

Standards of Education and Practice for Nurses New to Care Home Nursing

2021



Introduction

The United Nations Nursing Institute (UNI) was commissioned by the NH Environment and the NH Health Improvement (NH E.I.) to develop standards of education and practice which would support the transition of a registered Nurse workforce now working in the Care Home sector. For this purpose, the focus was based on Care Home services ordered residents who require nursing care to be provided by the workforce.

The development of these standards set by the focus and attention being given to Care Home services is greater than that as ever before due to the constraints of a population to community based, integrated, patient and social care across a community care delivery. NH E.I. reports show that there is an increase in the number of people over the age of 65 who are requiring care from residential or nursing care. Bennett et al. (2010) NH E.I. (2010) the British Geriatrics Society (2010) suggest that the increase in Care Home services availability parallel with the availability of care of the resident available upon their conditions, functional dependency and frailty.

It is reported by Care Knowledge that there are a great number of Care Home beds than hospital beds which demonstrates the need for Care Home staff to be equipped with the skills to care for the growing population. Currently a vast amount of people aged 65 and above who are over 75 years are living in the UK and this amount is predicted to be one in five people over 75 years of age and over 85 years of age will be over 100 years of age by 2020. The number of people aged 65 and over is predicted to double by 2020 and triple by 2040. The number of people aged 65 and over is predicted to double by 2020 and triple by 2040.

Currently there are a number of registered nurses employed by adult social care services or Care Homes. NMC (2010) and the care required by residents is becoming more complex and the number of social care services required for registered nursing staff is increasing now and will continue to increase in the future.

UNI worked with a representative group of Care Home providers and commissioners to address and identify specific education and practice standards required for a registered Nurse workforce working in the Care Home sector to enable them to work safely and effectively. Identifying a definition of standards and attributes required was a challenge due to the complexity of the residents requiring nursing care and it was acknowledged that the registered Nurse would need to experience the services required through observation, theory and practice to support the essential attributes of the registered Nurse as a capability and competence to carry out the services to deliver consistent and comprehensive quality care.

These newly developed standards are a set of benchmarks which can be used to assess the services and now need to be implemented by the registered Nurse workforce to be seen as competent working in the Care Home setting. These benchmarks are provided under our domains.

- Domain 1 - Clinical Care
- Domain 2 - Leadership and Management
- Domain 3 - Facilitation of Learning
- Domain 4 - Evidence Based Practice and Development

The role of Care Home Nurses

The role of the registered nurse working within a care home is a complex one which requires an in-depth knowledge of the conditions associated with a number of complex and varied conditions and frailty. The nurse is required to maintain a person and relationships, provide a patient approach to the care, recommend that the care of the staff persons of the care home as well as a package of care. Care of the nursing services with the need to practice autonomously but in assessment and analysis of the situation as well as any patient and social care provisions and available sound working now and in the future. The relevant Acts and the status of the care home policy. In addition, there is a requirement to develop the services in line with the relevant regulations with the residents, staff and significant others. The Care Home Nurse's responsibility is to

- Deliver an excellent patient care
- Assess, plan, implement and evaluate patient care
- Coordinate care and work with a multidisciplinary team
- Monitor and evaluate the quality of care and other external standards

Understanding not only the system in which they are working and can not the importance of leaders p across a d



document out lines how the education and practice based standards can be achieved through various means to obtain evidence to support learning and demonstrate competence.

It is possible a assessor, supervisor system should be in place to support the nurses into the career progression.

It is a practice assessor is available to the assessor who would a mentor qualification or equivalent and have attended the yearly support in Learning practice updates. The assessor will be governed by the NMC Code of conduct and the professional must act in a professional manner so as to safeguard patients at all times.

If the nurses experience difficulties even competence with the a role the practice assessor will instigate a discussion with the nurses and the manager to get the best opportunity in order to identify the learning needs and offer support.

