

# An Integrated approach to implementing nutrition training for care home staff within East Ayrshire HSCP

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## Introduction

**Background:** Malnutrition can be a cause or consequence of disease. It can lead to worse health and clinical outcomes in all social and NHS care settings<sup>1</sup>.

Malnutrition affects 35 per cent of people recently admitted to care homes<sup>2</sup>.

Screening and early intervention have been shown to be cost effective in the prevention and treatment of malnutrition<sup>3</sup>.

“The Quality Framework for care homes” recommends staff have the right competence and development to support residents and have a clear structure of training within individual home.

Previous work supported by the Dietetic service focused on nutrition awareness level training which had variable uptake and proved unsustainable.

## Aim

To reduce malnutrition in care homes through a capacity building model of sustainable education, tailored to needs of the workforce over the medium to long term.

- It will:**
- Develop the care home workforce and enable them to identify improvements to nutrition processes specific to their home and residents.
  - Support care sector to meet requirements of health and social care standards and contribute to implementing the Food, Fluid and Nutritional Care Standards.
  - Support prevention, screening and early intervention for malnutrition.

## Method

- A needs assessment in partnership with service officer for care homes
- assessed content of nutrition training at induction.
  - current level nutrition training.
  - identified training needs.

## Results

Networking with specialist dietitians in other NHS boards highlighted models of good practice in relation to care home nutrition training and resources and informed the process.

Results of needs assessment:

- Level nutrition training variable within and between care homes
- 13/15 have no nutrition competencies for staff
- 14/15 reported access to nutrition training resources would be useful
- 15/18 care homes participated
- 9/15 care homes have no formal nutrition content in induction
- Releasing staff to external study days a barrier
- Short locally delivered sessions preferred training methods

### Outcomes

- Nutrition champion role was defined and 2-day nutrition champion training pilot designed, conducted and evaluated.
- Initial training pilot with three care homes up-skilled eight staff to become nutrition champions
- 2 Day Nutrition course included:

**Day 1**

- MUST workshop
- Food First
- Eating well for older people
- Introduction to care home nutrition projects

**Day 2**

- What makes a good facilitator
- Introduction to nutrition resources
- Nutrition worksheets and learning materials
- Update on champion nutrition projects

Nutrition competencies for care home staff, nutrition induction workbook and supporting learning activities/resources developed and are being trialled.

**Activity: Recognising Malnutrition**

Fill in the boxes with signs you may notice if a person is undernourished. What you would notice if they are eating poorly or losing weight?

Low Weight	

**Activity: Hydration Worksheet**

Please answer the following questions (FL=1000ml)

- How much are older individuals likely to require in terms of a daily fluid intake to support good hydration? \_\_\_\_\_ litres
- How many 150ml glasses would an individual need to consume to reach the minimum recommended amount? \_\_\_\_\_ glasses
- If someone has had the following drinks in a day, are they this sufficient or enough in terms of good hydration?
  - 4 x half cups of tea where the cup is 250 ml
  - 1 x glass of water where the glass is 100 ml
  - 2 x half cups of milk where the cup is 250ml
- How many you help someone to increase their fluid intake? \_\_\_\_\_

In your care home find out how many this are up?
 

- 10mg \_\_\_\_\_ ml
- 1 glass \_\_\_\_\_ ml
- 1 cup \_\_\_\_\_ ml

Competency Checklist - Name, Care, or Manager	Can Do	Not Yet	Not Done
Can identify malnutrition signs			
Can identify malnutrition risk factors			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			
Can identify malnutrition signs and symptoms			

What people said:

- “Food first more natural and tasty than supplement drinks”
- “I felt inspired and ready to come up with some ideas of snacks and ways to improve the dining experience”
- “I feel confident I could train others”
- “I feel confident I can recognise someone that may be suffering from malnutrition and how to address the issues effectively”

## Individual Nutrition Projects



- Glebe Care Home**
- Menu colour coding for food first
  - New snacks available between meals
  - Dining environment improvements
  - Exploring self-service breakfast

- Doonbank Care Home**
- Dining audit conducted
  - Improvement include: Table covers, new dishes, flowers on table, tea lights at evening meal.



- Burnfoot Care Home**
- Snack baskets available
  - Residents can help themselves
  - Range of items provided including healthy and energy dense options
  - Milkshakes/Smoothies

## Conclusion

The nutrition champion training has up-skilled 8 care home staff to date. It has enabled them to identify improvements to nutrition processes specific to their home and residents, with support from services.

They will now take forward the role of supporting nutrition induction for new staff using locally agreed competencies framework and resources.

## Next Steps

Continue to work in partnership with nutrition champions to support nutrition induction for new staff. Evaluate resources and roll out nutrition champion model throughout all East Ayrshire care homes. Work together to develop the nutrition champion role.

## Acknowledgements

Burnfoot, Doonbank and Glebe care homes for participating in pilot. Scottish Dietitians in care homes group for sharing ideas and resources. Val Allen, Service Officer, Care homes for Older People, East Ayrshire HSCP.

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