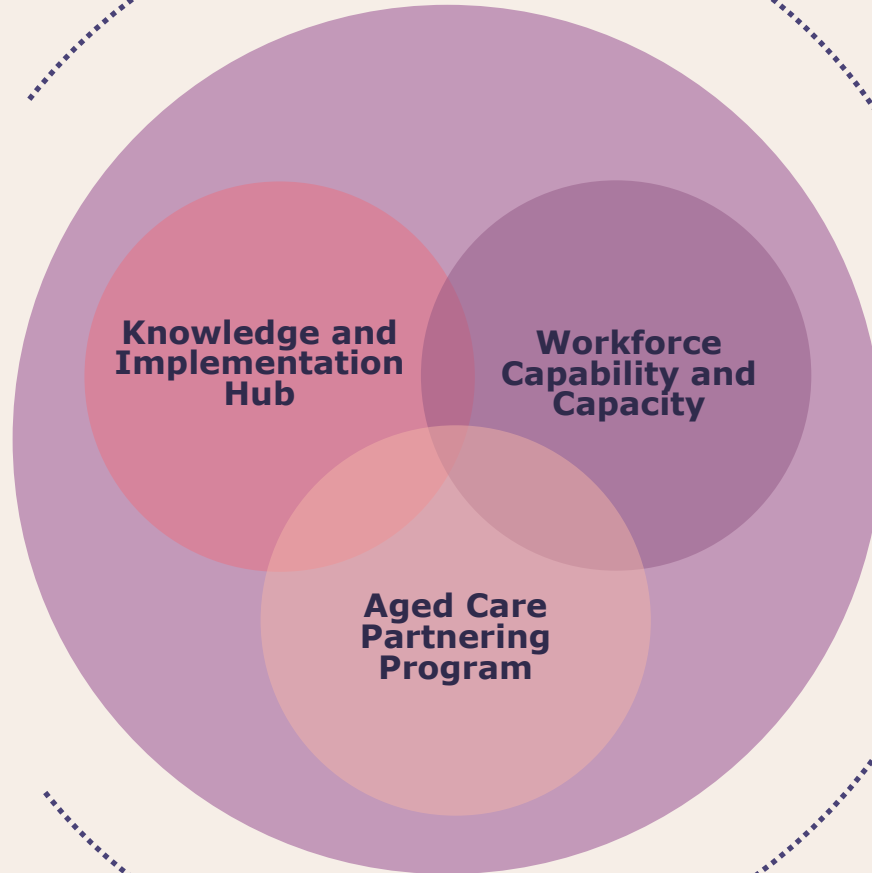
# Workstreams

Multi-year programs of work which focus on delivering outcomes

# Principles

Cross-cutting themes which inform how workstreams are delivered

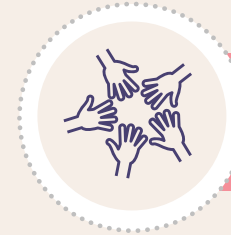
**Advocacy and Policy**



**Grants**

# Sector Priorities

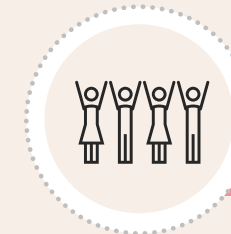
Topics of research focus, updated annually and informed by consultation with the aged care sector



**Integrity and Independence**



**Collaboration and Engagement**



**Inclusion and Diversity**



**Innovation and Technology**

# Knowledge & Implementation Hub



**Professor Jennifer Tieman**

Director, Knowledge and  
Implementation Hub

- Bringing together evidence in a meaningful way
- Academic and grey literature into lay language
- Searchable database
- Topics include:
  - Dementia
  - Rehabilitation
  - Reablement & Restorative Care
  - Mental Health & Wellbeing
  - Social Isolation
  - Urgent & Critical Need
  - Palliative care and end of life
  - Meaningful lifestyle activities
  - Technology
  - Staff burnout
  - Clinical governance

# Knowledge & Implementation Hub

**ariia** Aged Care Research & Industry Innovation Australia

Evidence Theme

## Advance Care Planning DEMENTIA CARE

This evidence theme on advance care planning is a summary of one of the key topics identified by a scoping review of dementia research.

### Key points

- Advance care planning is a process that allows a person living with dementia to express their preferences and goals for future health care once their decision-making capacity has passed.
- Advance care planning increases the likelihood that someone with dementia will receive the end-of-life care they desire.
- It may also improve the quality of life of carers and strengthen their coping skills and decision-making abilities.
- Advance care planning has demonstrated a reduction in hospital death rates and intensive care use at the end of life for people living with dementia.