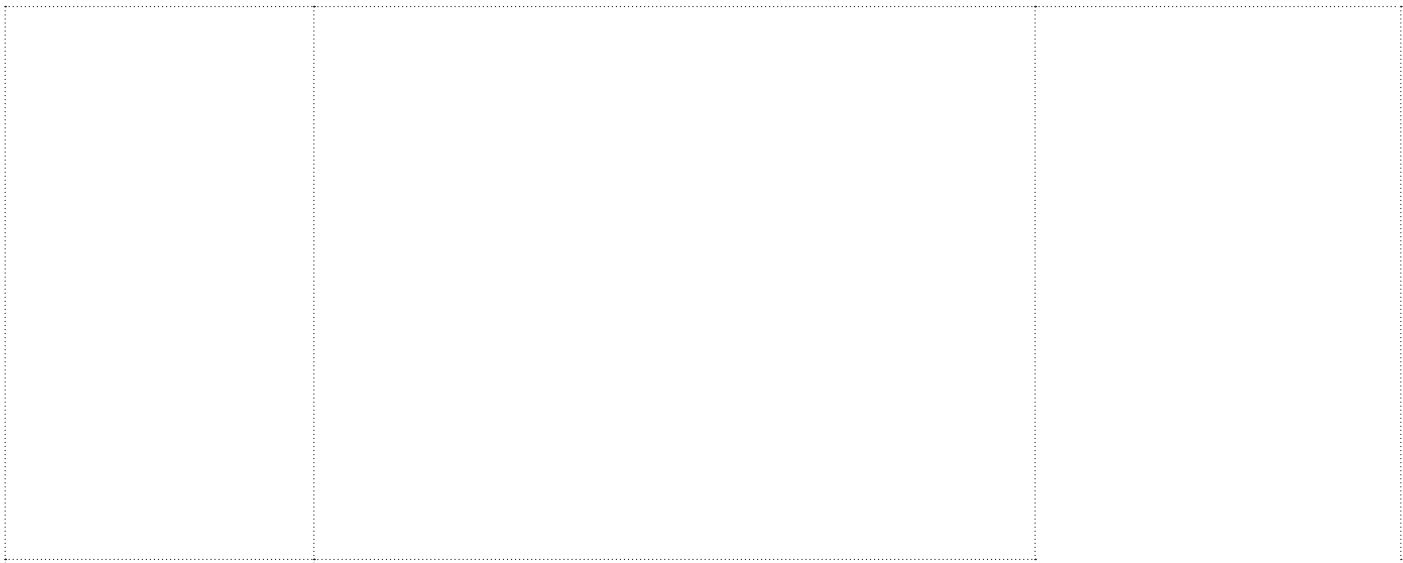
The Practice Portfolio

The portfolio is designed to promote an open and honest discussion between the Registered Nurse and the practice assessor, supervisor to identify the learning needs. The portfolio is a resource to support the Registered Nurse.



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Do a n cont nued

- Demonstrate non-ud e-enta and value-based care to promote a culture of openness and recognition of the duty of candour in working practices and a staff support and development strategy aimed at providing a quality of care.
- Provide education and training to staff to support the care you are providing with the Care Home.

Do a n Evidence Research and Development

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding to inform or lead decisions regarding care provision or residents in the Care Home.
- Demonstrate critical and analytical skills and discernment between different or socio-evidence-based research to provide care or residents in the Care Home.
- Work with relevant resources and protocols of the Care Home and occasionally undertake research and development projects. Demonstrate an enquiry and investigation approach to understand or lead research and development.
- Promote a culture of research with the Care Home and use data to identify areas for practice and demonstrate the impact of research on residents in the Care Home.
- Participate in development and presentation of research groups with the Care Home with a view to developing processes or systems that may provide services and care with the Care Home.
- Promote Continuous Professional Development with the Care Home to provide individual knowledge and enhance resident care and to share and disseminate best practice.



Recommendations

It is anticipated that the following competency based standards that Higher Education Institutions will be able to



Appendix 1.

Project Background and Methodology

The Nursing Institute (NI) was commissioned by NHSE and NHSE, and Health Education England (HEE), to undertake research to support the development of education and practice standards for registered nurses new to the care of the sector during the current professional development requirements.

