

Stages of Dementia Care		Skills/Knowledge & Qualifications				
		Personal Care Assistant	Enrolled Nurse	Registered Nurse	Care Manager (RN, GP, ACAT, Case Manager)	Dementia Specialist
Dementia Care Career Pathway	Awareness, recognition & referral	<p><b>abilities:</b> communication, recognise family conflict, empathy, teamwork</p> <p><b>awareness:</b> person centred care, ethical/moral issues, cultural</p> <p><b>understanding:</b> dementia literacy, need driven behaviours, behavioural patterns</p>	<p><b>abilities:</b> communication, recognise family conflict, empathy, teamwork, monitor change</p> <p><b>awareness:</b> person centred care, ethical/moral issues, cultural</p> <p><b>understanding:</b> person centred care, dementia literacy, need driven behaviours, behavioural patterns</p>	<p><b>abilities:</b> compassion/empathy, communication, professionalism, manage family conflict, negotiation, self reflection, counselling</p> <p><b>awareness:</b> ethical / moral issues, cultural</p> <p><b>understanding:</b> challenges in remote areas, person centred care, screening tools, dementia, dementia literacy, behavioural patterns, needs driven behaviours, capacity</p>	<p><b>abilities:</b> compassion, empathy, maintain professional boundaries, manage family conflict, market 'awareness', communication, negotiation, self reflection, communication</p> <p><b>awareness:</b> ethical / moral issues, cultural</p> <p><b>understanding:</b> challenges faced by health professionals, services, screening tools, family support services, engagement with services, dementia &amp; dementia literacy, behavioural patterns, need driven behaviours, capacity</p>	<p><b>abilities:</b> compassion, empathy, market 'awareness', communication, negotiation, counselling</p> <p><b>awareness:</b> ethical / moral issues, cultural</p> <p><b>understanding:</b> market 'awareness', dementia &amp; dementia literacy, behavioural patterns, need driven behaviours, capacity of individuals, public health model of dementia, challenges faced by health professionals in rural/remote areas, services, engagement with services</p>
	Initial assessment, diagnosis, post diagnosis	<p><b>abilities:</b> communication, sensitivity, observation</p> <p><b>awareness:</b> person centred care, cultural</p> <p><b>understanding:</b> family support</p>	<p><b>abilities:</b> communication, observation/detection, advocacy</p> <p><b>awareness:</b> person centred care, cultural, sensitivity</p> <p><b>understanding:</b> family support</p>	<p><b>commitment:</b> person centred care</p> <p><b>abilities:</b> advanced care planning, advocacy, assessment of competency, use &amp; understand results of MMSE, communication, decision-making, inter-personal &amp; inter-professional, observation, physical assessment, research</p> <p><b>awareness:</b> current research, emerging therapies/best treatments, cultural, sensitivity, travel needs rural &amp; regional</p> <p><b>understanding:</b> networking, system, referrals, use of appropriate assessment tools, strength based assessment, capacity, family support</p> <p><b>commitment:</b> person centred care</p>	<p><b>commitment:</b> person centred care</p> <p><b>abilities:</b> neuro-psych examination, physical assessment, use &amp; understand MMSE results, appropriate testing, differential diagnosis, appropriate assessment tools, prioritise assessment, compassion/empathy, professional boundaries, refer to cognitive enhancement programs, self reflection, advanced research, advocacy/case management, advance care planning, family therapy, communication, life-planning, assessment of competency, decision making, observation/detection, strength based assessment</p> <p><b>awareness:</b> current research, emerging therapies/best treatments, cultural, sensitivity</p> <p><b>understanding:</b> person's capacity, networking, referrals, strength based assessment</p> <p><b>commitment:</b> person centred care</p>	<p><b>commitment:</b> person centred care</p> <p><b>abilities:</b> neuro-psych examination skills, physical assessment, use &amp; understand MMSE results, appropriate test, differential diagnosis, appropriate assessment tools, prioritise assessment/visit, compassionate/empathetic, self reflection, referral to cognitive enhancement programs, work within professional boundaries, advanced advocacy/case management, advance care planning, observation/detection, advanced research skills, assessment of competency, communication, decision-making, family therapy, interpersonal &amp; interprofessional, life planning</p> <p><b>awareness:</b> current research, emerging therapies/best treatments, cultural, sensitivity</p> <p><b>understanding:</b> system, networking, referrals, person's capacity, family support</p> <p><b>commitment:</b> person centred care</p>
	Management, care, support and review	<p><b>abilities:</b> communication, recognising &amp; responding to stressed behaviours</p> <p><b>awareness:</b> person centred care, personal &amp; professional boundaries</p> <p><b>understanding:</b> respectful, responsive, family support, professional development</p>	<p><b>abilities:</b> communication, professional development, recognising &amp; responding to stressed behaviours</p> <p><b>awareness:</b> person centred care</p> <p><b>understanding:</b> flexible, responsive, personal / professional boundaries, family support, respectful of person's wishes</p>	<p><b>abilities:</b> provide integrated seamless advice, maintain function, flexible &amp; responsive, discipline expertise, assistive technology, recognising &amp; responding to stressed behaviour, planning &amp; implementing personalised activities, communication, teamwork, leadership &amp; mentorship, triage, telemedicine, rehabilitative therapies, pharmaceutical &amp; psychosocial interventions, strength focussed</p> <p><b>awareness:</b> role modelling &amp; mentorship</p> <p><b>understanding:</b> professional / personal boundaries, person's wishes</p> <p><b>commitment:</b> person centred