### What is advance care planning?

Advance care planning is a person-centred approach that supports people to understand and share their values, goals, and preferences for their future healthcare with their families and care providers. [1] This may result in advance directives, a formal document written by the person with instructions to ensure their wishes are respected. [2]

In this document, people might choose to nominate a substitute decision-maker to make decisions on their behalf if they can no longer communicate. [3]

People living with dementia gradually stop thinking about the future as their condition progresses, which reduces their ability to make decisions. [4] It is therefore especially important that the person with dementia is given opportunities to be involved in discussions around their preferences for future care as soon as possible after diagnosis and whenever their condition changes. [5]

Discussions might cover topics such as the involvement of palliative care and the use of antipsychotics. This is also the time to discuss the person's preferences for comfort care versus life-sustaining therapies that extend the dying process. [6] These might include cardiopulmonary resuscitation, intravenous antibiotics, hospital and emergency transfers, and tube feeding. [7]

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## Australian dementia resources: An environmental scan summary

March 2022  
Prepared by Dr Bethany Wilton-Harding and Dr Raechel Damarell, Research Fellows Knowledge and Implementation Hub, Aged Care Centre for Growth and Translational Research Flinders University.

### Background

The aim of this environmental scan was to undertake a limited desktop review to identify existing dementia resources available within Australia for use by the aged care sector. These might include educational, informational or support tools.

High quality resources will eventually be made available to the sector through the website of the Aged Care Centre for Growth and Translational Research (Knowledge Hub).

This report presents the methods and findings of a preliminary scan completed by the Knowledge and Implementation Hub team.

### Methods

The environmental scan followed a structured method for identified resources. This included a replicate search strategy, eligibility checking against inclusion criteria, and quality appraisal check.

These processes are explained in further detail below.

### Search strategy

The scan adopted a three-pronged approach to identifying relevant resources.

### Google Advanced searches

Structural searches for Australian dementia resources were conducted between the 17th and 23rd of November 2021 using the Advanced Search version of Google Chrome browser in Incognito mode to avoid previous search history impacting results.

Searches for both dementia and Alzheimer\* were run to identify webpages, websites, and PDF resources originating from Australia, including each of its states and territories. The search was structured as follows:

- The search terms dementia and Alzheimer\* were individually entered into the Google Advanced Search
- Australia was selected from the Region drop-down menu.

For each search term variant run in Google Advanced, we aimed to retrieve relevant resources from up to 20 pages of search results (20 results per page, i.e. up to a total of 200 webpage results assessed).

### Key Points

- An interactive desktop environmental scan was undertaken to identify Australian dementia care resources of potential use to the aged care sector.
- The scanned several search strategies, a quality appraisal process using QUERRI, and the help services from an Expert Advisory Group to identify high quality items to be made accessible via the website of the Aged Care Centre for Growth and Translational Research (Knowledge Hub).
- The environmental scan identified a total of 223 resources not included in the dementia sector of the Knowledge Hub.
- Australian resources on dementia are targeted at a wide audience range with only a subset directed at care workers (n=132). Those resources specifically for care workers were mostly judged as being of low to medium quality.

https://www.ariia.org.au/knowledge-implementation-hub/dementia-care

## Advance Care Planning Cognitive Interventions Aromatherapy Assistive Technologies

VIEW ALL EVIDENCE THEMES

### Dementia care evidence and resources

The Knowledge and Implementation Hub has brought together the research evidence on what works in dementia care with Australian online learning and practice tools and resources. This involved:

- A scoping review of published systematic reviews revealed the main 'evidence themes' across the dementia research.
- An environmental scan of online resources in diverse formats such as guidelines, videos, learning modules, and downloadable information sheets.

Scoping review summary →

Environmental scan summary →

Dementia care resources →

# Innovator Training Program



ARIIA has delivered  
this program to nearly 600  
people working in aged care

This presentation is based on the enablers we have identified during in house programs.

**Defining the problem**

**Contextualise an  
evidence-based solution**

**Implementing evidence**

**Project management**

**Change management**

**Evaluation**

**Project Plan**

**Pitch**



# Inhouse or scheduled ITP

- Inhouse - Solving an organisation-wide issue
- Group of people from one organisation
- Online and face to face
  
- Scheduled -Individuals and sponsors from different organisations solving a local problem
- Online and supported virtual workshops

<https://www.ariia.org.au/programs/innovator-training-program>



# Aged Care Partnering Program



**Professor Gill Harvey**

Co-Director, Aged Care  
Partnering Program



**Professor Karen Reynolds**

Co-Director, Aged Care  
Partnering Program

- Developing technology-based projects with broad and scalable relevance to the sector
- Real world solutions
- Bringing together partnerships to solve the problem
- Looking for collaborators national networking events and webinars

# 60 funded translational research projects underway

- \$13 million in grant funding distributed
- \$160,000 maximum from ARIIA
- Mandatory co-contribution
- As a minimum need an aged care provider and a research organisation
- One year projects