Care homes provide care for those with a mental health condition and yet work in a care environment that continues to be regarded as a 'closed' service with the registered nursing workforce often overlooked and on a day to day basis not recognised as a 'frontline' workforce. The research was conducted by NHSE and on a day to day basis in the care of the NI.

Interviews were analysed and coded with the resultant data analysed by the research survey. The findings of the research are presented in the following sections. The research was undertaken in a participatory manner with the participants on the ground and the research was

A further reference group was set in October and the findings of the survey were shared with the group. The concept of a portfolio to be used as a set of competency based standards was shared with the reference group. It was unanimously agreed that a portfolio would be an excellent means of recording the registered nurses' professional development in a way as work in a care home requires particular skills at a personal level. The professional actors' own away from the workplace.

It was proposed that the education and practice standards have been developed or registered nurses now to work in the care home sector. The role of the nurses may be with a wealth of experience and expertise in the various areas of care may be recently qualified and have so far only to learn. In both situations there is an expectation that the registered nurses will identify their own professional needs and proceed to develop specific skills in order to meet the conditions and develop the standards to enable them to lead a team and be responsible for a group of residents. Following the meeting in October the reference group were sent a draft outline of the portfolio and education and practice standards. These were also sent to the care home representatives and the CN Adv for Care Home Nursing. Additional questions and comments were received and have been included where appropriate.

Appendix 2.

Development of standards



Appendix 3.

NI Project Advisory Group



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Contact Details

Mandatory Training

Registered Nurses Assessment

For at-vent Conclusion with Assessor/Supervisor

Example

How to use this Portfolio

Maintaining a practice portfolio is a useful way of capturing your experiences and achievements with your work in relation to practice educational standards. It is advised that you have an identified assessor/supervisor/professional provider that can be used as a contact to offer support if you should be a reflective critical account of learning and experiences with your work in the Care Home sector.

If a practice assessor is available, a day to day assessor will be a mentor, qualification or equivalent and have attended the yearly support for Learners in practice updates.

Guidance for Registered Nurse

Is this your opportunity to establish your own

Do you have the knowledge to understand and analyse the theoretical basis for your learning? Is your practice supported by an evidence based research base?

Have you the skills to undertake and accept accountability for this activity, competence in specific areas.

Collecting Evidence

There can be various sources

Written accounts - written evidence of the activities undertaken to meet standards should not exceed 100 words and may relate to the activities undertaken to meet an individual standard but not necessarily to the whole.

Written evidence should include:

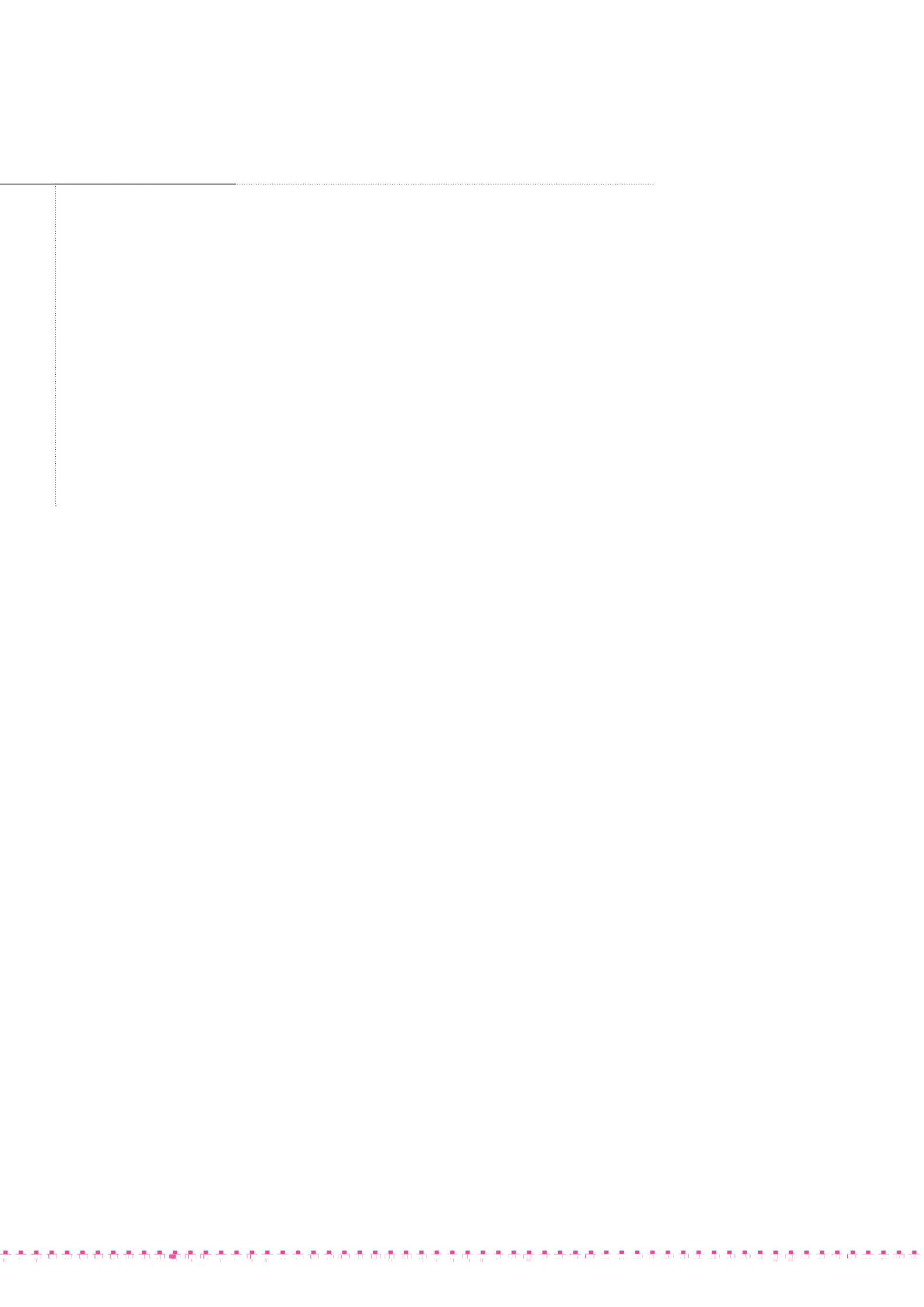
- A reflection on previous experience
- How the candidate has met the standard and your decision on the candidate
- Reasons why you believe the candidate was an effective approach in addressing the identified need/situation
- How the candidate demonstrates that standard has been achieved