care, professional development</p>	<p><b>abilities:</b> provide integrated seamless advice, assistive technology, communication, flexible &amp; responsive, negotiation, pharmaceutical &amp; psychosocial interventions, planning &amp; implementing personalised activities, recognising &amp; responding to stressed behaviour, teamwork, leadership, role modelling, mentorship, telemedicine, triage, strength focussed</p> <p><b>understanding:</b> personal/professional boundaries, rehabilitative therapies, 'the system', discipline expertise</p> <p><b>commitment:</b> person centred care, professional development</p>	<p><b>abilities:</b> advanced dementia knowledge, flexible &amp; responsive, communication, counselling, negotiation, assistive technology, pharmaceutical &amp; psychosocial interventions, teamwork, leadership, role modelling, mentorship, telemedicine, planning &amp; implementing personalised activities, recognising &amp; responding to stressed behaviour, triage, strength focussed</p> <p><b>awareness:</b> cultural, increased risks in persons with dementia, interactions with comorbid illness</p> <p><b>understanding:</b> personal/professional boundaries, rehabilitative therapies, professional development, family support, integrated seamless advice, person's wishes, discipline expertise</p> <p><b>commitment:</b> person centred care</p>
	End of life	<p><b>abilities:</b> recognise &amp; report pain, responsive, observation, physical care, therapeutic communication</p> <p><b>awareness:</b> person centred care, hydration &amp; nutrition, transcultural</p> <p><b>understanding:</b> respect family wishes</p>	<p><b>abilities:</b> recognise &amp; report pain, responsive, observation, physical care, therapeutic communication</p> <p><b>awareness:</b> person centred care</p> <p><b>understanding:</b> hydration and nutrition during end of life care, transcultural, respect for person &amp; family</p>	<p><b>abilities:</b> provide appropriate activities &amp; stimulation, medication, observation, physical care, responding to stressed behaviour, therapeutic communication, transcultural, advanced pain management, palliative care, dementia knowledge</p> <p><b>awareness:</b> psychological knowledge</p> <p><b>understanding:</b> complexity of care &amp; ethical dimensions, hydration &amp; nutrition, grief &amp; bereavement counselling, referral to specialist services, complementary &amp; sensory therapies, end of life wishes, pastoral care, pharmacology, professional boundaries</p> <p><b>commitment:</b> person centred care</p>	<p><b>abilities:</b> appropriate activities &amp; stimulation, medication, observation/detection, physical care, pain management, recognising &amp; responding to stressed behaviour, therapeutic communications</p> <p><b>understanding:</b> role of sensory therapies, transcultural, hydration &amp; nutrition, pharmacology, complementary therapies, referral to specialist services, complexity of care &amp; ethical dimensions, grief &amp; bereavement counselling, end of life wishes, pastoral care, psychological knowledge, professional knowledge of dementia, palliative knowledge</p> <p><b>commitment:</b> person centred care</p>	<p><b>abilities:</b> provide appropriate activities &amp; stimulation, observation/detection, medication, physical care, therapeutic communications, recognising &amp; responding to stressed behaviour</p> <p><b>understanding:</b> respectful of person &amp; advanced directives, role of sensory therapies, professional boundaries, transcultural, end of life wishes, hydration &amp; nutrition, complementary therapies, grief &amp; bereavement counselling, referral to specialist services, pastoral care, psychological knowledge, palliative knowledge, professional knowledge of dementia</p> <p><b>commitment:</b> person centred care</p>
	Current Dementia Education	<p>Dementia Care Essentials (one unit from Cert III, one unit from Cert IV). Funded by the Australian Government. Open to anyone working in aged care.</p> <p>Certificate III in Aged Care / Certificate IV in Aged Care</p>	<p>Dementia Program for Enrolled Nurses (CPD) offered at Age Concern in Victoria.</p> <p>CPE courses in various topics on dementia (40 offerings)</p> <p>NURS 2024 Health of Older Adults (Summer school) (Undergraduate) (University of South Australia); HLSC303 Engaging with People with Dementia (Undergraduate) (Australian Catholic University); SPEX13-319 Physiological Principles of Rehabilitation (Undergraduate) (Bond University)</p> <p>3981NRS Decision Making in Dementia Care (Undergraduate) (Griffith University)</p>	<p>Bachelor of Nursing (most universities)</p>	<p>7941NRS Challenges in Ageing (Honours level) (offered through Griffiths University)</p> <p>7944NRS Art and Skill of Dementia Care (Honours level) (offered through Griffiths University)</p> <p>Postgraduate units as part of Graduate Certificate: Recognising and responding to dementia in indigenous communities (Flinders University of Remote Health); Decision making in dementia care ; Art &amp; skill of dementia care (Griffith University); Palliation in dementia care ; Studies in dementia (Queensland University of Technology)</p> <p>Graduate certificate in dementia studies (Edith Cowan University, WA);</p> <p>Graduate Certificate in Dementia Care (University of Wollongong);</p> <p>Graduate Certificate in Gerontology (La Trobe University)</p> <p>Graduate diploma in dementia studies (Edith Cowan University, WA);</p> <p>Graduate Diploma in Dementia Care and Service (Victoria University);</p> <p>Postgraduate dementia program for registered nurses (Age Concern, National).</p>	<p>Master of Nursing in Dementia Care (University of New England);</p> <p>Master of Nursing (Queensland University of Technology)</p> <p>Master of Health Sciences (Aged Services) – (Victoria University);</p> <p>Master of Health Sciences (La Trobe University);</p> <p>Master of Medicine (GPs) : one unit is 'caring for ageing Australians' (University of Queensland)</p>