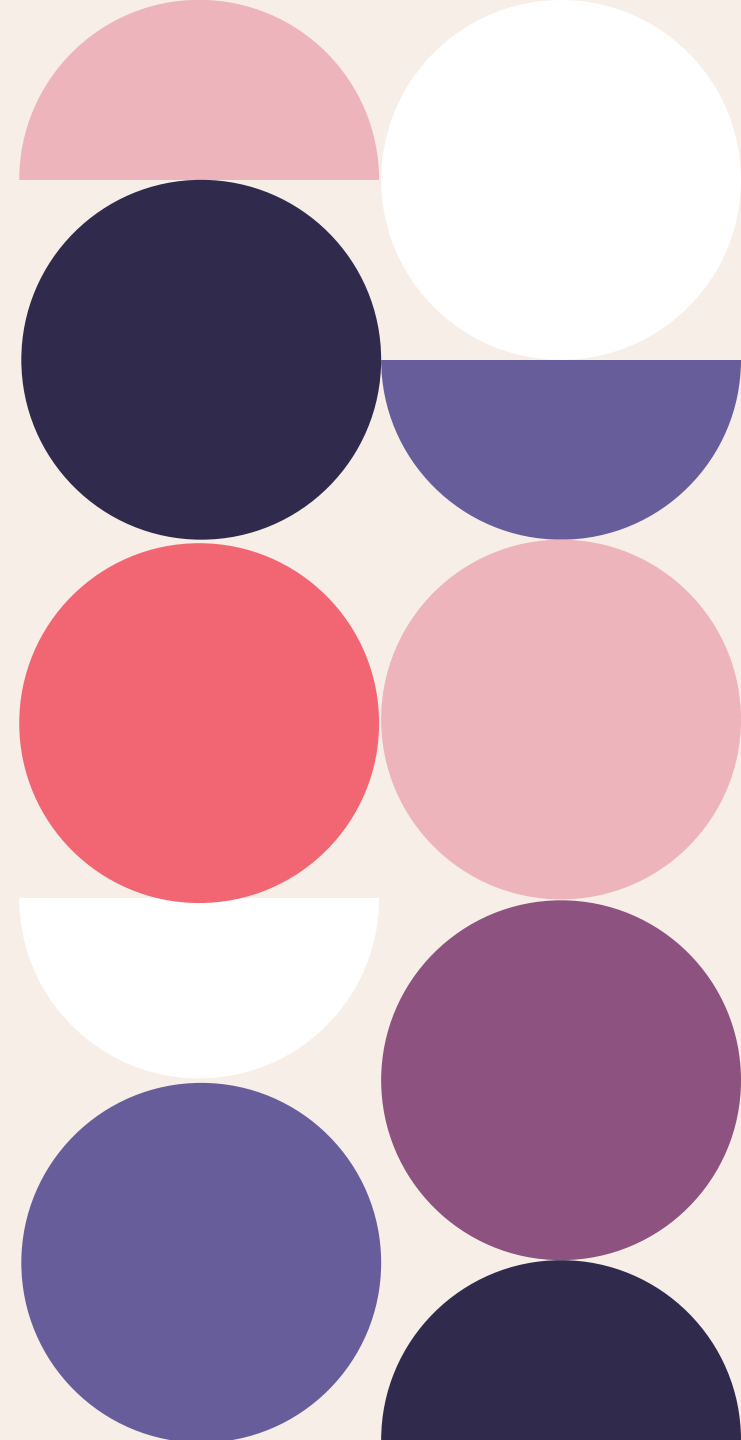
<https://www.ariia.org.au/ariia-grant-funded-projects>



**ariia**

Aged Care Research  
& Industry Innovation  
Australia

**What have we learnt?**



# Organisational priorities

- Internal and external forces
  - Reshape knowledge translation
  - Allocation of limited resources
- Savvy innovations
  - Align the research translation with internal priorities and current external drivers



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# Evidence is important

Finding

Understanding

Adopt

Adapt

Contextualise

Mitigate risk

Inhouse data



# Pre-implementation



.....it always takes longer than you think it is going to!

Balancing urgency with successful translation of evidence needs effective change management

Pre-mortem

Inclusive co-.....



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It's not just codesign .....coproduction,  
coevaluation..... Co- at every stage

An IT project is not all about IT.....

Opportunity for the richness of the contemporary and  
contextualised knowledge of the people receiving care, their  
families and the workforce to inform change

# Open mind



Take the opportunity to innovatively work within the system...be prepared to be curious

You don't know what you don't know!

The evidence is sometimes surprising.....

Compliance meets innovation

# Implementation skills

Knowing what needs to change is different to knowing how to implement the change

*Implementation is not business as usual*

- Investment in skills and knowledge
  - Project Management skills
  - Change management skills
  - Implementation skills





# The team

The buck must stop somewhere.....but change needs everyone's efforts

Leader  
identifying the best person to lead

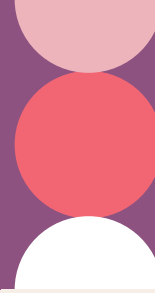
Champions across the organisation  
network of support

Permissions and boundaries



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# It's better to start small!



From little things.....

success breeds success

easier to embed small changes and then keep building

embeds confidence.....

keen for more change.....



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# Embedding in everyday



## Sustainability

seamless

makes work easier, more effective and efficient

everyone can see the value

win:win:win

## Policy and process

Culture eats strategy for breakfast.....

foundation of change management practices that set culture

Habits eat innovation for breakfast.....

iterative

continuous quality improvement cycle of change

Thank you