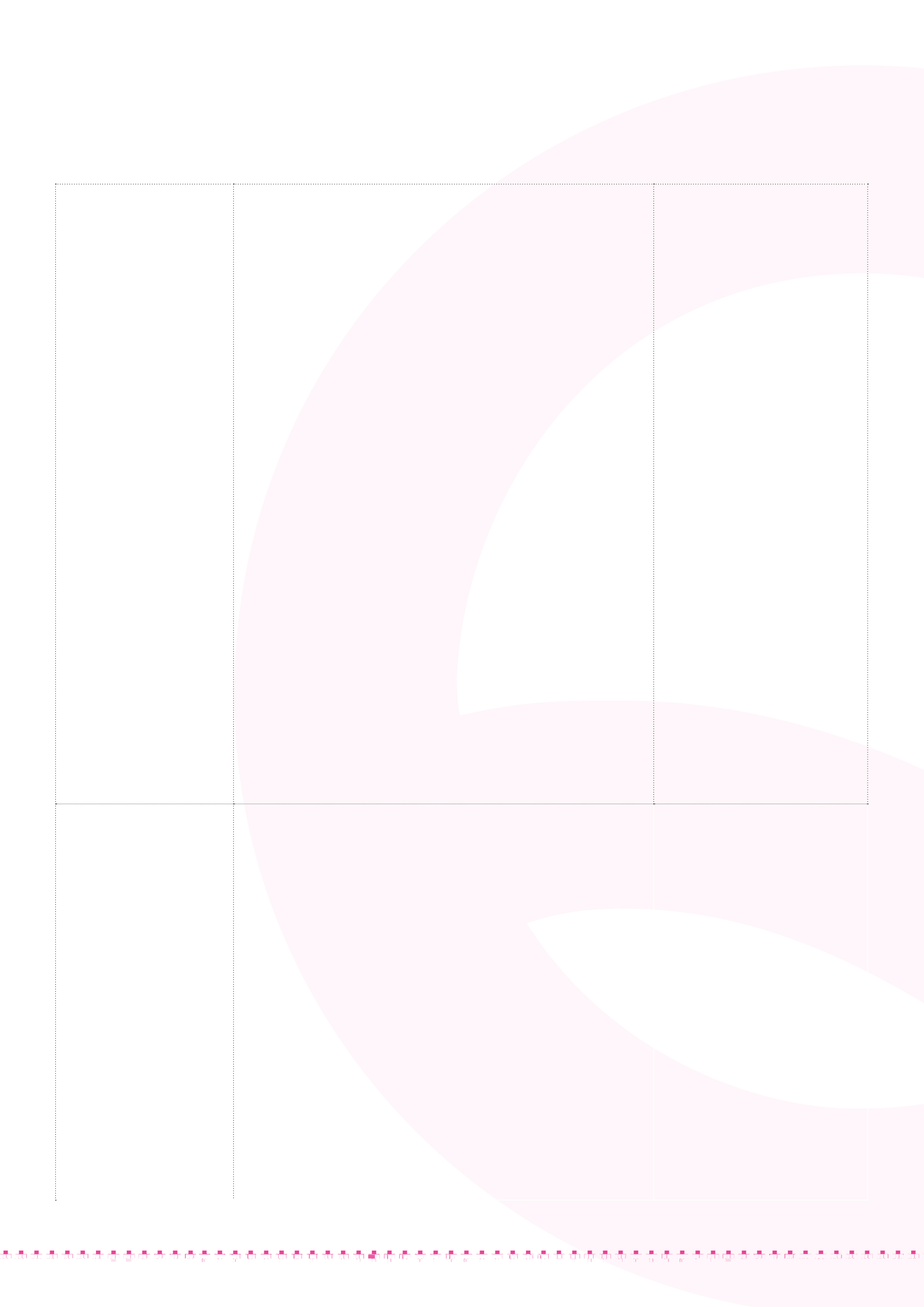
Documents - produced by other people, policies and procedures, or by the candidate, NICE Guidance and Covid updates

Observation - the assessor observes the candidate carrying out a particular activity. For registered nurses who have

Practice standards







Do a n cont nued

- Demonstrate non-ud e nta and value based care to promote a culture of openness and recognition of the duty of candour in working practices and a staff support and development strategy to deliver a quality of care.
- Provide education in or at on to a es enable them to support the care you are providing with the Care Home.

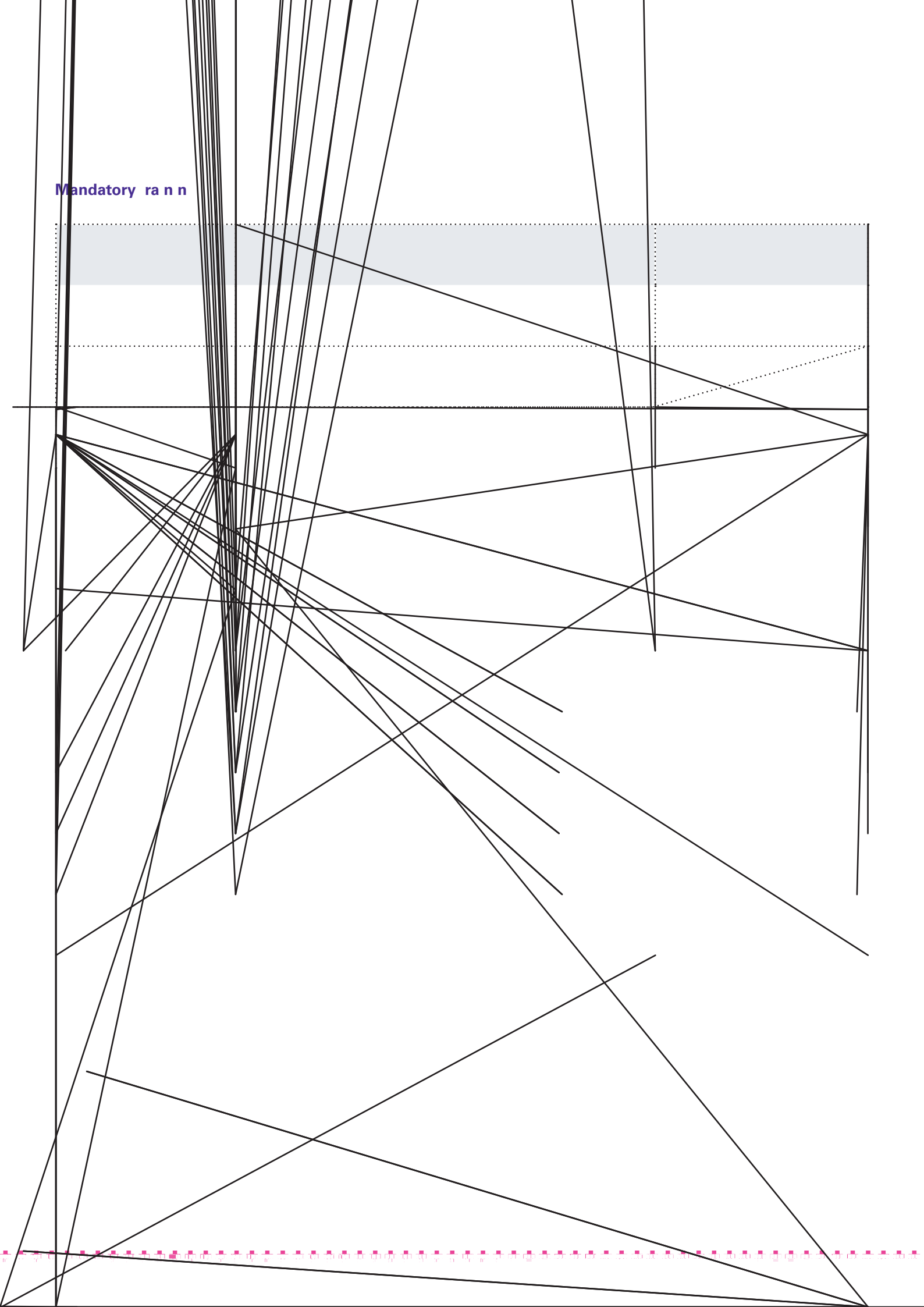
Do a n Evidence Research and Development

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding enable you to achieve or address needs regarding care provision or residents in the Care Home.
- Demonstrate critical and analytical skills in discerning between different or so evidence based research to provide the best care for residents in the Care Home.
- Work with the relevant resources and protocols of the Care Home and occasionally undertake research and development projects. Demonstrate an enquiry led to investigate a deeper understanding of the education and development.
- Promote a culture of research with the Care Home but using data that doesn't necessarily provide practice and demonstrate the practice as on residents in the Care Home.
- Participate in development and presentation of research groups with the Care Home with a view to developing processes or systems that may provide services and care with the Care Home.
- Promote Continuous Professional Development with the Care Home to provide individual knowledge in and research care and to share and disseminate best practice.

Learning Contract Proformas

Contact Details

Mandatory ra n n





Example of Achievement of standard

Professional Registered Nurse reflection on practice



Professional Observation and Assessor Supervisor Observations of Achievement

Standards Achieved

Assessor Supervisor's Name

Date



Professional Record of Meetings

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